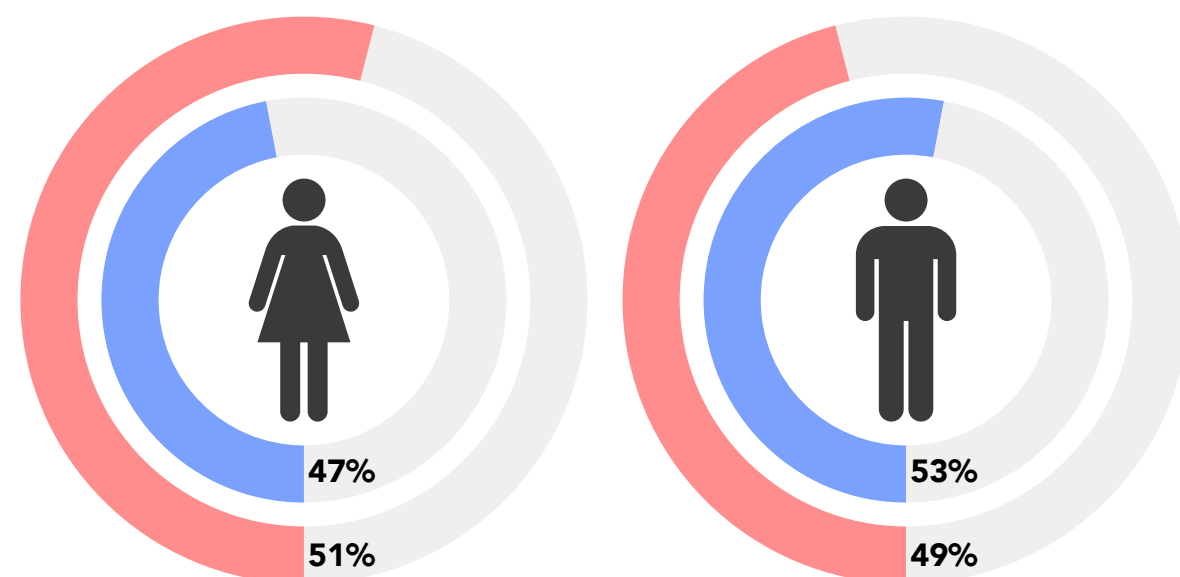# WOMEN AND THE MINE OF THE FUTURE

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.
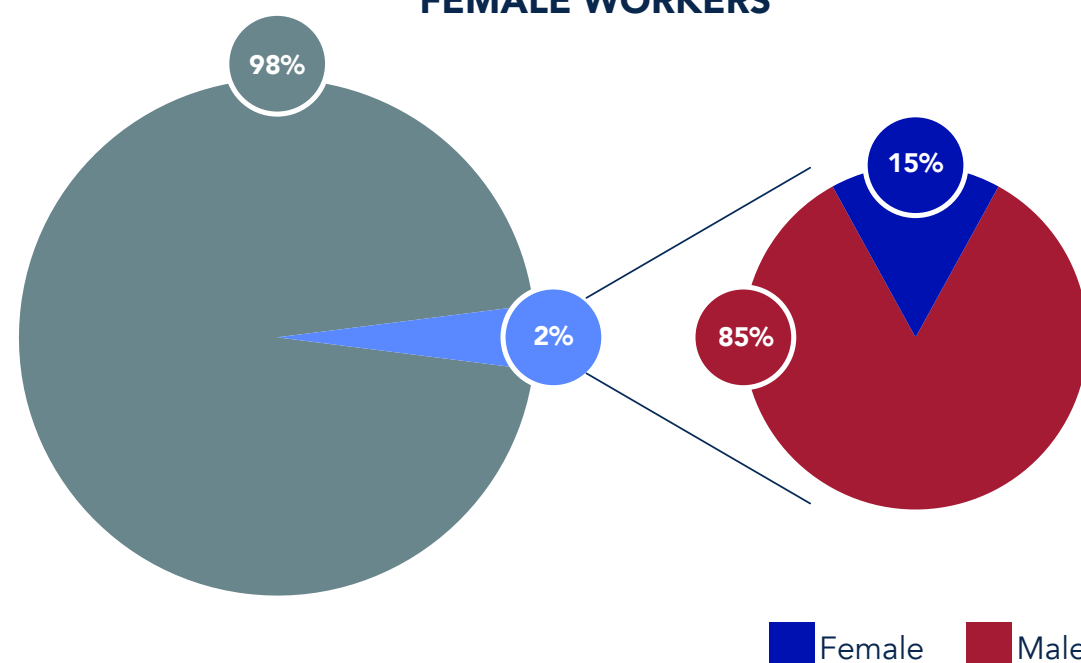
NATIONAL EMPLOYMENT ALL INDUSTRIES

47%
51%

53%
49%

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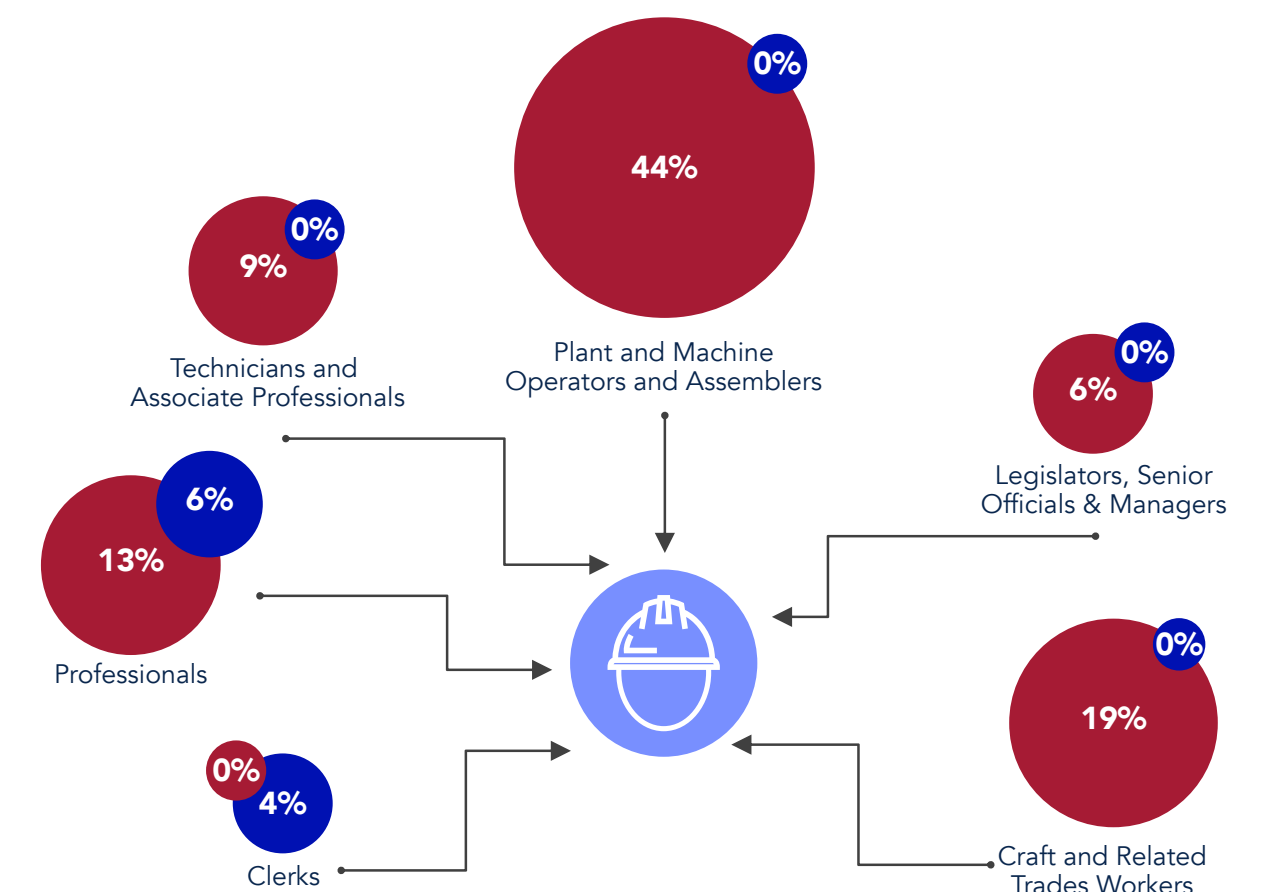
PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS

98%
2%
15%
85%

Female   Male

Non-Mining Industries
Mining and Quarrying

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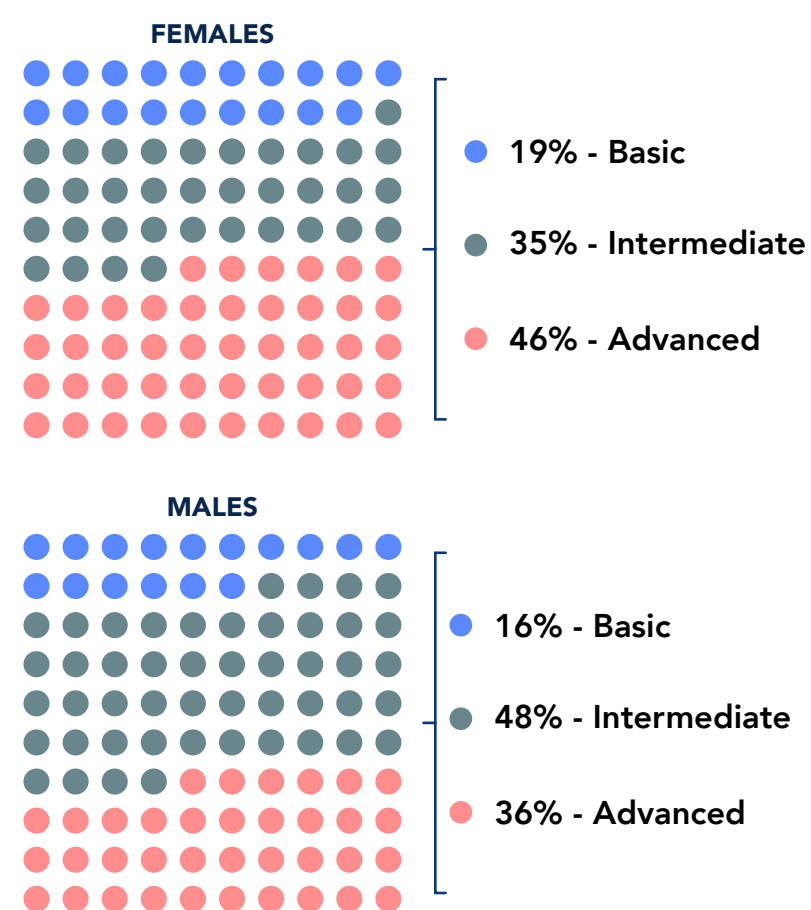ILO estimates the participation rate for female employees category was 15% in 2016.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE

9% · 0%
Technicians and Associate Professionals

44% · 0%
Plant and Machine Operators and Assemblers

13% · 6%
Professionals

0% · 4%
Clerks

6% · 0%
Legislators, Senior Officials & Managers

19% · 0%
Craft and Related Trades Workers

Female   Male

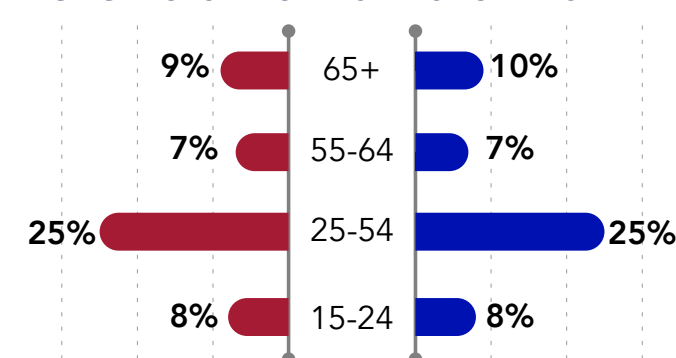Female workers are concentrated in professional or clerical roles and absent from most other occupation groups.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING

FEMALES

- 19% - Basic
- 35% - Intermediate
- 46% - Advanced

MALES

- 16% - Basic
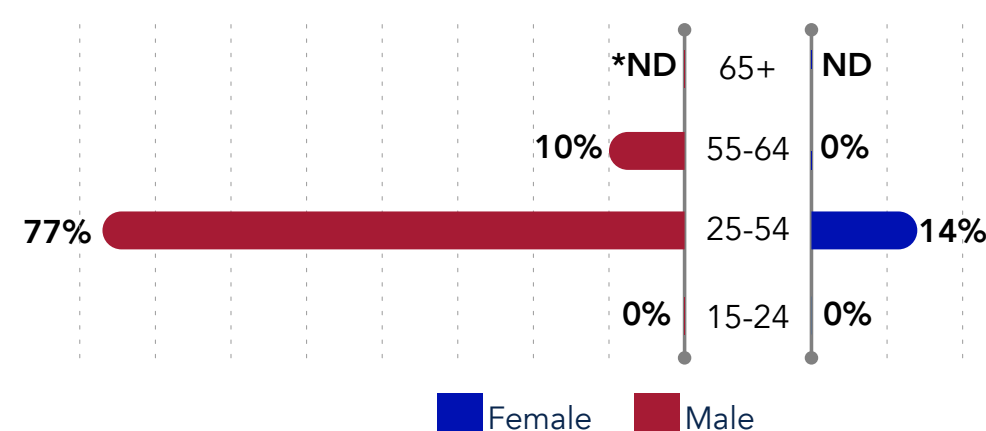- 48% - Intermediate
- 36% - Advanced

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

AGE DISTRIBUTION OF WORKERS NATIONALLY AND IN THE MINING SECTOR

NATIONAL WORKING AGE POPULATION DISTRIBUTION BY SEX

Female	Age	Male
9%	65+	10%
7%	55-64	7%
25%	25-54	25%
8%	15-24	8%

AGE DISTRIBUTION IN THE MINING SECTOR BY SEX

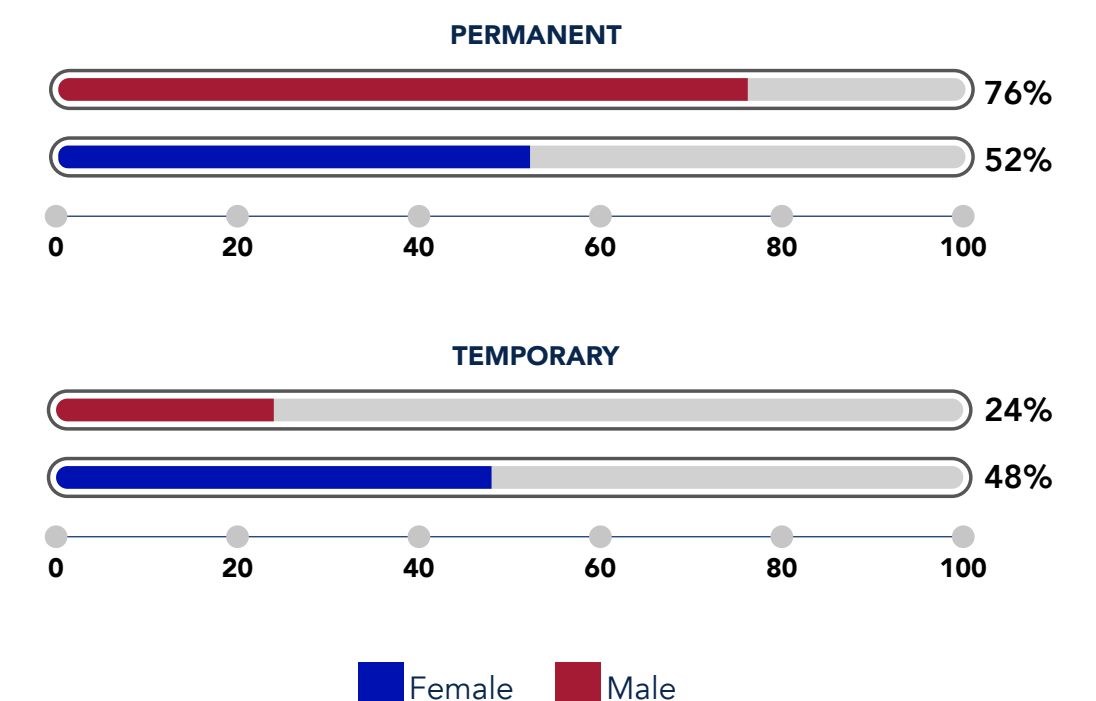| Female	Age	Male
*ND	65+	ND
10%	55-64	0%
77%	25-54	14%
0%	15-24	0%

Female   Male

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

PERMANENT

76%
52%
0   20   40   60   80   100

TEMPORARY

24%
48%
0   20   40   60   80   100

Female   Male

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