

AVENG WORKFORCE PROFILES (AS 30 SEPTEMBER 2020)

The sections below provide a summary of the workforce profiles submitted to the Department of Employment and Labour for the 2020 reporting period in terms of the Employment Equity Act.

1. Aveng Corporate Office

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	3	0	0	0	0	0	0	3
Senior management	1	1	0	6	0	0	0	2	1	0	11
Professionally qualified and experienced specialists and mid-management	3	0	2	7	1	0	0	6	0	1	20
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	0	0	1	2	1	3	0	0	8
Semi-skilled and discretionary decision making	7	0	0	0	5	0	0	3	0	0	15
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	12	1	2	16	7	2	1	14	1	1	57
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	12	1	2	16	7	2	1	14	1	1	57

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

2. Aveng Moolmans

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	1	2	0	0	0	0	0	0	3
Senior management	1	1	0	14	1	0	0	1	1	0	19
Professionally qualified and experienced specialists and mid-management	26	19	2	85	5	1	1	4	2	0	145
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	162	106	1	123	17	7	2	30	8	0	456
Semi-skilled and discretionary decision making	1338	521	0	48	169	47	0	20	2	0	2145
Unskilled and defined decision making	202	18	0	3	36	6	0	3	0	0	268
TOTAL PERMANENT	1729	665	4	275	228	61	3	58	13	0	3036
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1729	665	4	275	228	61	3	58	13	0	3036

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

3. Aveng Manufacturing

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	9	0	0	0	0	0	0	9
Professionally qualified and experienced specialists and mid-management	10	4	16	39	3	1	3	10	3	1	90
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	50	3	5	22	19	3	5	24	2	0	133
Semi-skilled and discretionary decision making	260	5	1	5	51	7	6	12	4	0	351
Unskilled and defined decision making	244	0	1	2	34	0	0	0	4	0	285
TOTAL PERMANENT	564	12	23	77	107	11	14	46	13	1	868
Temporary employees	65	2	1	8	18	4	1	6	0	0	105
GRAND TOTAL	629	14	24	85	125	15	15	52	13	1	973

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

4. Aveng Steel

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	1	1	0	0	0	0	0	0	2
Senior management	1	0	2	5	2	0	0	1	0	0	11
Professionally qualified and experienced specialists and mid-management	3	5	2	13	1	1	2	7	0	0	34
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	23	4	7	15	14	6	2	18	2	0	91
Semi-skilled and discretionary decision making	109	11	7	2	26	3	0	5	2	0	165
Unskilled and defined decision making	125	15	5	3	25	4	0	0	2	0	179
TOTAL PERMANENT	261	35	24	39	68	14	4	31	6	0	482
Temporary employees	14	0	0	0	3	0	0	0	1	0	18
GRAND TOTAL	275	35	24	39	71	14	4	31	7	0	500

Note: A=Africans, C=Coloureds, I=Indians and W=Whites