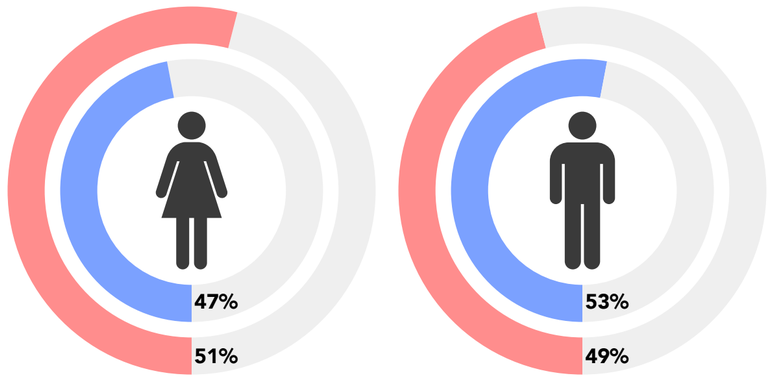
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2016

Australia

The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 11 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES

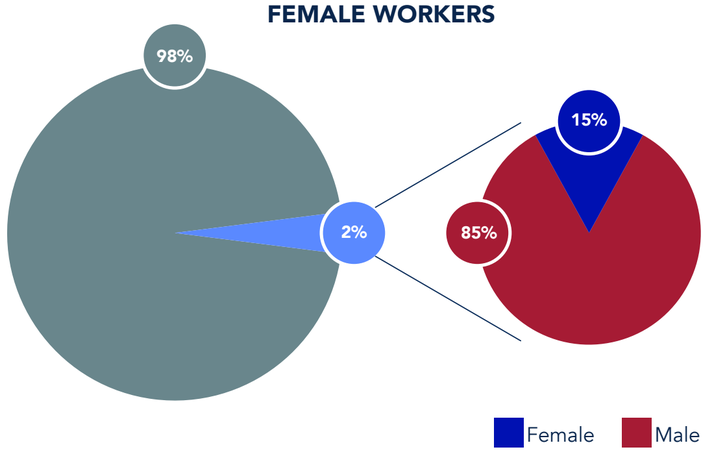


Proportion of Working Age Population

Proportion of Employed Population

In 2016 the Australian national workforce consisted of 53% male and 47% female employees. The working age population was 49% male and 51% female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS

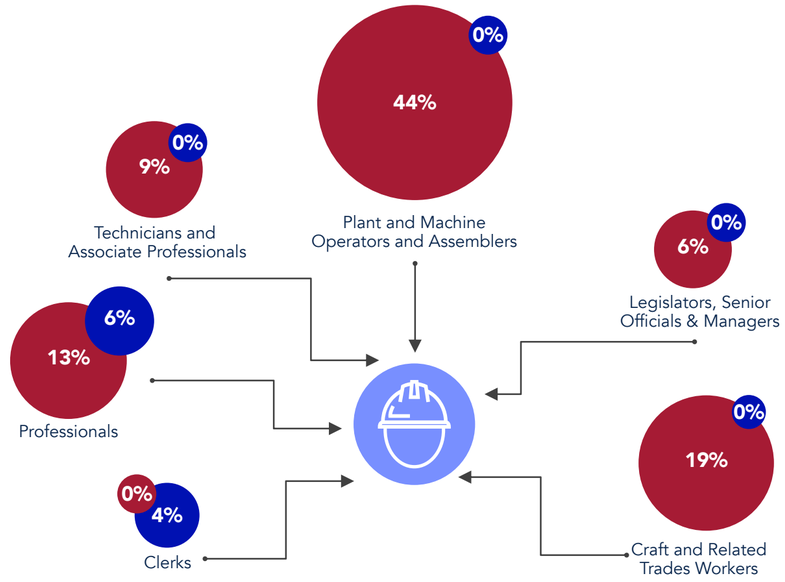


Non-Mining Industries

Mining and Quarrying

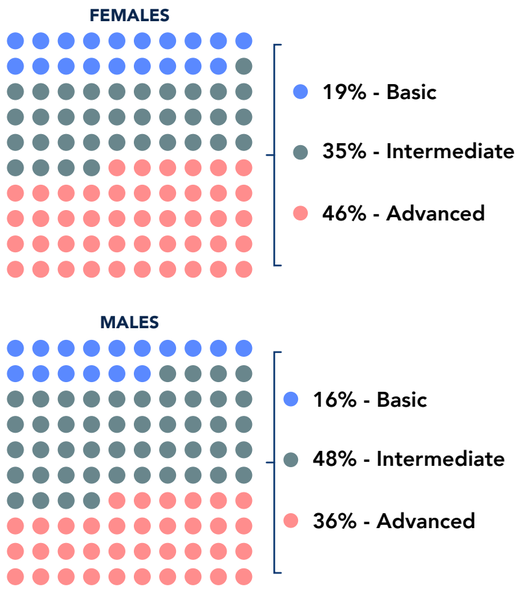
Mining and quarrying activities accounted for 2% of occupations in Australia in 2016.
ILO estimates the participation rate for female employees category was 15% in 2016.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



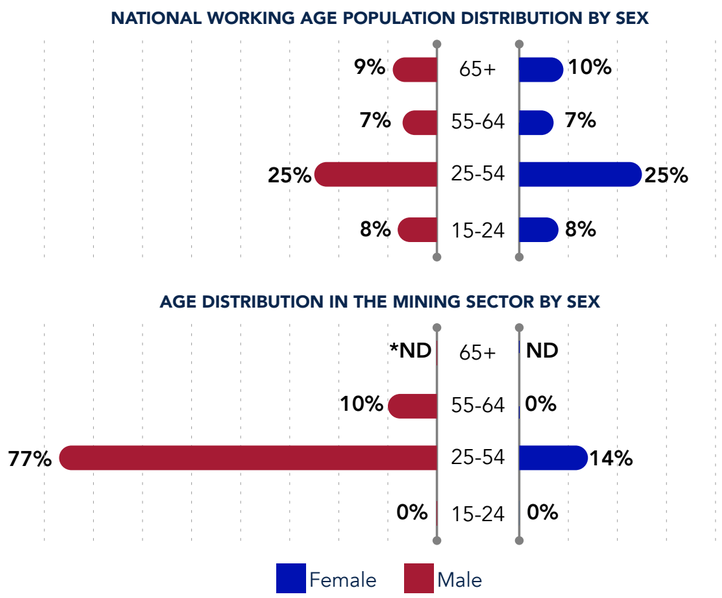
Female workers are concentrated in professional or clerical roles and absent from most other occupation groups.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



Female employees have a higher proportion of advanced level education than males.

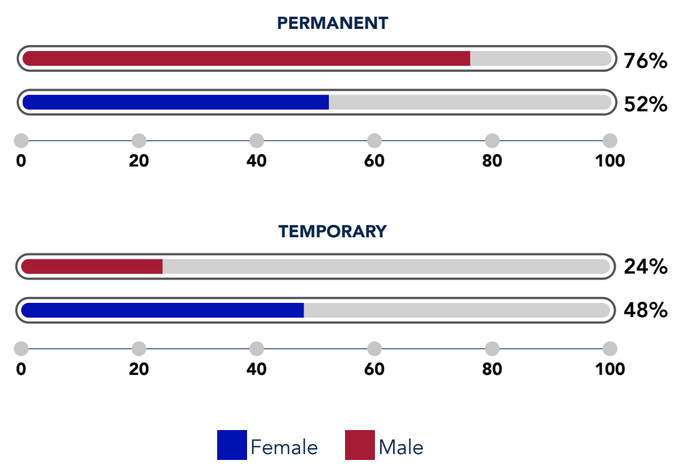
AGE DISTRIBUTION OF WORKERS NATIONALLY AND IN THE MINING SECTOR



The leaky pipeline for female workers† in mining is glaring, compared with the national working age population.

†Age ranges for National data added from 25-54 years to match mining data.
***ND** = No Data

MINING EMPLOYMENT BY SEX AND CONTRACT TYPE



In Austalia, female employees are twice as likely as men to have temporary work.

NATUR VÅRDS VERKET SWEDISH ENVIRONMENTAL PROTECTION AGENCY
IWiM
IGF
International Labour Organization
UNDP

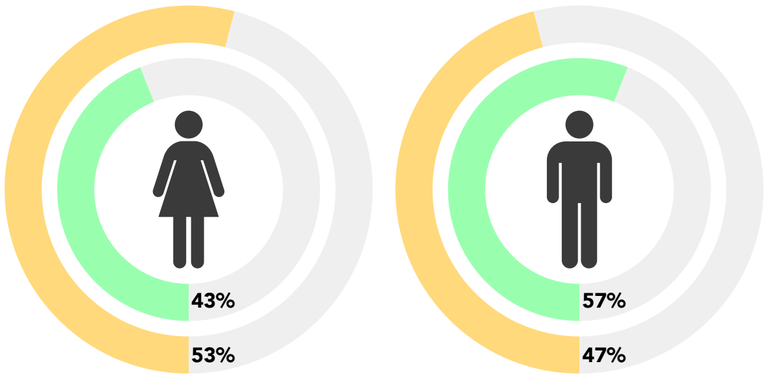
Source: ILO harmonized microdata, www.ilo.org/ilostat. View our disclaimer and methodology here.

WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2020

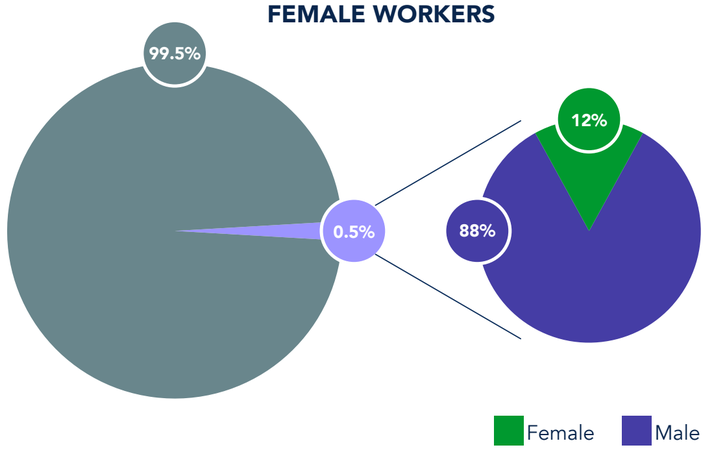
The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 11 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES



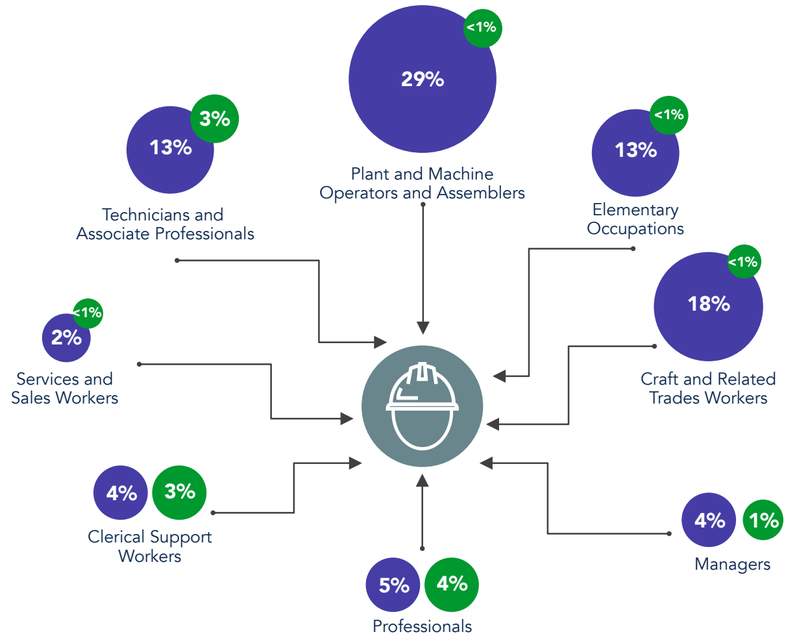
In 2020 the Brazilian national workforce consisted of 57% male and 43% female employees. The working age population was 47% male and 53% female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



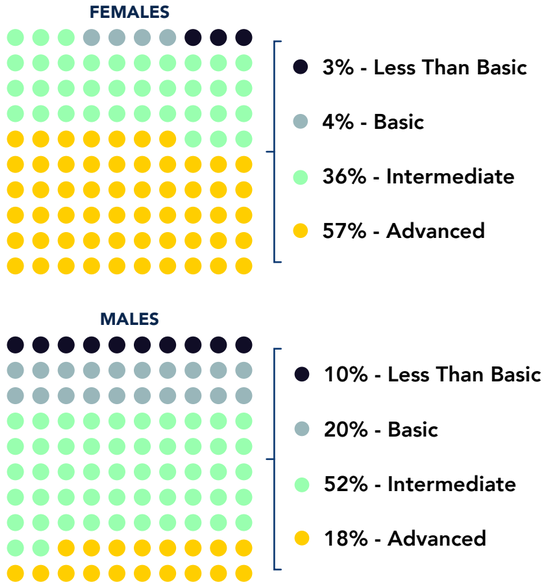
Mining and quarrying accounted for 0.5% of occupations in Brazil in 2020.
ILO estimates the participation rate for female employees in mining category was 12% in 2020.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



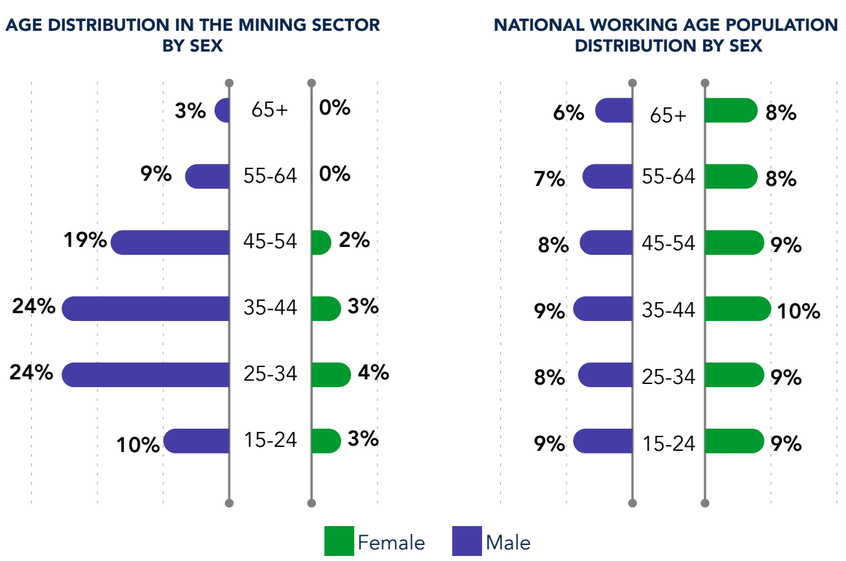
Female employees are concentrated in only a few roles.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



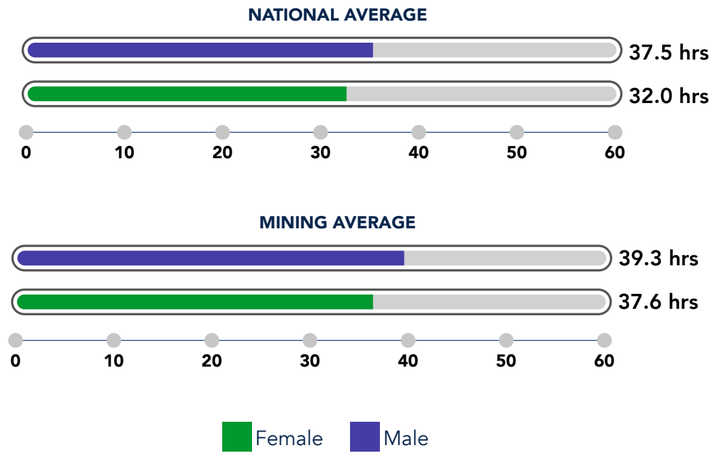
Female employees have a higher proportion of advanced level education than males.

AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



Female workers are underrepresented at every age range in mining employment compared to the national working age population.

AVERAGE HOURS WORKED PER WEEK NATIONALLY AND IN MINING



Female employees in mining reported that they worked an average of 1.7 fewer hours than males, in their paid roles.

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Source: ILO Harmonized Microdata, www.ilo.org/ilostat. View our Disclaimer and Methodology here.

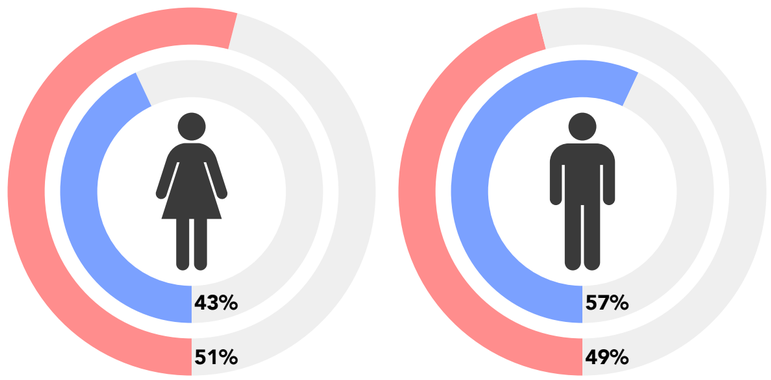
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2017

Chile

The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 11 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES

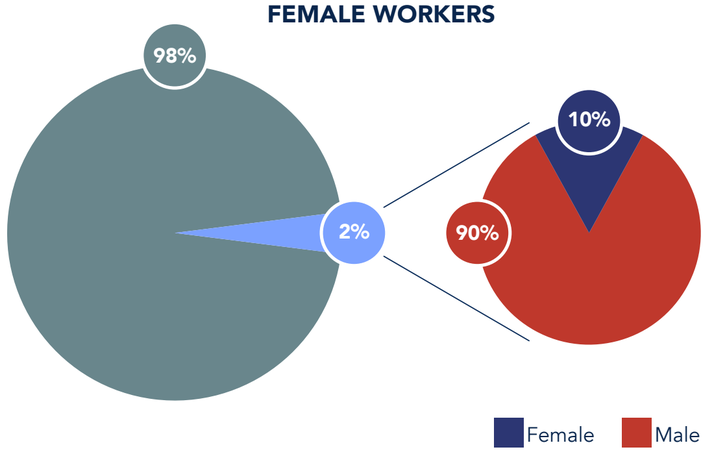


Proportion of Working Age Population

Proportion of Employed Population

In 2017 the Chilean national workforce consisted of 57% male and 43% female employees. The working age population was 49% male and 51% female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS

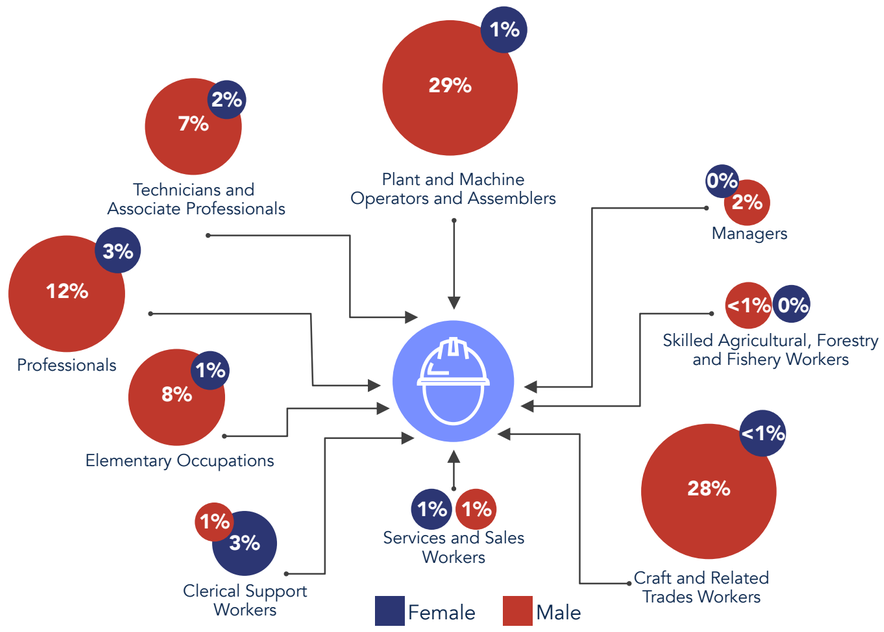


Non-Mining Industries

Mining and Quarrying

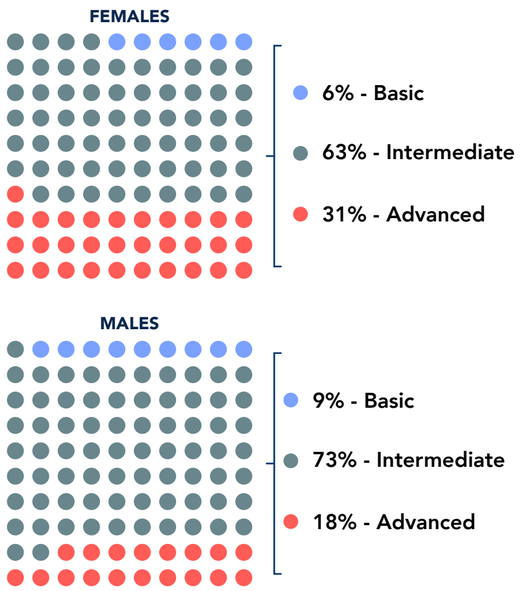
Mining and quarrying activities accounted for 2% of occupations in Chile in 2017.
ILO estimates the participation rate for female employees in mining category was 10% in 2017.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



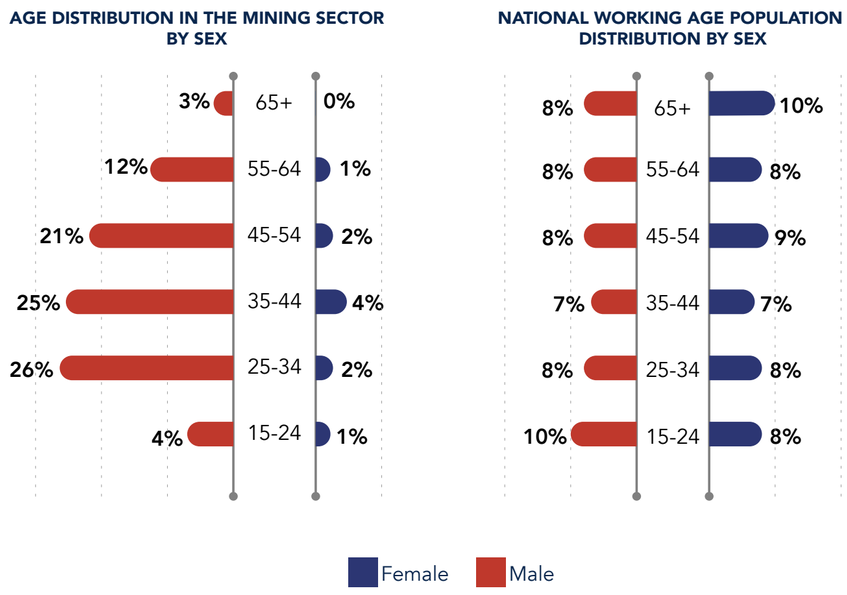
Female employees in mining participate in most roles but in very low numbers.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



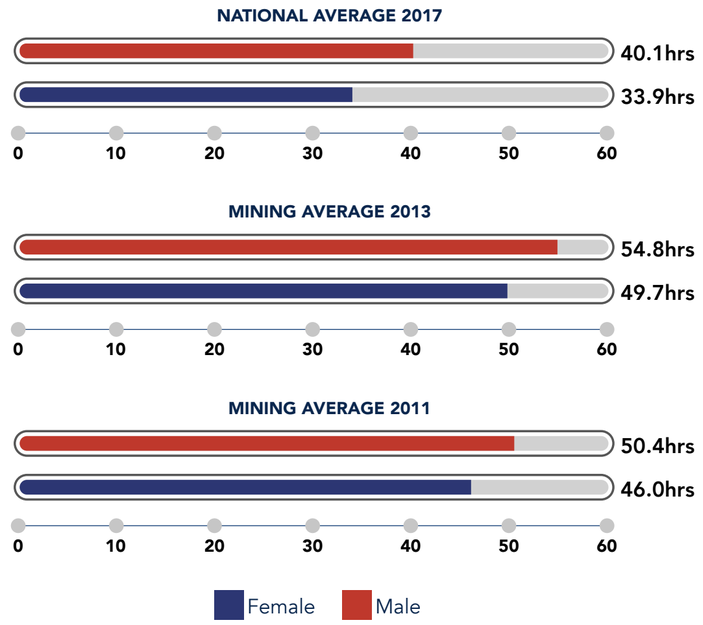
Female employees in mining have a higher proportion of advanced level education than males.

AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



Female workers are underrepresented at every age range in mining compared to the national working age population.

AVERAGE WEEKLY HOURS WORKED



Weekly hours for miners grew for both female and male employees between 2011 and 2013. Female employees worked fewer average weekly hours than their male counterparts in their paid roles.

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Source: ILO harmonized microdata, www.ilo.org/ilostat. View our disclaimer and methodology here.

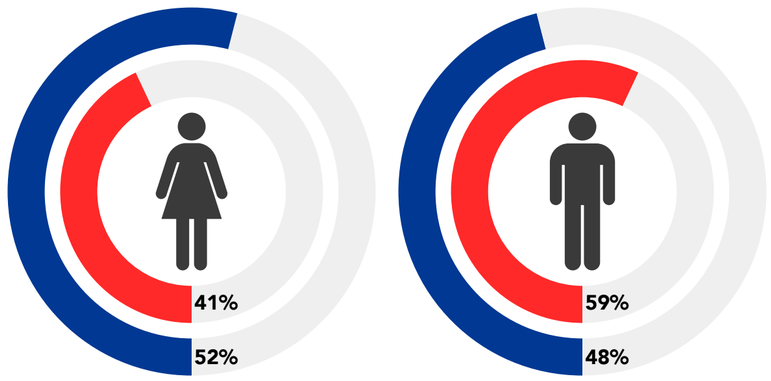
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2019

Colombia

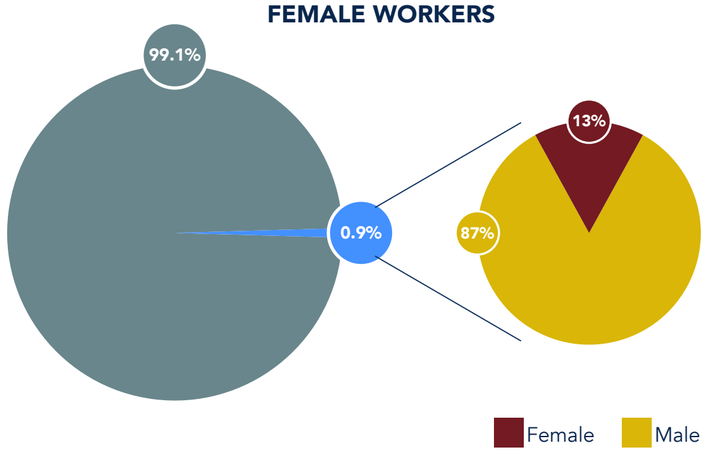
The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 11 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES



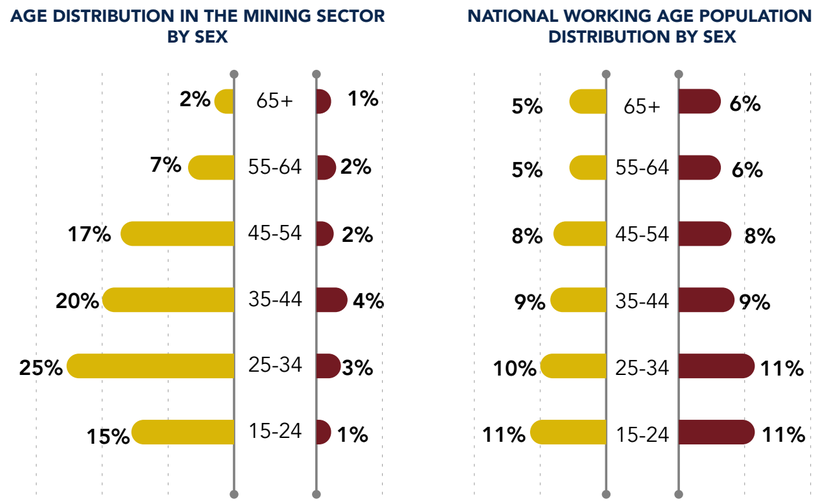
In 2019 the Colombian national workforce consisted of 59% male and 41% female employees. The working age population was 48% male and 52% female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



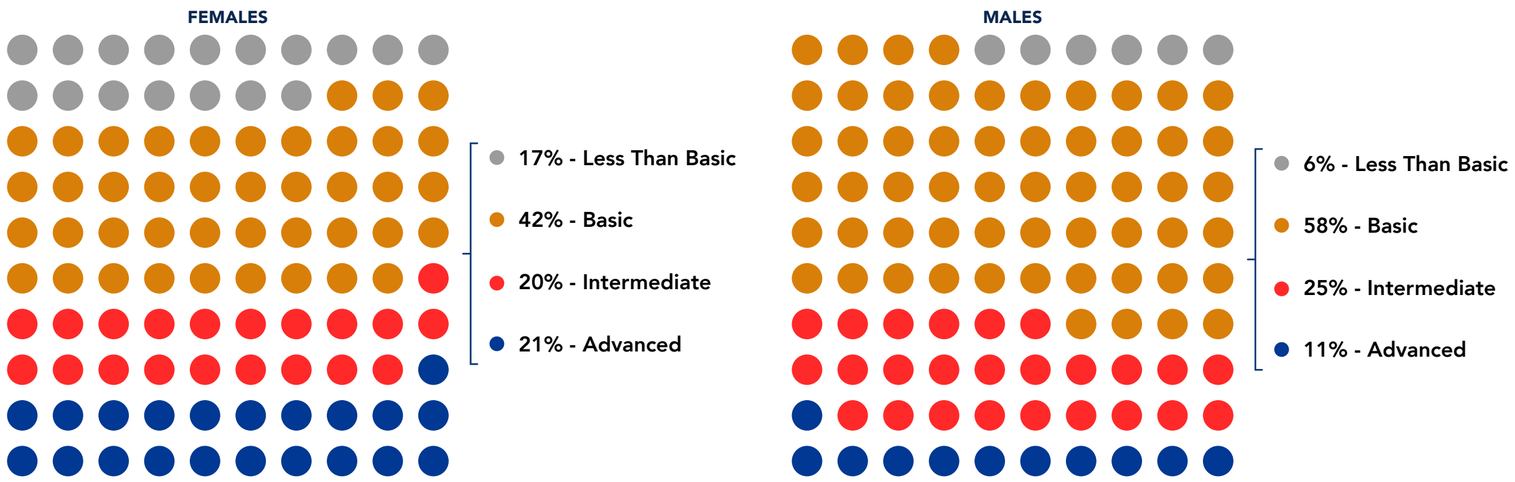
Mining and quarrying activities accounted for 0.9% of occupations in Colombia in 2019.
ILO estimates the participation rate for female employees in mining category was 13% in 2019.

AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



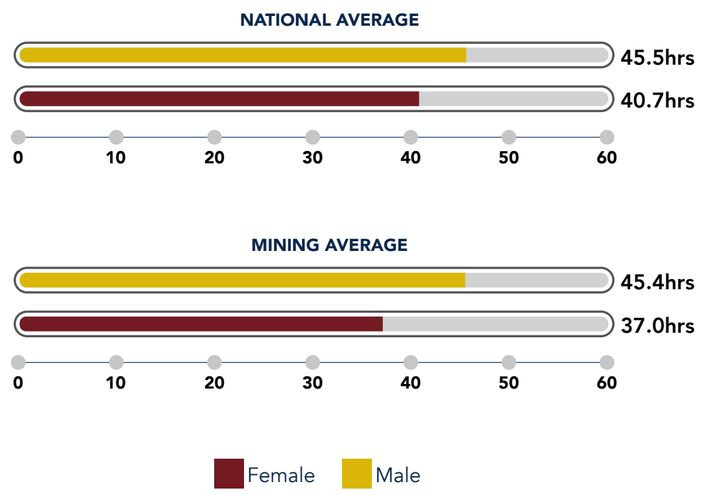
Female employees are underrepresented at every age range in mining compared to the national working age population.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



Female employees in mining have a higher proportion of advanced level education than male employees.

AVERAGE HOURS WORKED PER WEEK NATIONALLY AND IN MINING



Female mining workers reported that they worked an average of 4.8 fewer hours than their male counterparts, in their paid roles in 2019.

Source: ILO harmonized microdata, www.ilo.org/ilostat. View our disclaimer and methodology here.

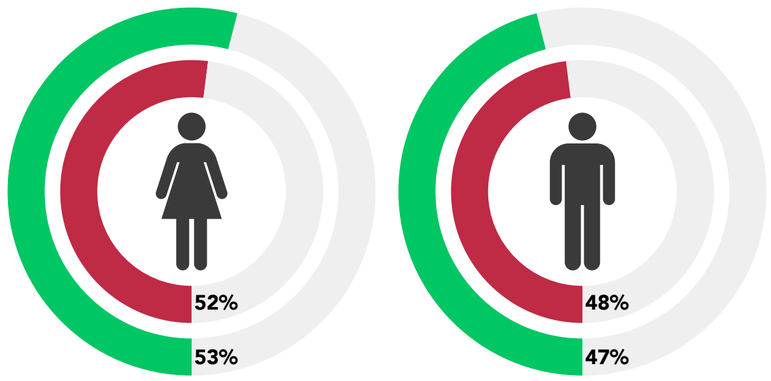
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2017

Ghana

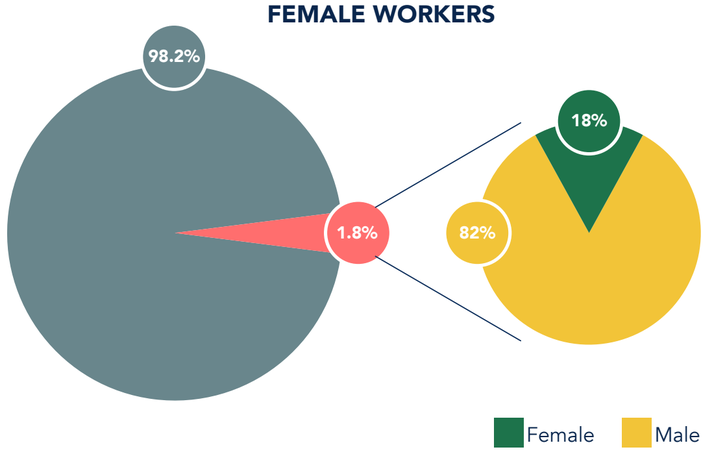
The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 11 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES



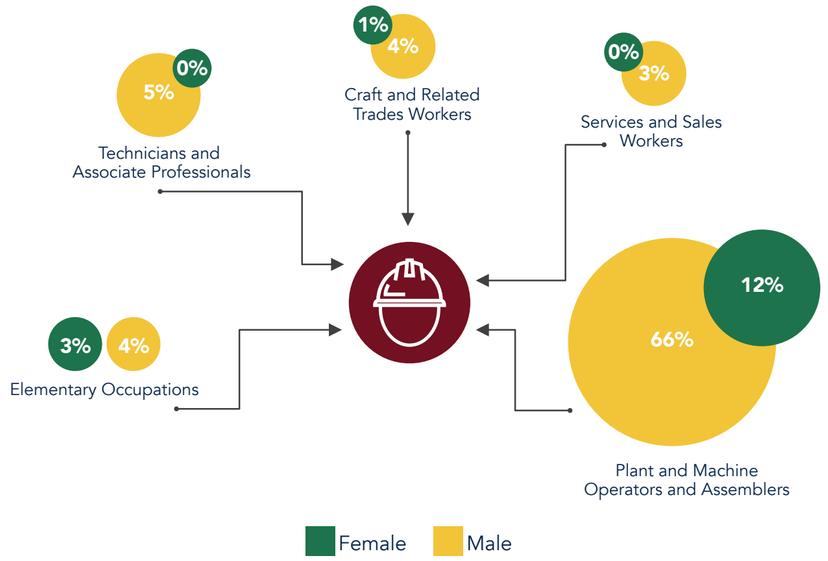
In 2017 the Ghanaian national workforce consisted of 48% male and 52% female employees. The working age population was 47% male and 53% female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



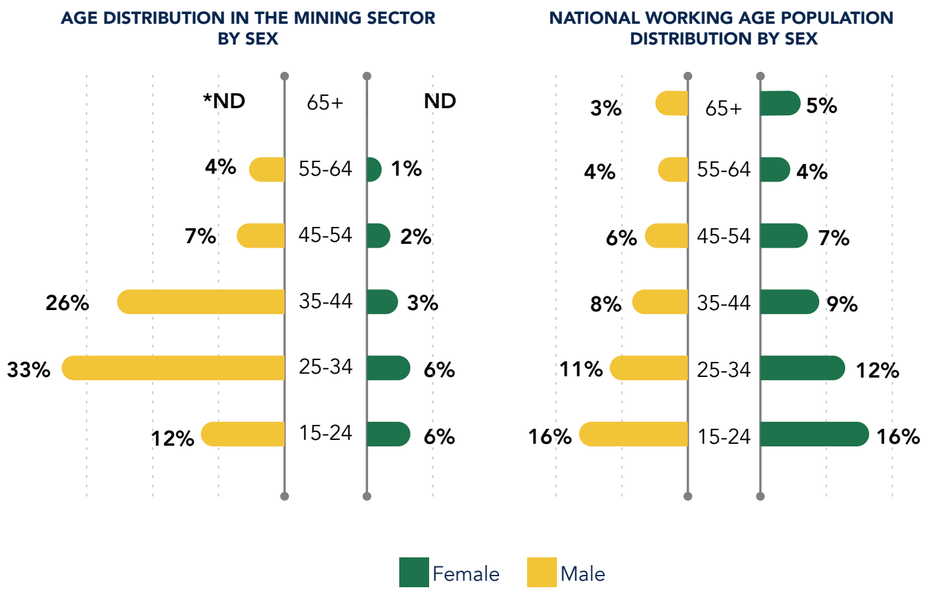
Mining and quarrying activities accounted for 1.8% of occupations in Ghana in 2017.
ILO estimates the participation rate for female employees in mining category was 18% in 2017.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



Female employees are concentrated in few roles and absent from most occupation groups in mining.

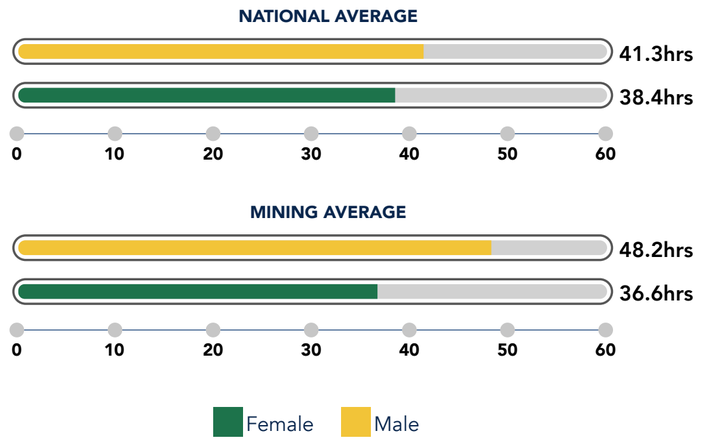
AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



Female employees are underrepresented at every age range in mining compared to the national working age population.

***ND** = No Data

AVERAGE WEEKLY HOURS WORKED



Female mining workers reported that they worked an average of 11.6 fewer hours than their male counterparts, in their paid roles in 2017.

NATUR VÅRDS VERKET SWEDISH ENVIRONMENTAL PROTECTION AGENCY · IWiM · IGF · ILO International Labour Organization · UNDP

Source: ILO harmonized microdata, www.ilo.org/ilostat. View our disclaimer and methodology here.

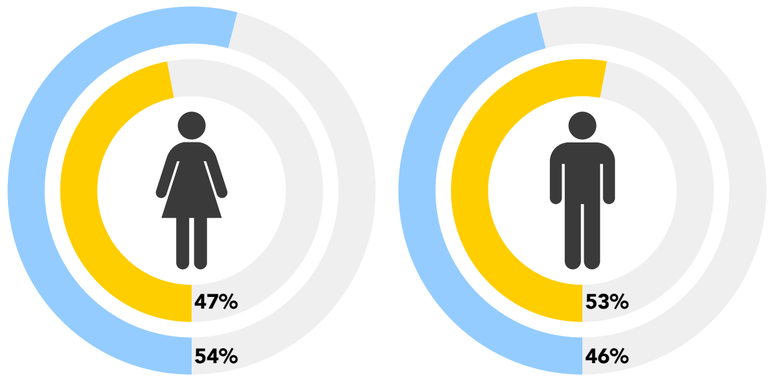
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2020

Mongolia

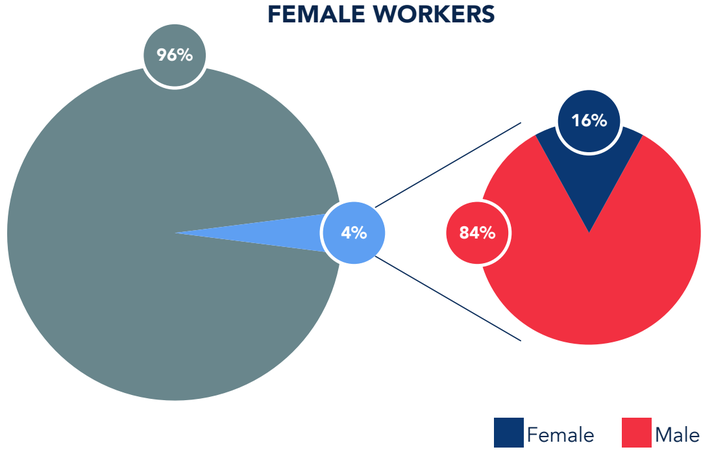
The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 11 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES



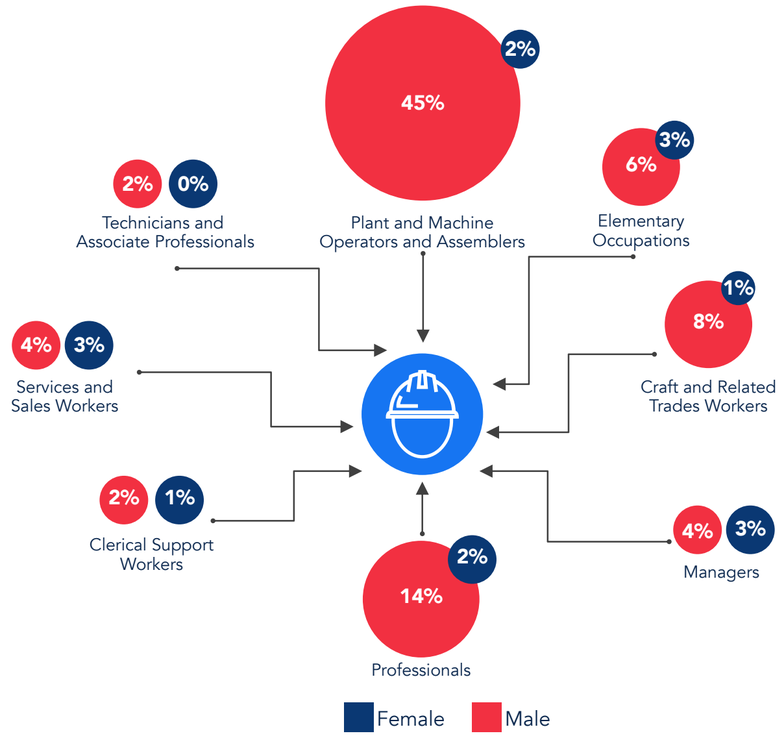
In 2020 the Mongolian national workforce consisted of 53% male and 47% female employees. The working age population was 46% male and 54% female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



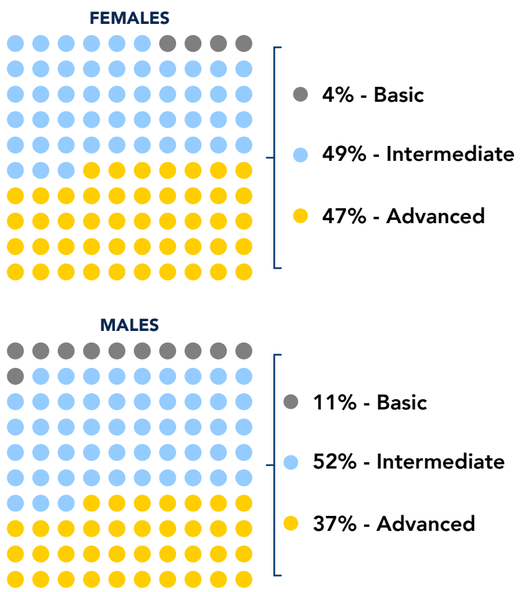
Mining and quarrying activities accounted for 4% of occupations in Mongolia in 2020.
ILO estimates the participation rate for female workers in mining category was 16% in 2020.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



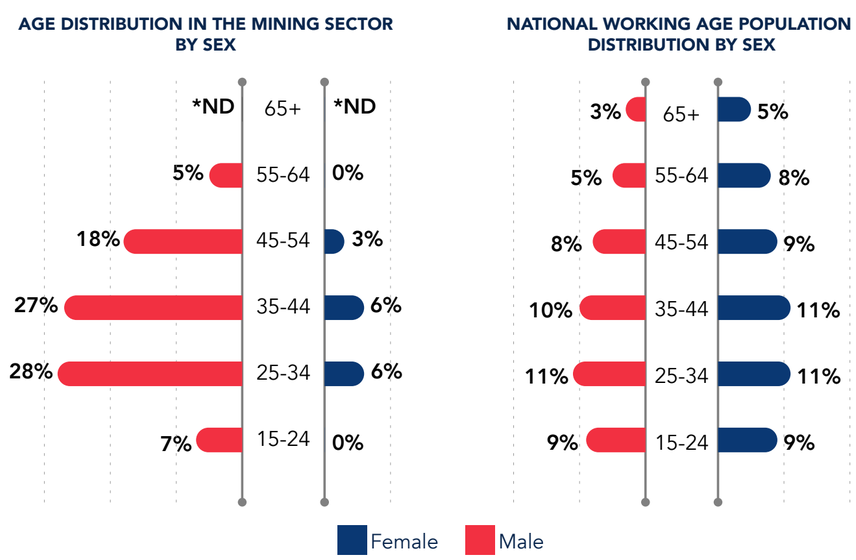
Female employees participate in most occupation roles in mining but in very low numbers.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



Female employees have a higher proportion of advanced level education in mining compared to their male counterparts.

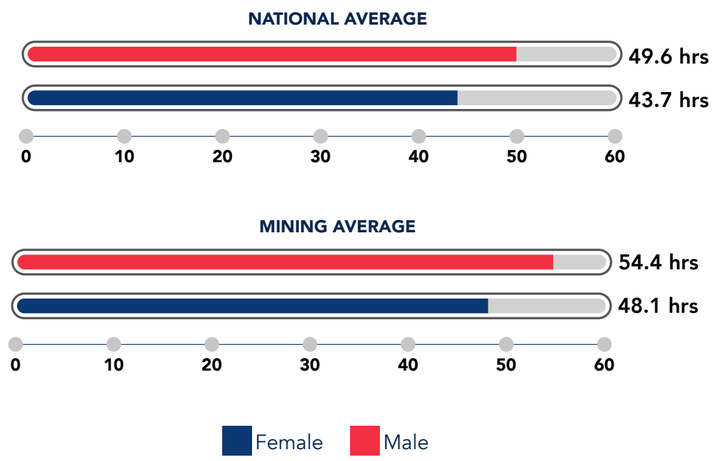
AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



The proportion of male workers is well above the national working age population in the age ranges of 25-54 yrs. Female workers are underrepresented in every age range.

***ND** = No Data

AVERAGE HOURS WORKED PER WEEK NATIONALLY AND IN MINING



Female mining employees reported that they worked an average of 6.3 fewer hours than males, in their paid roles in 2020.

NATUR VÅRDS VERKET SWEDISH ENVIRONMENTAL PROTECTION AGENCY · IWiM · IGF · ILO International Labour Organization · UNDP

Source: ILO harmonized microdata, www.ilo.org/ilostat. View our disclaimer and methodology here.

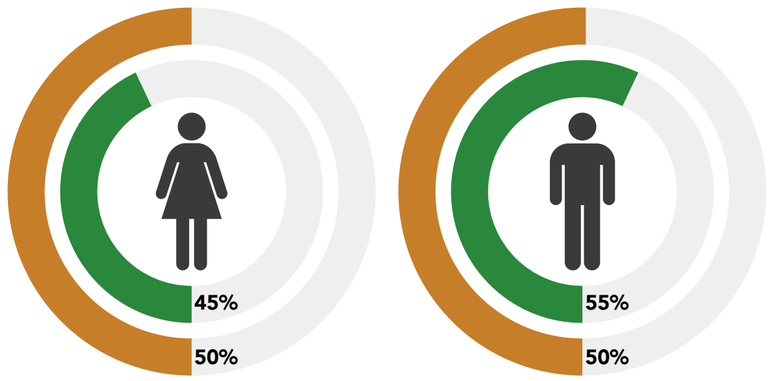
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2019

Peru

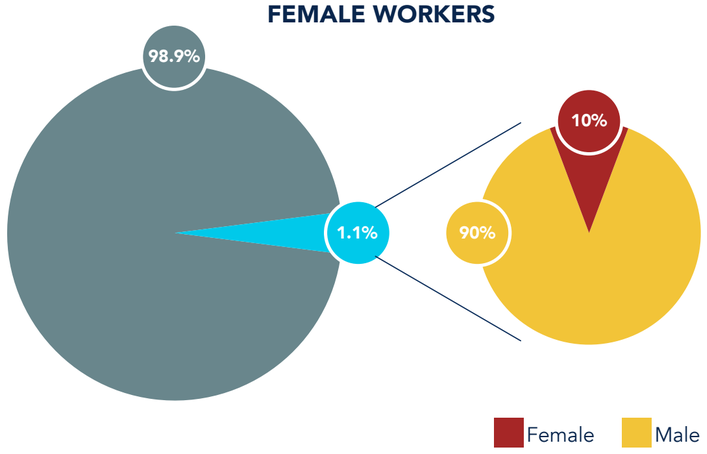
The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 11 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES



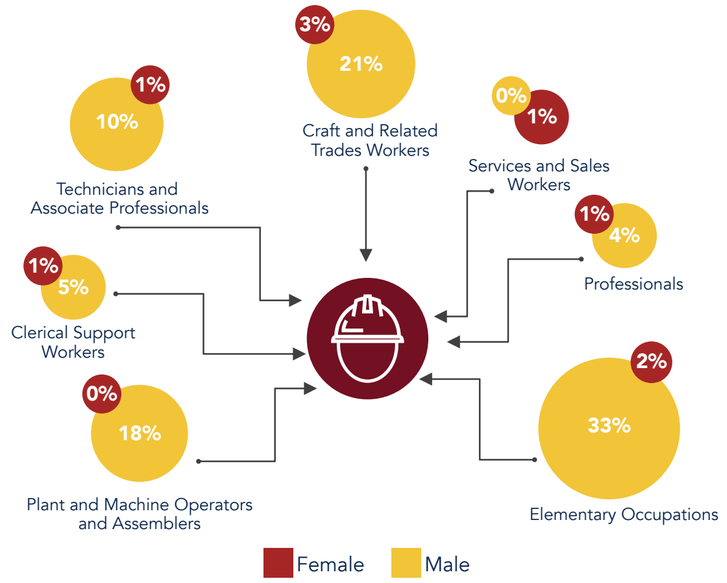
In 2019 the Peruvian national workforce consisted of 55% male and 45% female employees. The working age population was 50% male and female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



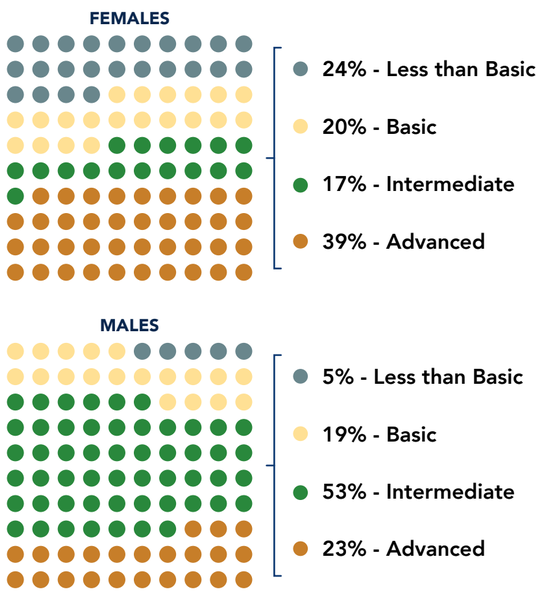
Mining and quarrying activities accounted for 1.1% of occupations in Peru in 2019.
ILO estimates the participation rate for female workers in the mining category was 10% in 2019.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



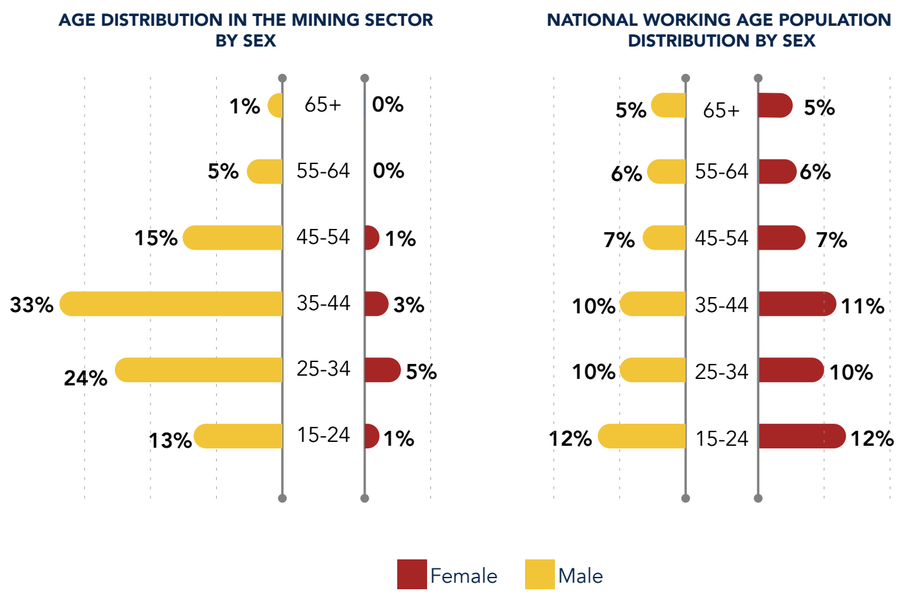
Female employees in mining participate in most occupation roles but in very low numbers.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



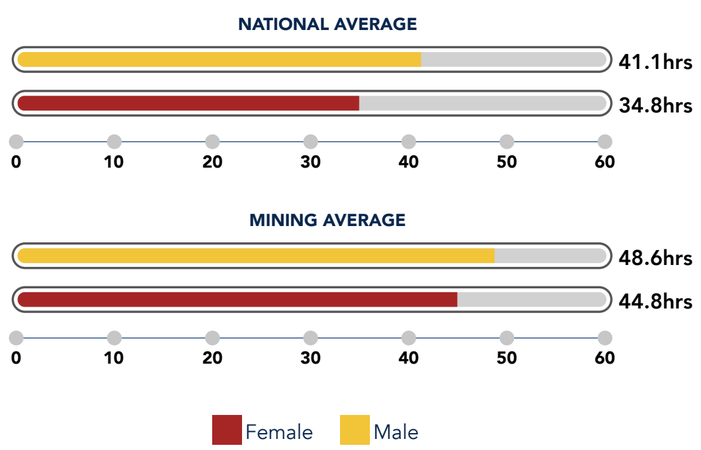
Female employees in mining have a higher proportion of advanced level education than their male counterparts.

AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



The proportion of male workers is well above the national average of potential workers in the age ranges of 25-54 yrs. Female workers are underrepresented in every age range.

AVERAGE WEEKLY HOURS WORKED



Female mining employees reported that they worked an average of 3.8 fewer hours than their male counterparts, in their paid roles in 2019.

Source: ILO harmonized microdata, www.ilo.org/ilostat. View our disclaimer and methodology here.

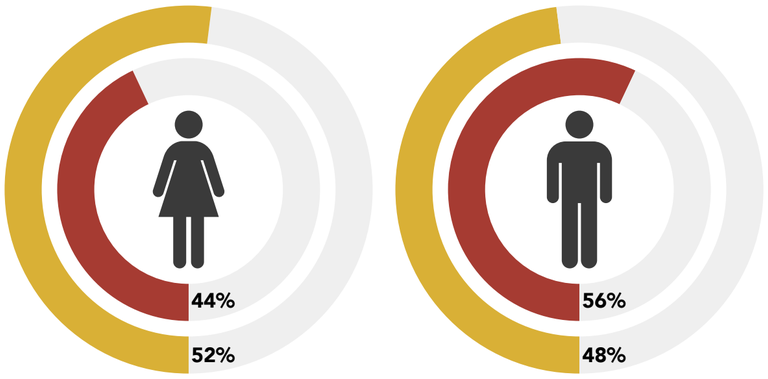
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2020

South Africa

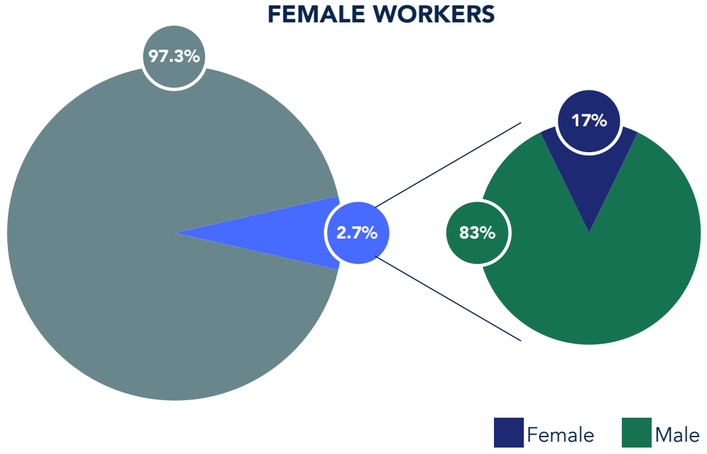
The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 11 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES



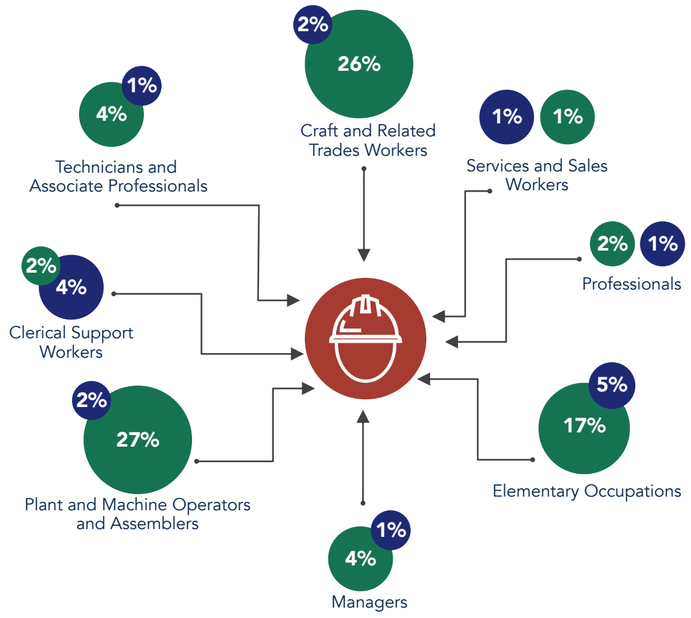
In 2020 the South African national workforce consisted of 56% male and 44% female employees. The working age population was 48% male and 52% female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



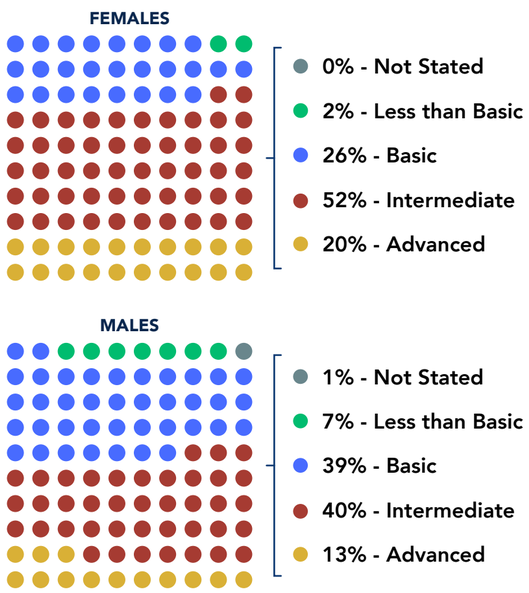
Mining and quarrying accounted for 2.7% of occupations in South Africa in 2020.
ILO estimates the participation rate for female workers in mining category was 17% in 2020.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



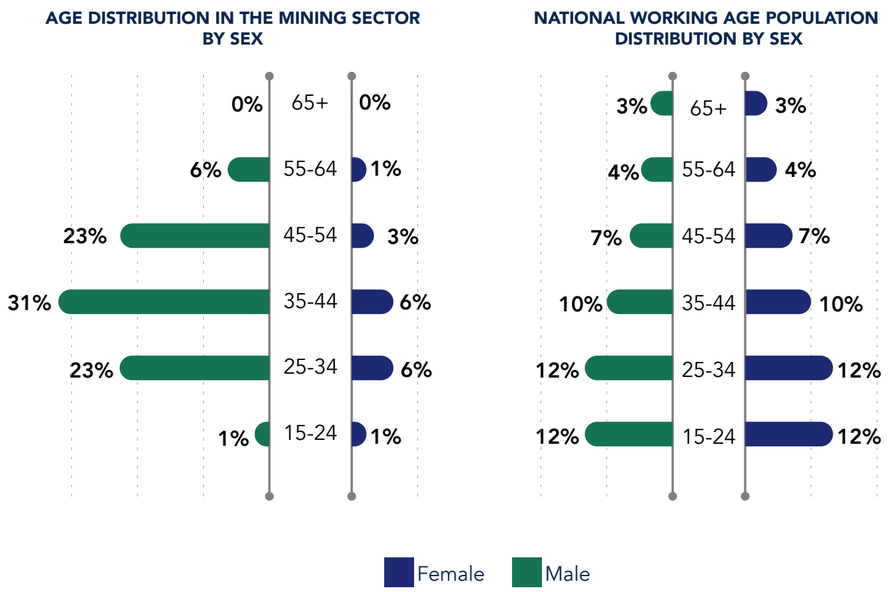
Female employees participate in most roles but in very low numbers.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



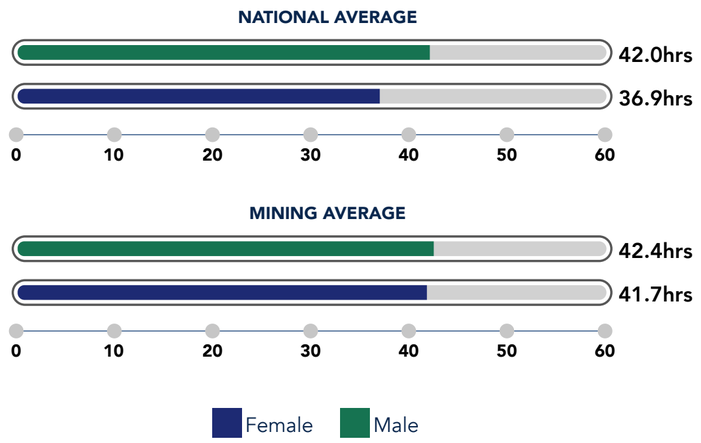
Female employees in mining have a higher proportion of advanced level education than males.

AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



Female employees are underrepresented at every age range in mining compared to the working age population.

AVERAGE WEEKLY HOURS WORKED



Female mine workers reported that they worked only slightly fewer hours (0.7) than their male counterparts, in their paid roles. They work longer hours than the national average for females.

NATUR VÅRDS VERKET SWEDISH ENVIRONMENTAL PROTECTION AGENCY · IWIM · IGF · ILO International Labour Organization · UNDP

Source: ILO harmonized microdata, www.ilo.org/ilostat. View our disclaimer and methodology here.

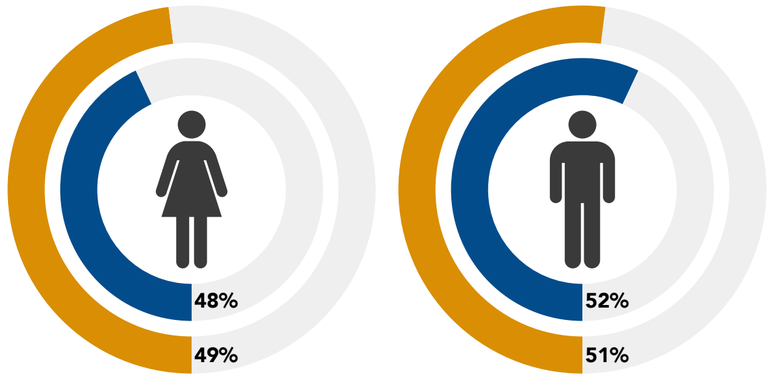
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2019

Sweden

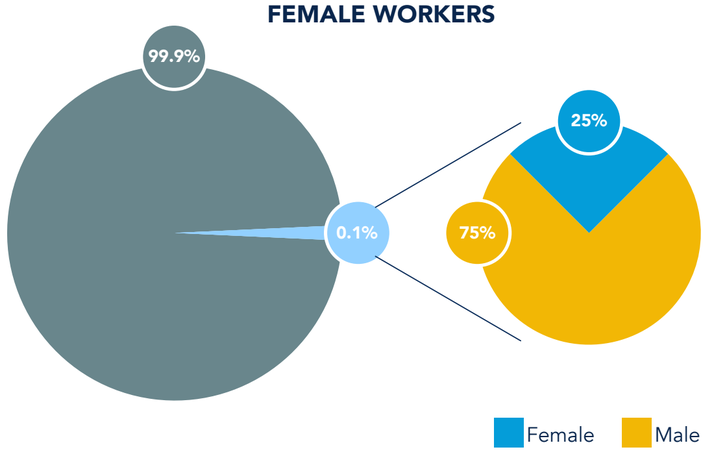
The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 11 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES



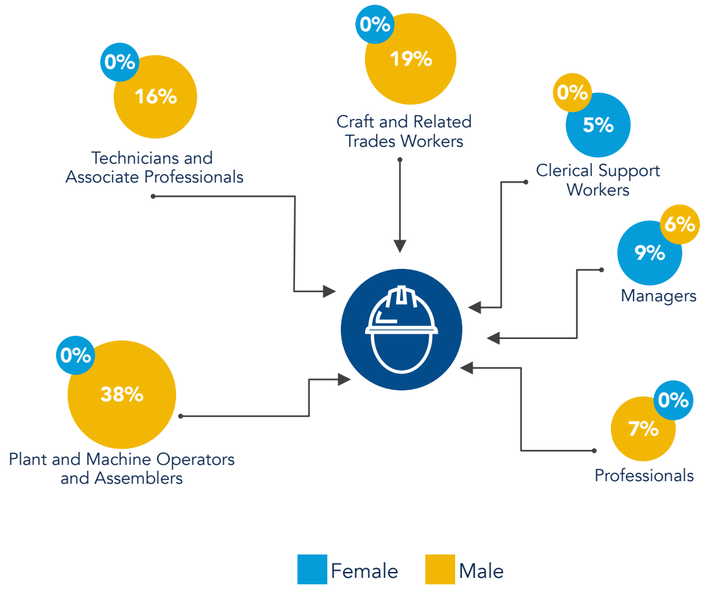
In 2019 the Swedish workforce consisted of 52% male and 48% female employees. The working age population was 51% male and 49% female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



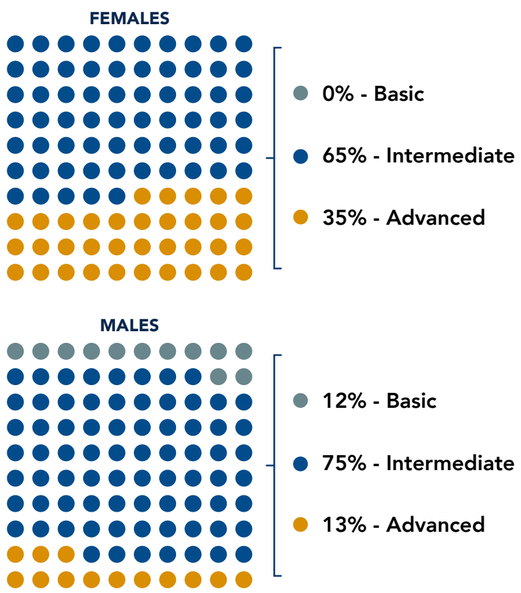
Mining and quarrying accounted for 0.1% of occupations in Sweden in 2019.
ILO estimates the participation rate for female workers in mining category was 25% in 2019.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



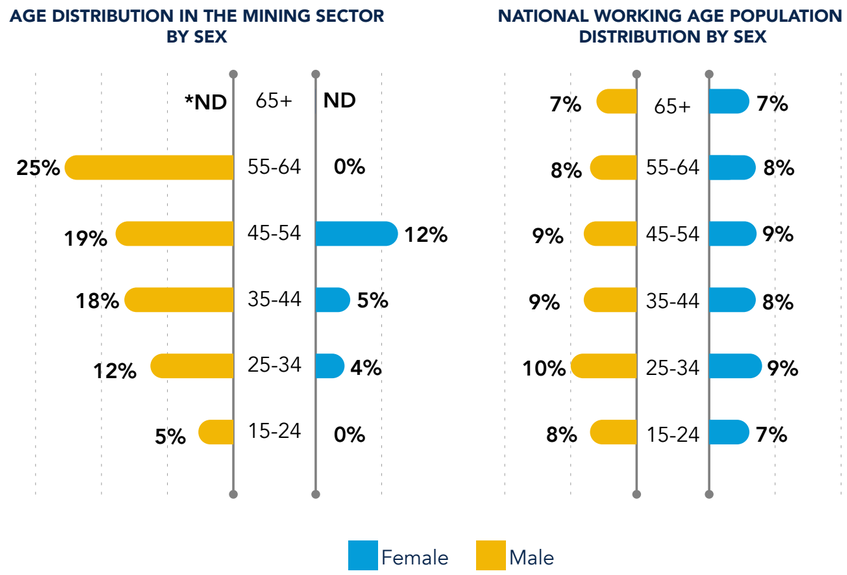
Female employees in mining are concentrated in managerial or clerical roles and absent from most occupation groups.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



Female employees in mining have a higher proportion of advanced level education than the overall workforce.

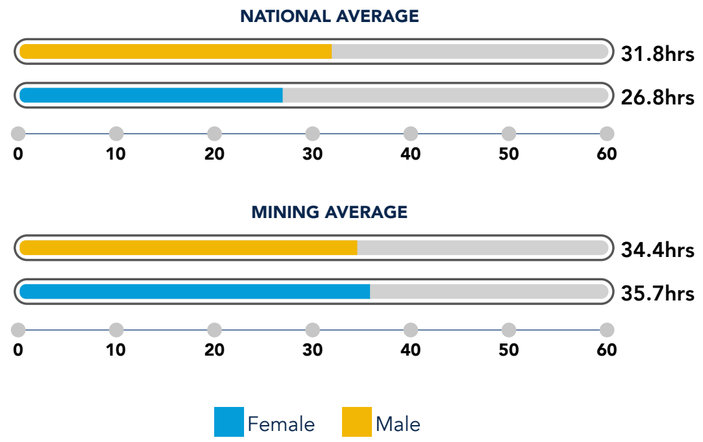
AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



Female workers are underrepresented at every age range in mining compared to the national working age population distribution. No female workerss were reported in the youngest and oldest age brackets.

***ND** = No Data

AVERAGE WEEKLY HOURS WORKED



Female mine employees reported that they worked over an hour (1.3 hrs) longer than their male counterparts and nearly 9 hours longer than the national average for female employees, in their paid roles.

NATUR VÅRDS VERKET SWEDISH ENVIRONMENTAL PROTECTION AGENCY · IWiM · IGF · International Labour Organization · UNDP

Source: ILO harmonized microdata, www.ilo.org/ilostat. View our disclaimer and methodology here.

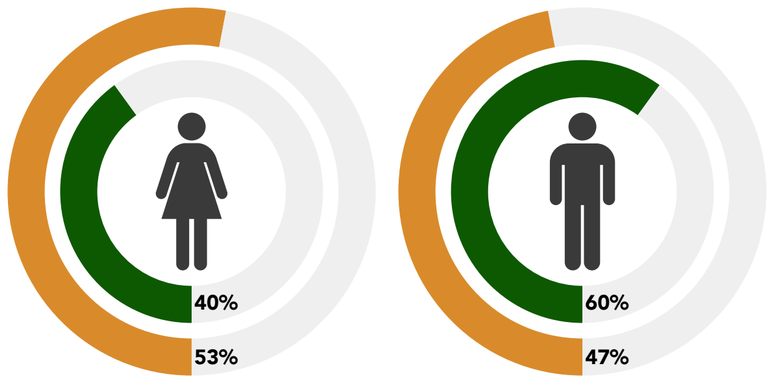
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2019

Zambia

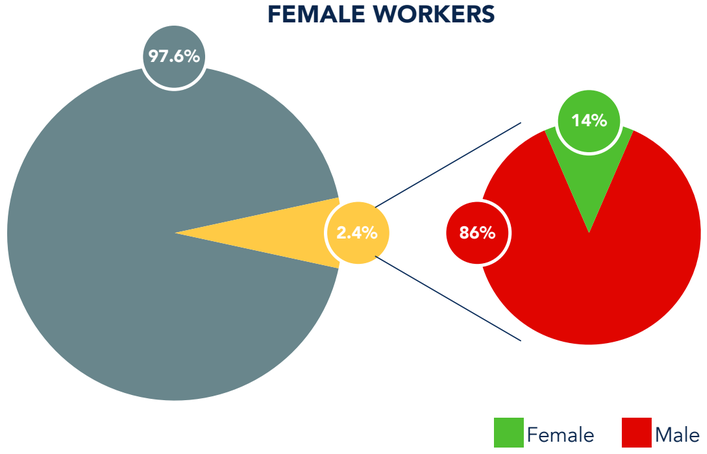
The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 10 countries to help stakeholders anticipate and manage future challenges and opportunities for women in the evolving mining sector.

NATIONAL EMPLOYMENT ALL INDUSTRIES



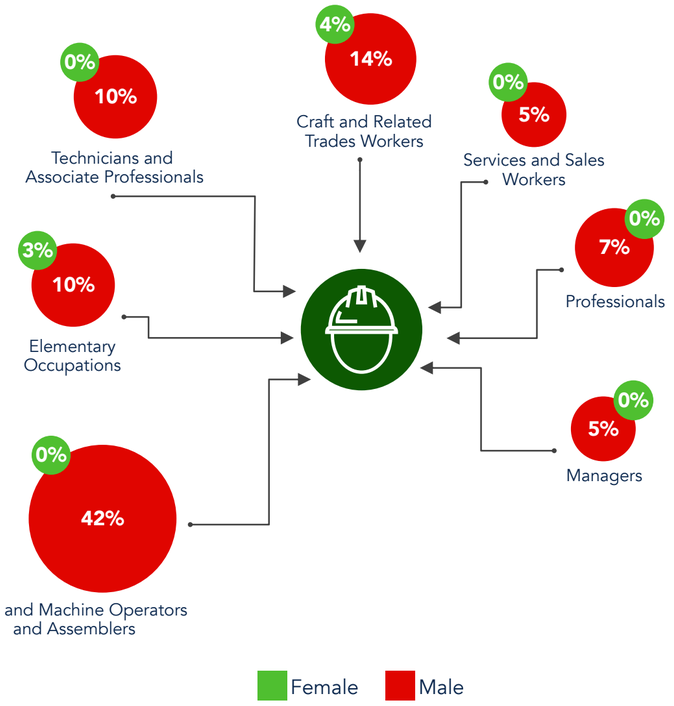
In 2019 the Zambian workforce consisted of 60% male and 40% female employees. The working age population was 47% male and 53% female.

PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



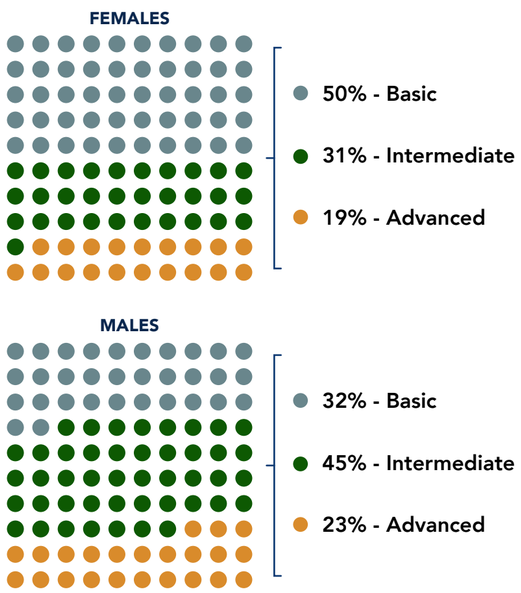
Mining and quarrying accounted for 2.4% of occupations in Zambia in 2019.
ILO estimates the participation rate for female employees in mining category was 14% in 2019.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



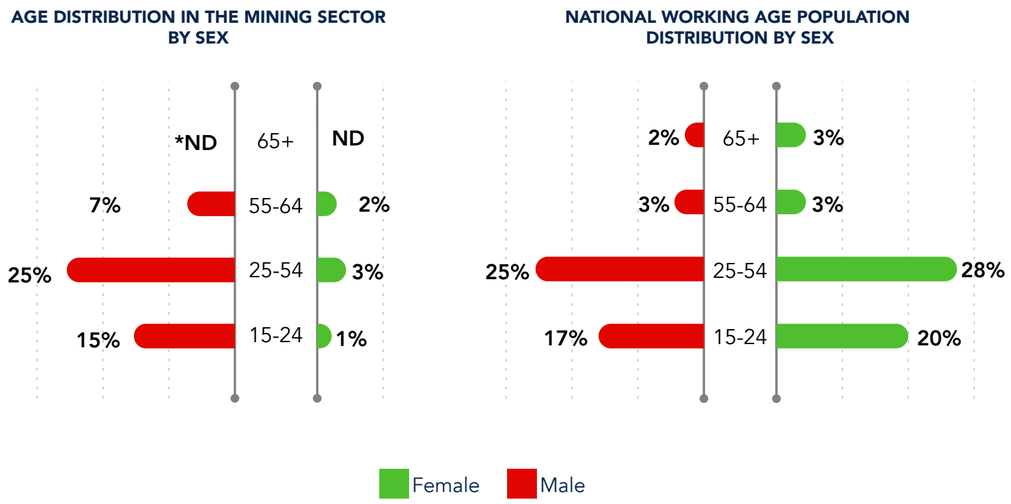
Female workers in mining are concentrated in craft/trades or elementary occupations and absent from most roles.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



Female employees have a higher proportion of basic level education than men and similar levels of advanced degrees.

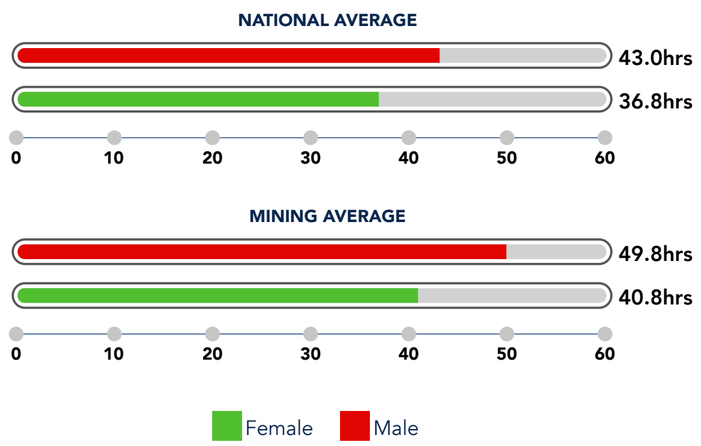
AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



Female employees are underrepresented at every age range† in mining compared to the national working age population, particularly in the early and middle career years, where the largest proportions of male workers are concentrated.

†Age ranges for national data added from 25-54 years to match Mining data
ND = No Data

AVERAGE WEEKLY HOURS WORKED



Male and female employees work longer hours per week than the national average. Female employees worked 9 fewer hours per week than their male counterparts, in their paid roles.

Source: ILO harmonized microdata, www.ilo.org/ilostat. View our disclaimer and methodology here.