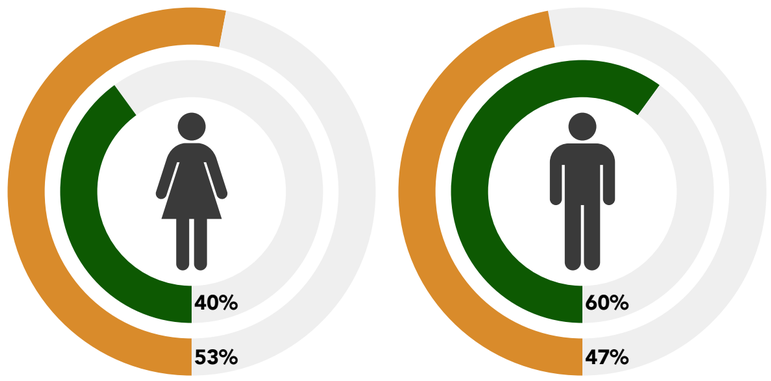
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2019

Zambia

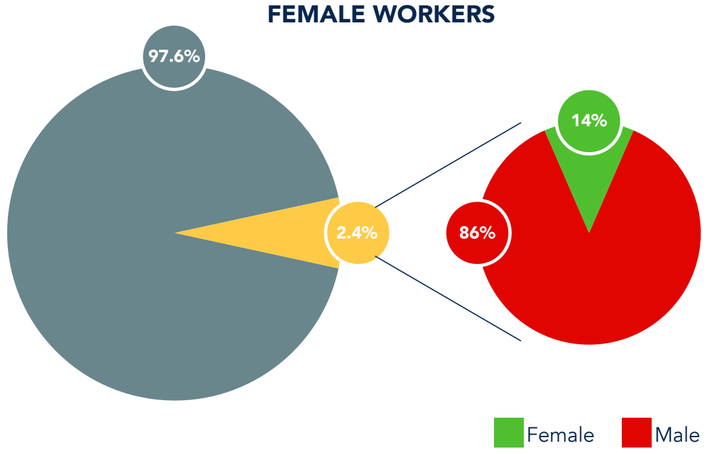
The Women and the Mine of the Future project aims to support better understanding of the gendered employment profile of large-scale mining and its supply chain. The data shown here is part of the project's baseline analysis of gender-segregated data for 10 countries to help stakeholders anticipate and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

NATIONAL EMPLOYMENT ALL INDUSTRIES



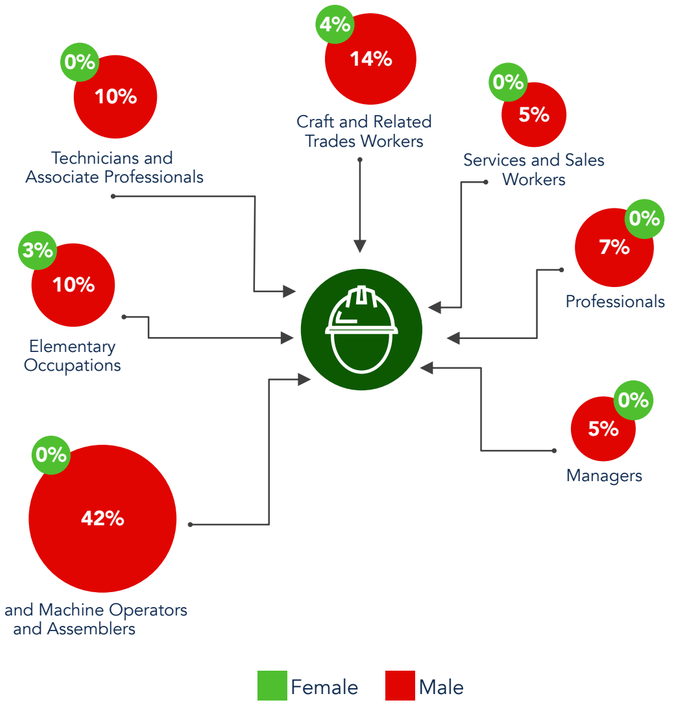
In 2019 the Zambian workforce consisted of 60% male and 40% female employees. The working age population was 47% male and 53% female.

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



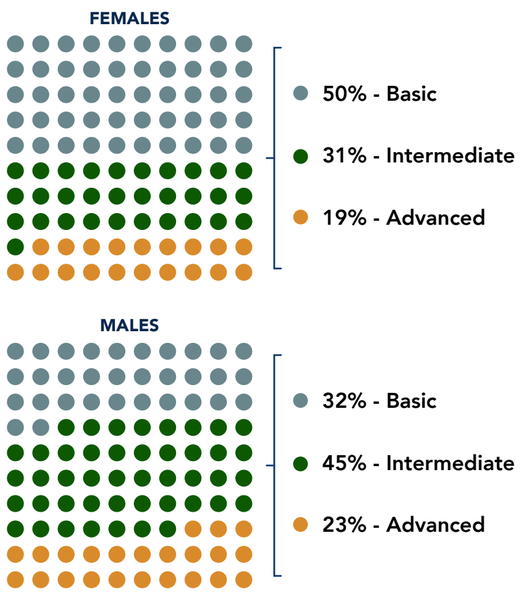
Mining and quarrying accounted for 2.4% of occupations in Zambia in 2019.
ILO estimates the participation rate for female employees in mining category was 14% in 2019.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



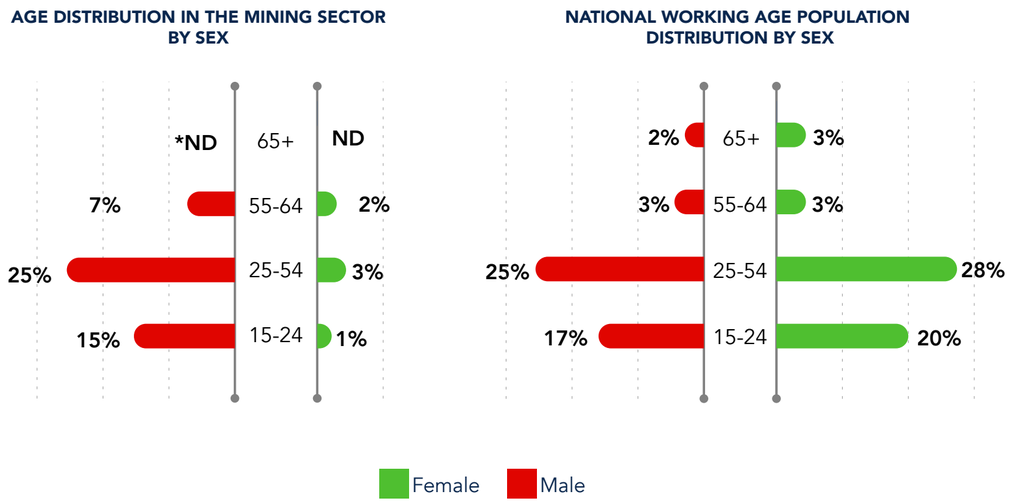
Female workers in mining are concentrated in craft/trades or elementary occupations and absent from most roles.

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.

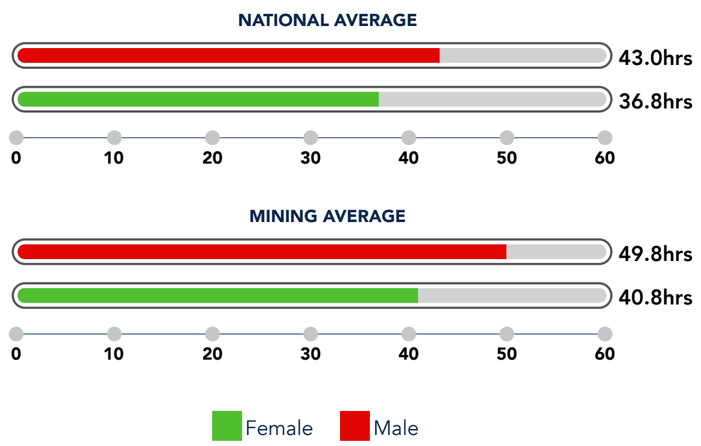
AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



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.