



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

Sociology of Work in South Africa

Education, Training and Development / Adult Learning

Unit Standard 258096 · NQF Level 5 · 12 Credits · 9 Days

COURSE OVERVIEW

This course provides learners with a comprehensive understanding of the sociology of work within the South African context. It explores how social structures, relationships, and institutions shape work experiences, labour markets, and employment relations. The course aims to equip learners with the analytical tools to critically evaluate workplace dynamics and contribute to more equitable and productive work environments.

Category	Education, Training and Development
Subfield	Adult Learning
Unit Standard	258096
Accreditation	SAQA Accredited · NQF Level 5 · 12 Credits
Duration	9 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Analyse the key sociological concepts and theories relevant to the world of work.
- Evaluate how social stratification, inequality, and diversity impact employment and workplace relations in South Africa.
- Apply sociological perspectives to understand labour market dynamics and employment patterns.
- Demonstrate an understanding of the role of trade unions, employer organisations, and the state in shaping work relations.
- Assess the influence of globalisation, technology, and the informal economy on work in South Africa.
- Critically examine contemporary issues such as precarious work, unemployment, and workplace transformation.

WHO SHOULD ATTEND

- This course is designed for human resource practitioners, labour relations specialists, managers, and anyone seeking to understand the social dimensions of work in South Africa.

COURSE OUTLINE

Day 1: Introduction to Sociology of Work

- What is sociology of work?
- Sociological perspectives: functionalism, conflict theory, symbolic interactionism.
- History of work in South Africa: pre-colonial, colonial, and apartheid eras.
- The legacy of apartheid on the labour market.
- Introduction to key concepts: division of labour, alienation, and labour markets.

Day 2: Work and Social Stratification

- Social stratification and class structure in South Africa.
- Gender segregation and wage gaps.
- Racial inequalities and the labour market.
- Social mobility: barriers and enablers.
- Education and skills development in South Africa.
- Case study: Mining sector and inequality.

Day 3: Labour Markets and Employment

- Formal vs. informal sector employment.
- Unemployment: types, causes, and statistics in South Africa.
- Labour market flexibility and precarious work.
- Government policies: NDP, employment equity, and skills development.
- Trade unions and collective bargaining.
- Case study: The gig economy in South Africa.

Day 4: Work and Organisations

- Bureaucracy and organisational theory.
- Organisational culture and identity.
- Power, authority, and control in the workplace.
- Taylorism, Fordism, and post-Fordism.
- Technology and automation: impact on jobs.
- Worker participation: co-ops, ESOPs, and workplace democracy.

Day 5: Work and Identity

- Work as a source of identity and meaning.
- Occupational identity and professionalisation.
- Work-life balance: South African realities.
- Emotional labour and burnout.
- Cultural perspectives on work: Ubuntu and communalism.
- Case study: Domestic workers and identity.

Day 6: Labour Law and Industrial Relations

- Labour Relations Act, Basic Conditions of Employment Act, Employment Equity Act.
- Trade unions in South Africa: history and current role.
- Collective bargaining and strikes.
- Dispute resolution: CCMA, Labour Court.
- Health and safety regulations.
- Case study: Marikana and its aftermath.

Day 7: Globalisation and Work

- Globalisation and labour markets.
- Multinational corporations and South Africa.
- Global supply chains: ethics and labour rights.
- International Labour Organization (ILO) standards.
- Migration and work: cross-border labour.
- Case study: Clothing and textiles industry.

Day 8: Contemporary Issues in Work

- Fourth Industrial Revolution: AI, robotics, and digitalisation.
- Remote work and the digital divide.
- Green jobs and the just transition.
- Informal economy innovations.
- Youth unemployment and entrepreneurship.
- Case study: Tech hubs in South Africa.

Day 9: Synthesis and Application

- Review of key themes and theories.
- Group presentations on selected topics.
- Developing a workplace intervention plan.
- Ethical considerations in the sociology of work.
- Course assessment and feedback.
- Action planning for applying knowledge.

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 **12 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 35,000.00	R 35,000.00
1	In-House	R 45,500.00	R 45,500.00
1	On-Campus (Pretoria)	R 52,500.00	R 52,500.00

UPCOMING SESSIONS

Start	End	Method	Venue
07 Aug 2026	19 Aug 2026	On-Campus	Cape Town, South Africa
10 Aug 2026	20 Aug 2026	On-Campus	Pretoria, South Africa
11 Aug 2026	21 Aug 2026	On-Campus	Abu Dhabi, UAE
12 Aug 2026	24 Aug 2026	On-Campus	Durban, South Africa
12 Aug 2026	24 Aug 2026	On-Campus	Mauritius
13 Aug 2026	25 Aug 2026	On-Campus	Cape Town, South Africa
14 Aug 2026	26 Aug 2026	On-Campus	Dubai, UAE
17 Aug 2026	27 Aug 2026	On-Campus	Abu Dhabi, UAE

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 258096) 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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