



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Understanding the Trade Union Movement in South Africa

Education, Training and Development / Adult Learning

Unit Standard 243848 · NQF Level 4 · 6 Credits · 3 Days

COURSE OVERVIEW

This course provides a comprehensive understanding of the trade union movement in South Africa, including its historical development, legal framework, and current role in the workplace. Participants will gain insights into collective bargaining, labour relations, and the dynamics between unions, employers, and government.

Category	Education, Training and Development
Subfield	Adult Learning
Unit Standard	243848
Accreditation	SAQA Accredited · NQF Level 4 · 6 Credits
Duration	3 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Demonstrate an understanding of the historical development and significance of the trade union movement in South Africa.
- Apply knowledge of the legal framework governing trade unions, including the Labour Relations Act and relevant legislation.
- Analyze the roles and functions of trade unions in collective bargaining, worker representation, and social dialogue.
- Evaluate the impact of trade unions on workplace relations, productivity, and economic development.
- Demonstrate an understanding of current challenges and trends facing the trade union movement in South Africa.

WHO SHOULD ATTEND

- This course is designed for HR professionals, line managers, shop stewards, union representatives, and anyone involved in labour relations or seeking to understand the South African trade union landscape.

COURSE OUTLINE

Day 1: Foundations of the Trade Union Movement in South Africa

- History of the South African trade union movement: from early unions to COSATU, FEDUSA, NACTU
- Key legislative framework: Labour Relations Act (LRA), Basic Conditions of Employment Act (BCEA), Employment Equity Act (EEA)
- Types of trade unions: general, industrial, craft, and federations
- Trade union structures: shop stewards, branch, regional, national, and federations
- Roles and responsibilities of trade union representatives
- Relationship with employer organizations and bargaining councils

Day 2: Trade Union Functions and Organizing Strategies

- Collective bargaining processes: preparation, negotiation, and agreements
- Dispute resolution mechanisms: conciliation, mediation, arbitration (CCMA, bargaining councils)
- Strike and protest action: legal requirements, procedures, and consequences
- Recruitment and organizing strategies: workplace mapping, one-on-one engagement, campaigns
- Trade union education and capacity building for members and leaders
- Rights of trade union representatives: access, time off, protection against victimization

Day 3: Advanced Applications and Practical Integration

- Case studies: successful and failed organizing campaigns, collective bargaining outcomes
- Developing a workplace organizing plan: steps, resources, timelines
- Challenges: casualization, gig economy, declining membership, political influence
- Trade union democracy: elections, mandates, accountability to members
- Future of trade unionism: technology, informal economy, coalition building
- Integration: applying LRA provisions to practical representation scenarios

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **6 NQF credits** at **NQF Level 4**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 17,900.00	R 17,900.00
1	In-House	R 23,300.00	R 23,300.00
1	On-Campus (Pretoria)	R 26,800.00	R 26,800.00

UPCOMING SESSIONS

Start	End	Method	Venue
04 Aug 2026	06 Aug 2026	On-Campus	Pretoria, South Africa
04 Aug 2026	06 Aug 2026	On-Campus	Mauritius
05 Aug 2026	07 Aug 2026	On-Campus	Cape Town, South Africa
05 Aug 2026	07 Aug 2026	On-Campus	Lagos, Nigeria
10 Aug 2026	12 Aug 2026	On-Campus	Pretoria, South Africa
10 Aug 2026	12 Aug 2026	On-Campus	Mauritius
11 Aug 2026	13 Aug 2026	On-Campus	Abu Dhabi, UAE
11 Aug 2026	13 Aug 2026	On-Campus	Cape Town, South Africa

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 243848) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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