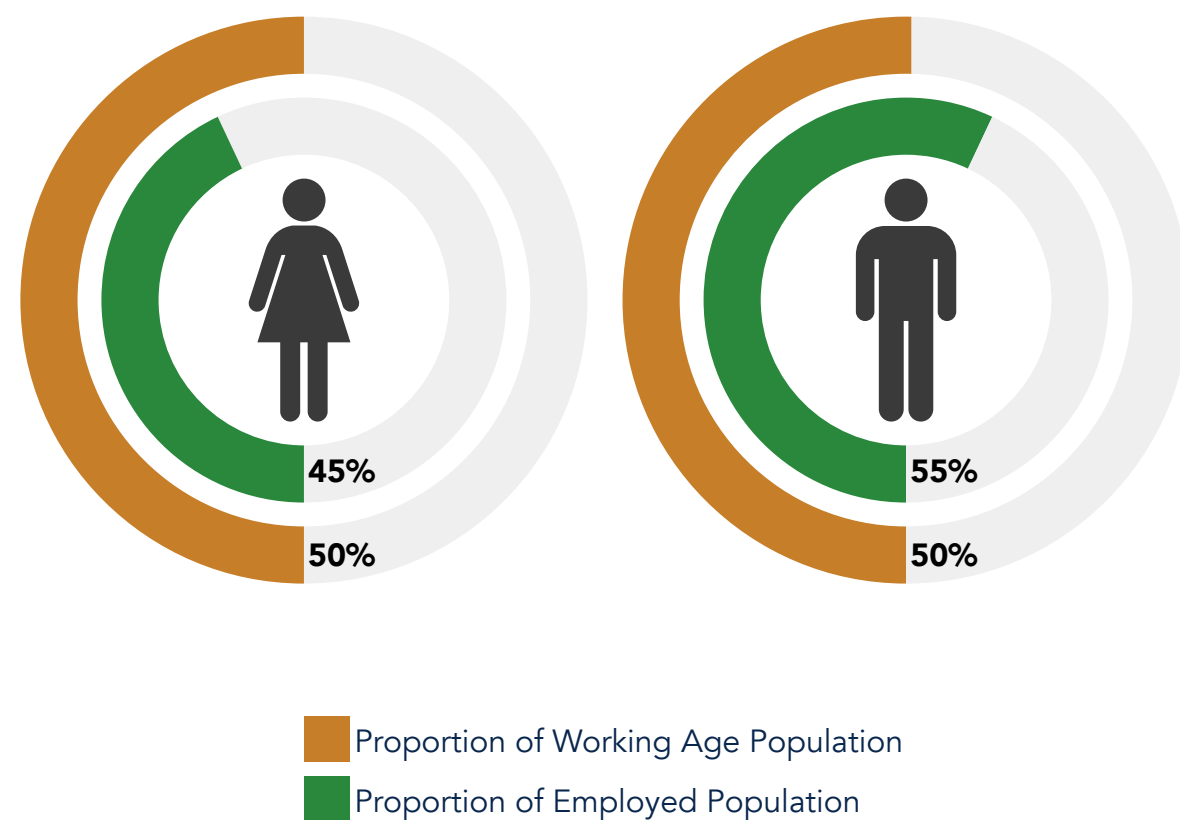# WOMEN AND THE MINE OF THE FUTURE

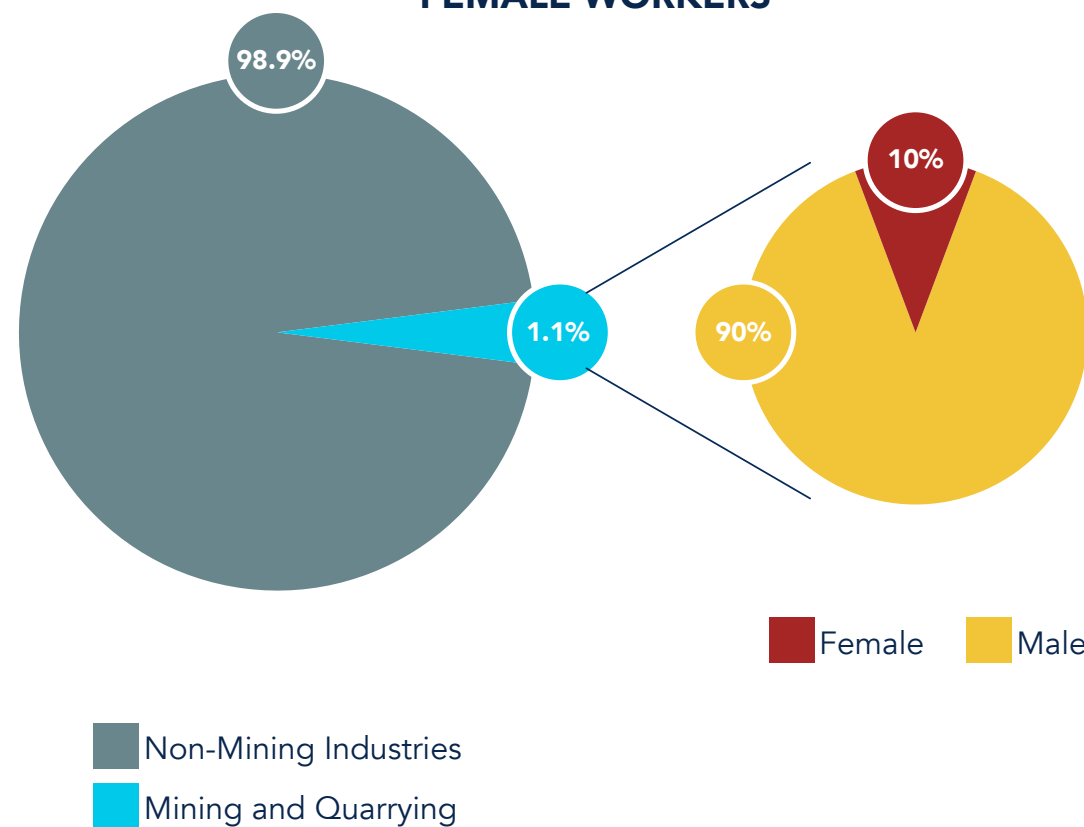Preliminary analysis of ILO mining employment data by sex in 2019

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

45%
50%

55%
50%

- Proportion of Working Age Population
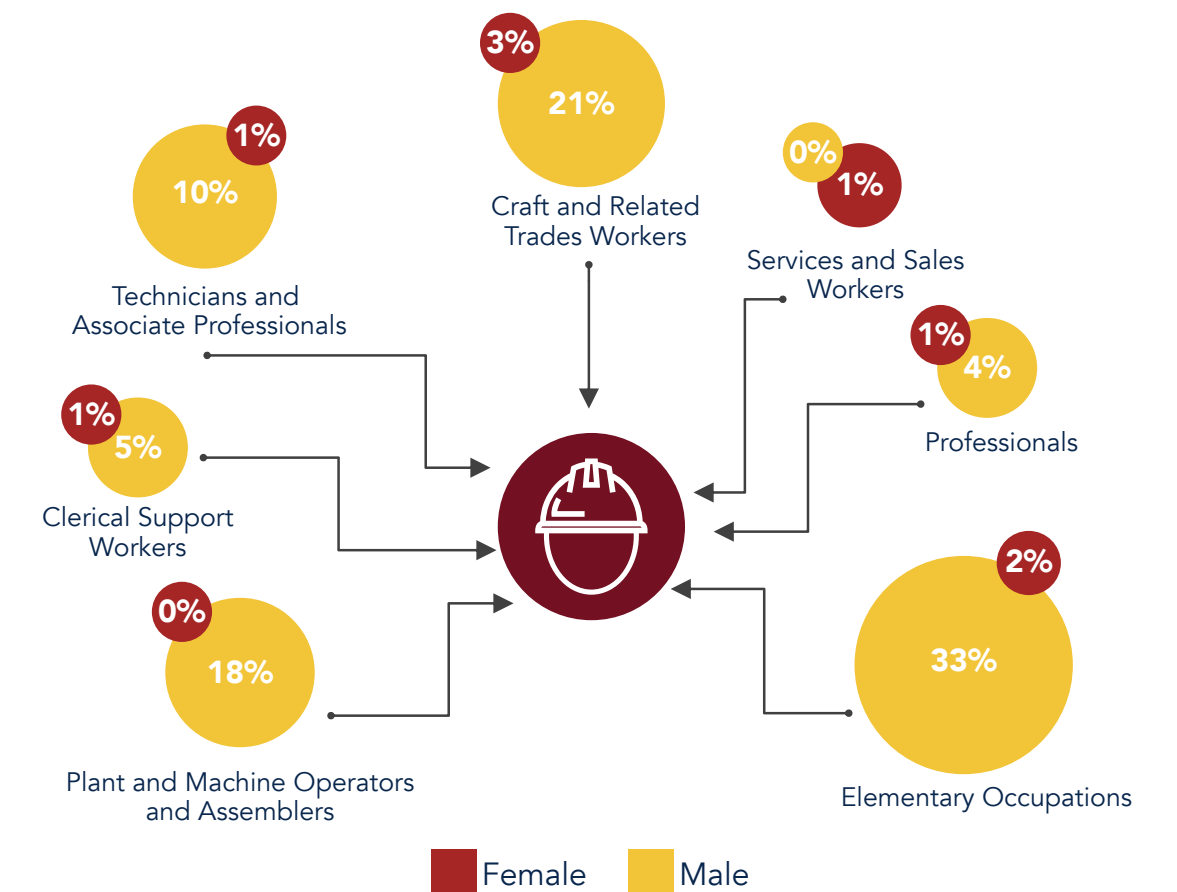- Proportion of Employed Population

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

98.9%
1.1%
10%
90%

- Female
- Male

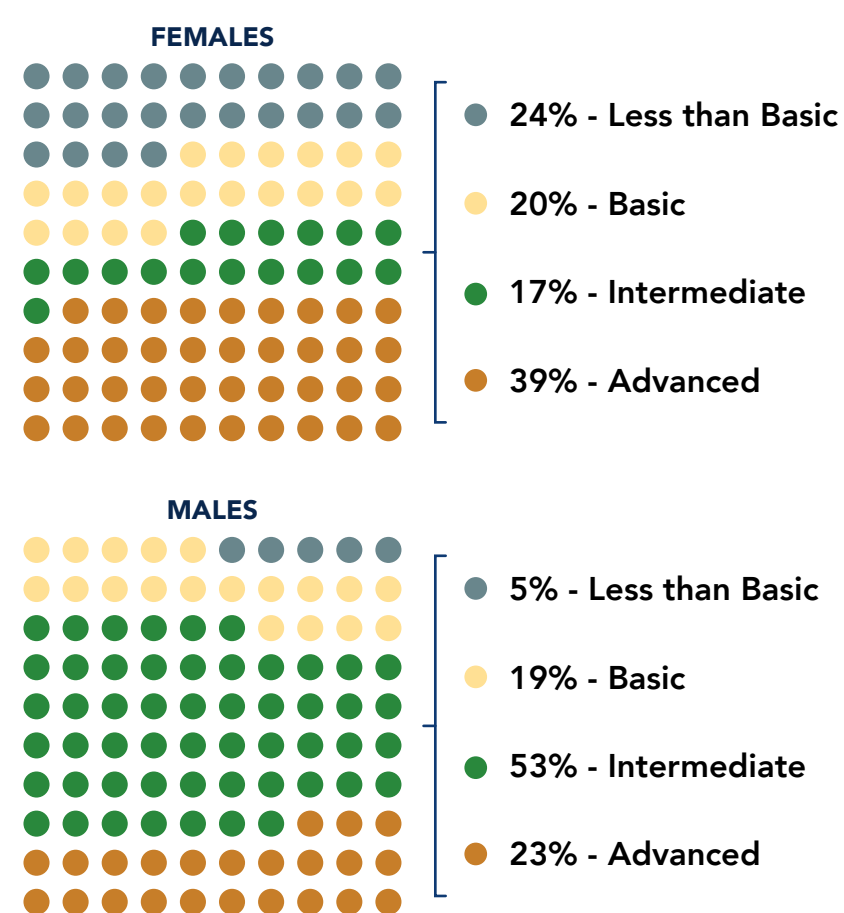- Non-Mining Industries
- Mining and Quarrying

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.

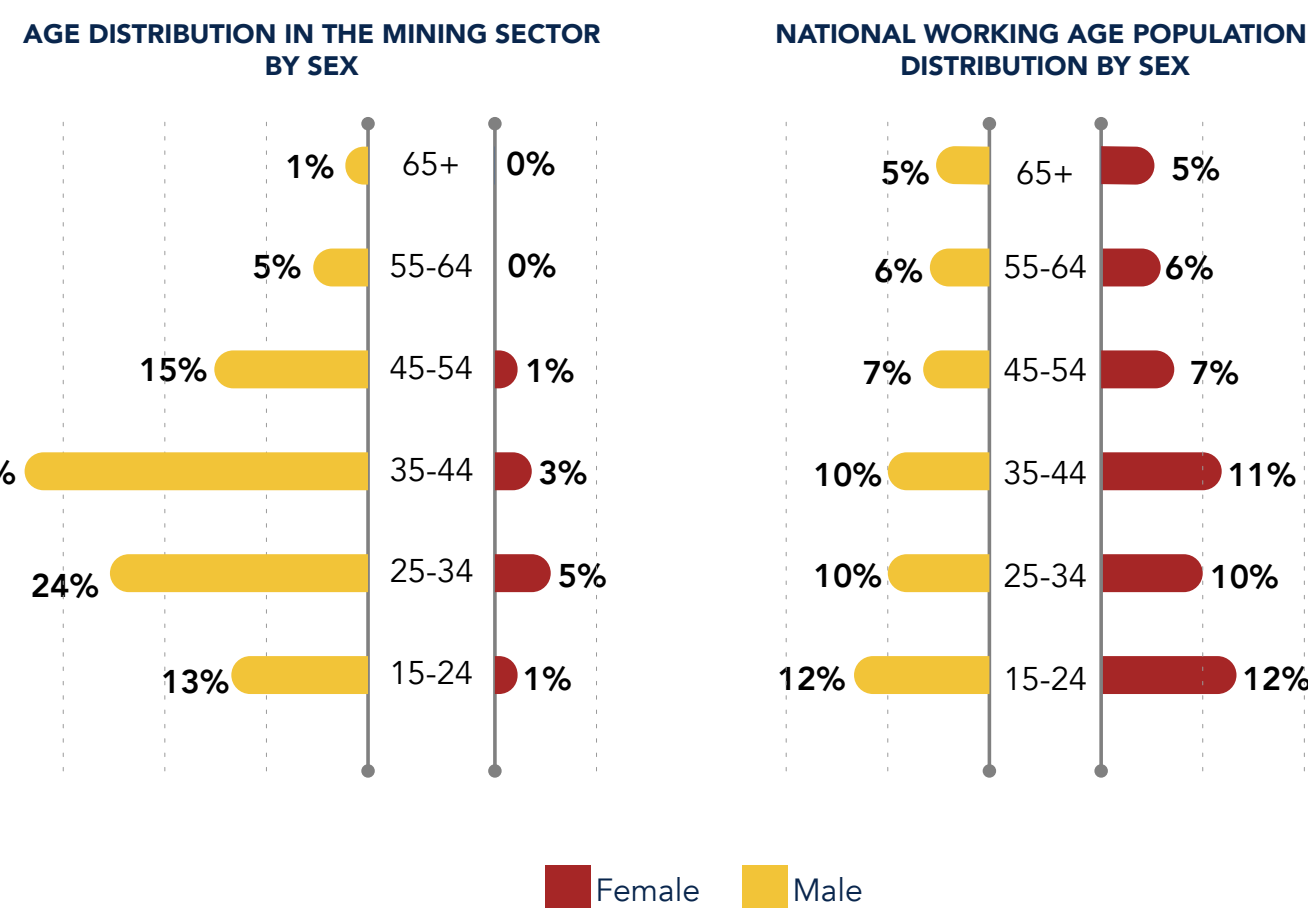## MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE

3% / 21% — Craft and Related Trades Workers
1% / 10% — Technicians and Associate Professionals
0% / 1% — Services and Sales Workers
1% / 4% — Professionals
1% / 5% — Clerical Support Workers
0% / 18% — Plant and Machine Operators and Assemblers
2% / 33% — Elementary Occupations

- Female
- Male

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

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING

FEMALES

- 24% - Less than Basic
- 20% - Basic
- 17% - Intermediate
- 39% - Advanced

MALES

- 5% - Less than Basic
- 19% - Basic
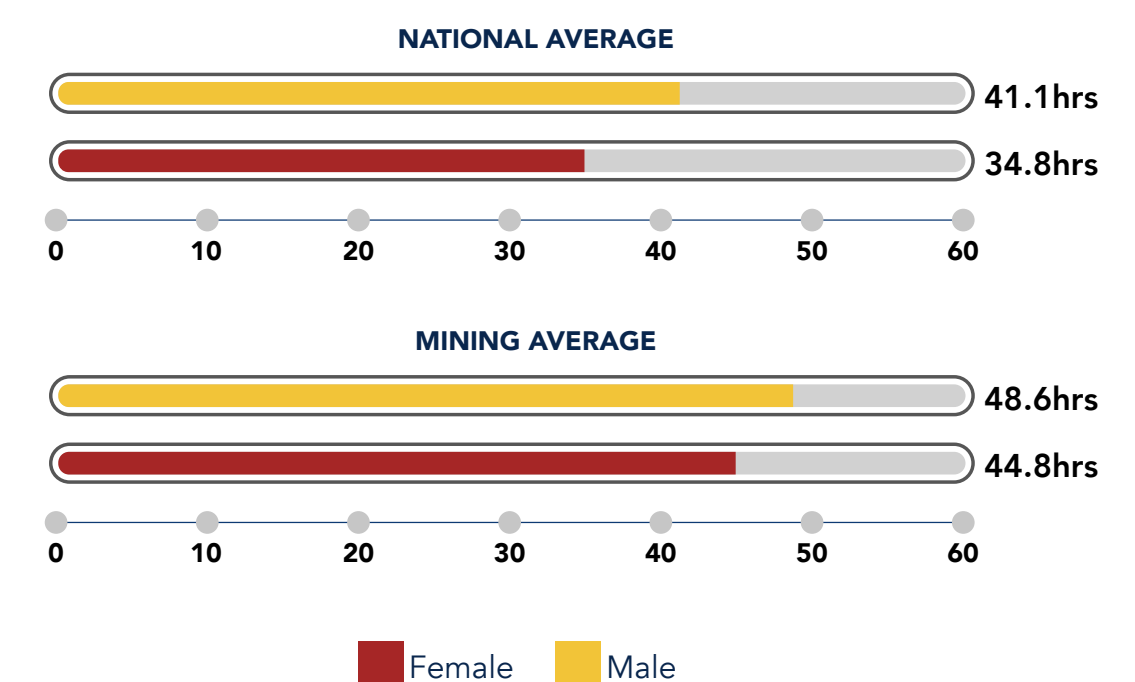- 53% - Intermediate
- 23% - Advanced

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

AGE DISTRIBUTION IN THE MINING SECTOR BY SEX

Male	Age	Female
1%	65+	0%
5%	55-64	0%
15%	45-54	1%
33%	35-44	3%
24%	25-34	5%
13%	15-24	1%

NATIONAL WORKING AGE POPULATION DISTRIBUTION BY SEX

Male	Age	Female
5%	65+	5%
6%	55-64	6%
7%	45-54	7%
10%	35-44	11%
10%	25-34	10%
12%	15-24	12%

- Female
- Male

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

NATIONAL AVERAGE

41.1hrs
34.8hrs

MINING AVERAGE

48.6hrs
44.8hrs

- Female
- Male

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