

AVENG WORKFORCE PROFILES (AS AT 30 SEPTEMBER 2021)

The sections below provide a summary of the workforce profiles submitted to the Department of Employment and Labour for the 2021 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	2	0	0	0	0	0	0	2
Senior management	1	0	0	6	0	0	0	3	0	1	11
Professionally qualified and experienced specialists and mid-management	2	0	1	4	0	0	1	2	0	0	10
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	2	0	1	2	0	0	5
Semi-skilled and discretionary decision making	2	0	0	0	2	0	0	0	0	0	4
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	5	0	1	12	4	0	2	7	0	1	32
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	5	0	1	12	4	0	2	7	0	1	32

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	3	1	0	16	1	0	0	0	1	0	22
Professionally qualified and experienced specialists and mid-management	29	17	2	81	5	3	1	4	2	0	144
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	138	110	1	92	11	6	2	29	8	0	397
Semi-skilled and discretionary decision making	1026	489	0	43	106	55	0	17	2	0	1738
Unskilled and defined decision making	187	37	0	4	88	23	0	3	0	0	342
TOTAL PERMANENT	1383	654	4	238	211	87	3	53	13	0	2646
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1383	654	4	238	211	87	3	53	13	0	2646

3. 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	0	0	2	3	2	0	0	1	0	0	8
Professionally qualified and experienced specialists and mid-management	3	5	2	12	1	1	2	6	0	0	32
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	28	4	9	13	17	5	2	18	2	0	98
Semi-skilled and discretionary decision making	106	13	7	4	28	2	1	4	2	0	167
Unskilled and defined decision making	131	15	3	2	25	4	0	0	2	0	182
TOTAL PERMANENT	268	37	24	35	73	12	5	29	6	0	489
Temporary employees	15	1	3	4	3	0	0	1	1	0	28
GRAND TOTAL	283	38	27	39	76	12	5	30	7	0	517