

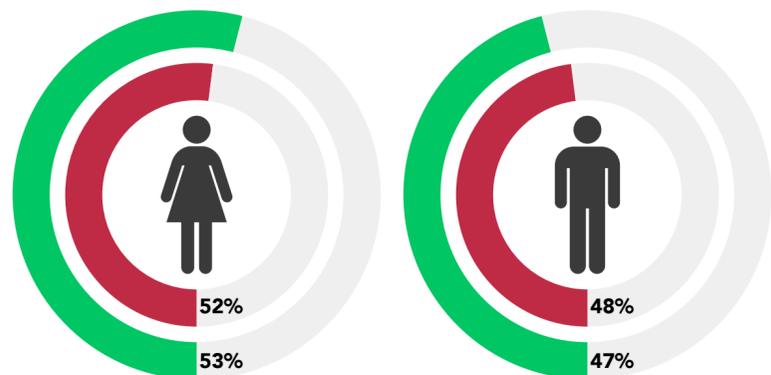
# WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2017



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.

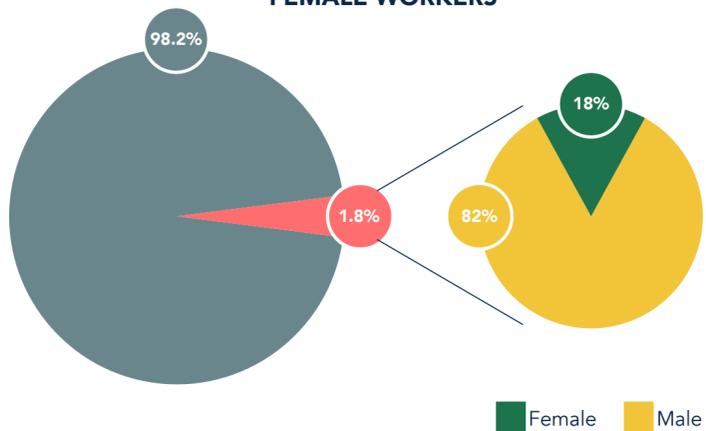
## NATIONAL EMPLOYMENT ALL INDUSTRIES



■ Proportion of Working Age Population  
■ Proportion of Employed Population

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

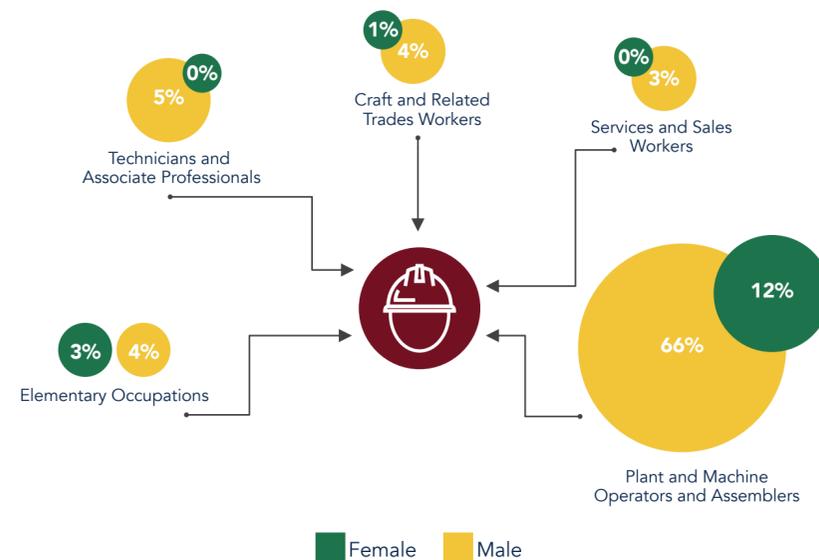
## PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



■ Non-Mining Industries  
■ Mining and Quarrying  
■ Female  
■ Male

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.

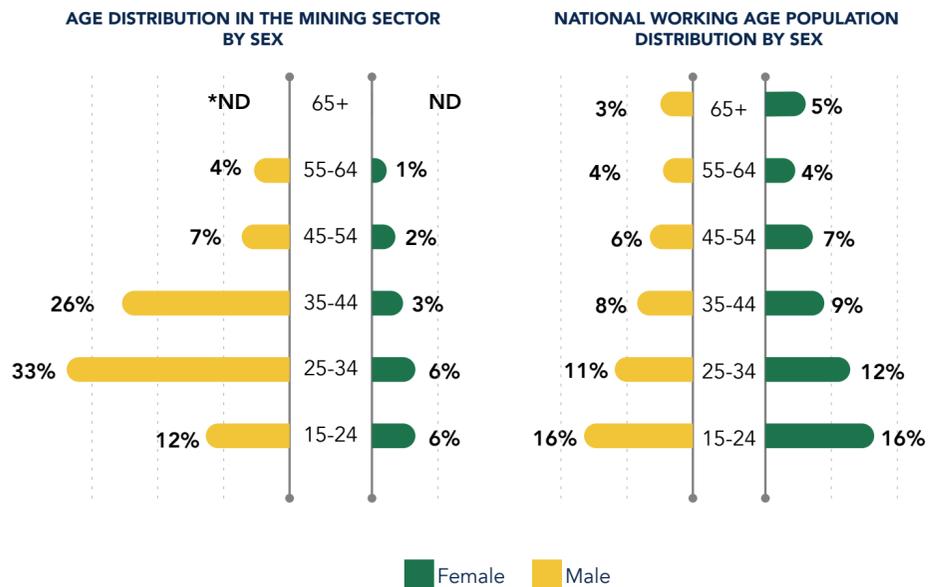
## MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



■ Female  
■ Male

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

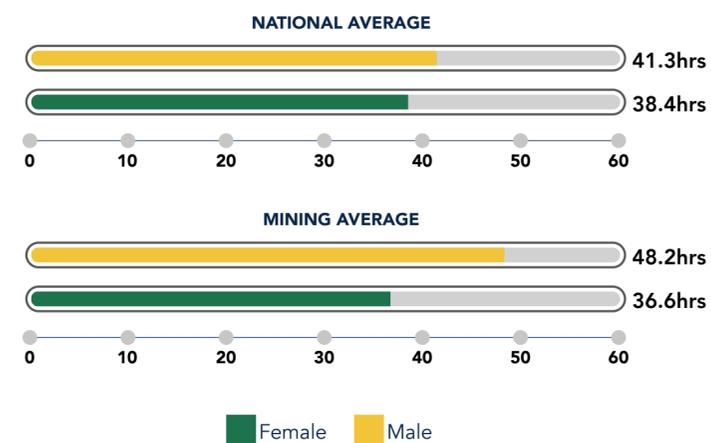


■ Female  
■ Male

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  
■ Male

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