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.

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

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.

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

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

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

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

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.

Female employees are concentrated in only a few roles. Female workers are underrepresented at every age range in mining employment compared to the national working age population.

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

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.

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

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

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

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.

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

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

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

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**National Employment All Industries**
- Proportion of Working Age Population:
  - Female: 52%
  - Male: 48%
- Proportion of Employed Population:
  - Female: 53%
  - Male: 47%

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.

**Age Distribution on Workers Nationally and in the Mining Sector**

**Average Weekly Hours Worked**
- National Average:
  - Male: 38.4 hrs
  - Female: 41.3 hrs
- Mining Average:
  - Male: 36.6 hrs
  - Female: 48.2 hrs

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

*ND = No Data

Source: ILO harmonized microdata, [www.ilo.org/ilostat](http://www.ilo.org/ilostat). View our disclaimer and methodology [here](#).
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.

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

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.

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

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.

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

**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.

**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.

**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.

**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.
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.

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.

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.

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

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

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

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

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

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.

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

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

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

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.

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.

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

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.

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

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

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.