

**SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC EMPOWERMENT CHARTER FOR THE SOUTH
AFRICAN MINING INDUSTRY**

CATEGORY: HUMAN RESOURCE DEVELOPMENT

DESCRIPTION	MEASURES	SPREAD OF MEASURE CATEGORY	REPORTING TEMPLATE							
			YEAR:							
			African		Coloured		Indian		White	Total
			Male	Female	Male	Female	Male	Female	Female	
Development of requisite skills, incl. support for South African based research and development initiatives intended to develop solutions in mining, processing, and exploration technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation.	HRD expenditure as percentage of total annual payroll (excl. mandatory skills development levy)	Learnership and Bursaries (of core and critical skills)								
		Artisans								
		ABET training (level I,II,III,IV and NQF 1)								
		Other training initiatives (school support & post matric programmes)								
		Support for South African based research and development initiatives								