# WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2020

South Africa

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

- 44%
- 52%
- 56%
- 48%
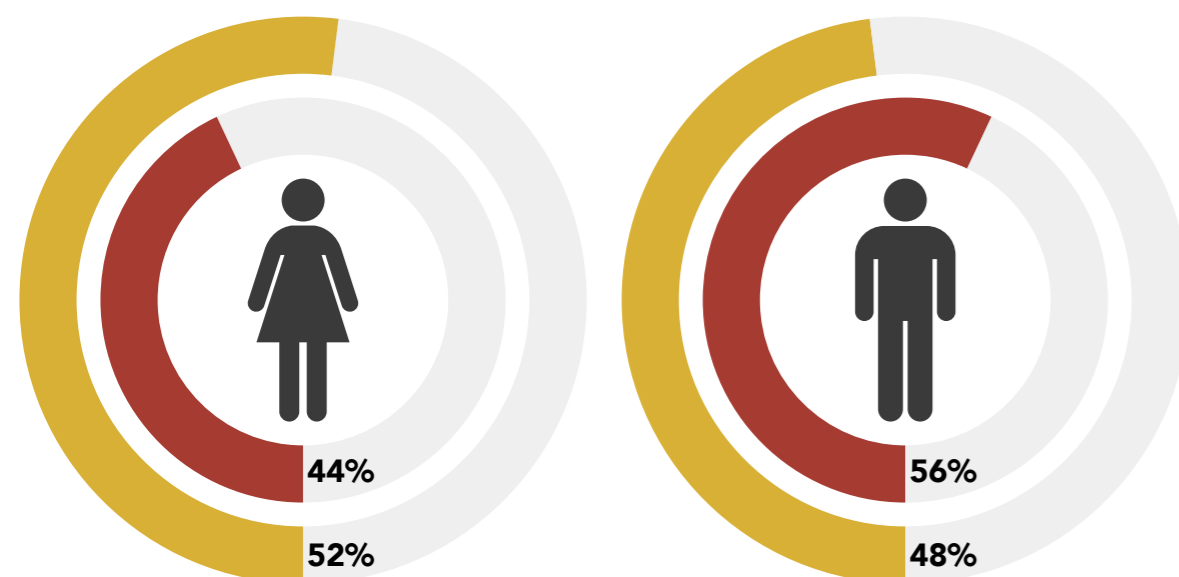
- Proportion of Working Age Population
- Proportion of Employed Population

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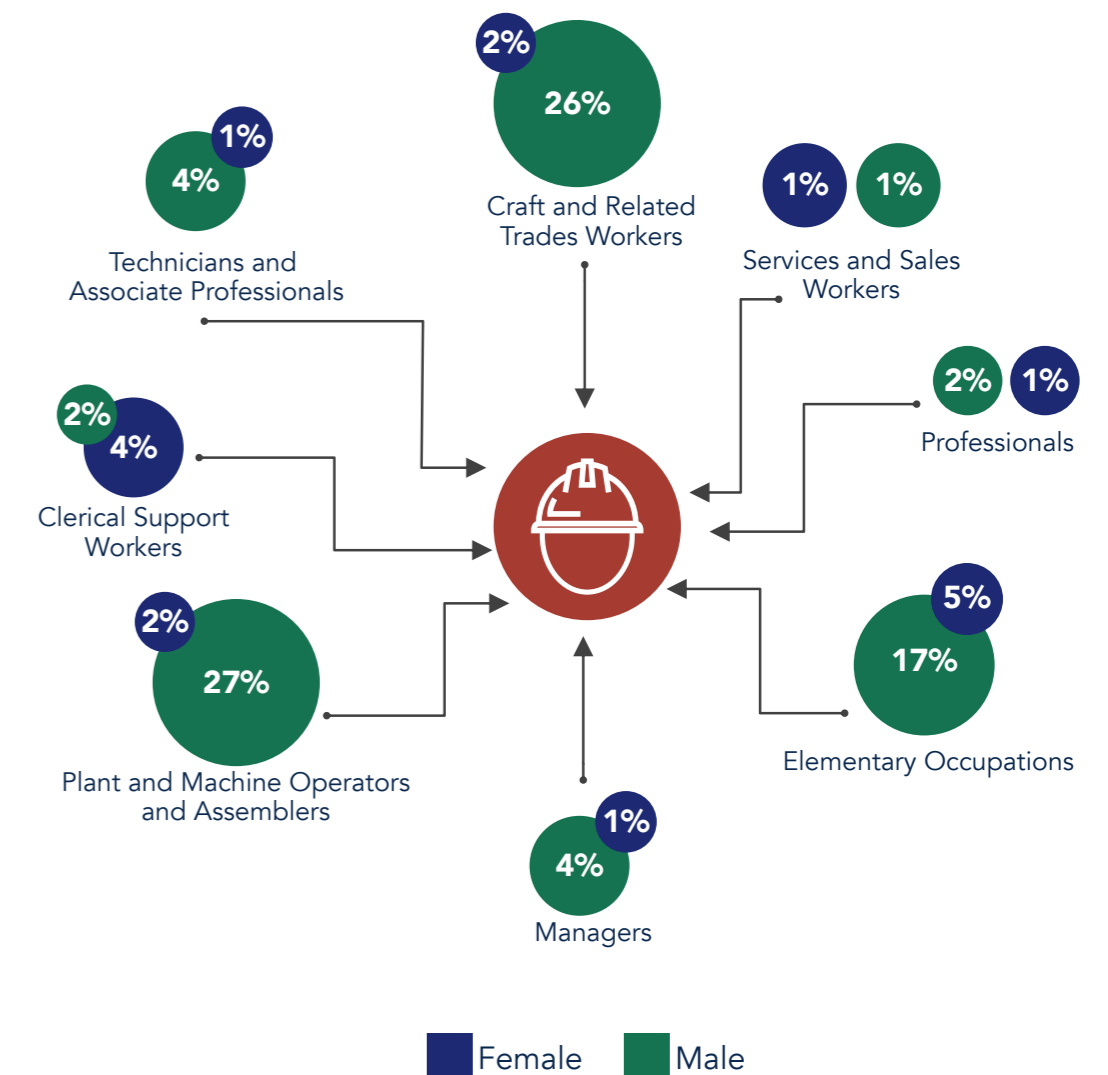
PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS

- 97.3%
- 2.7%
- 17%
- 83%
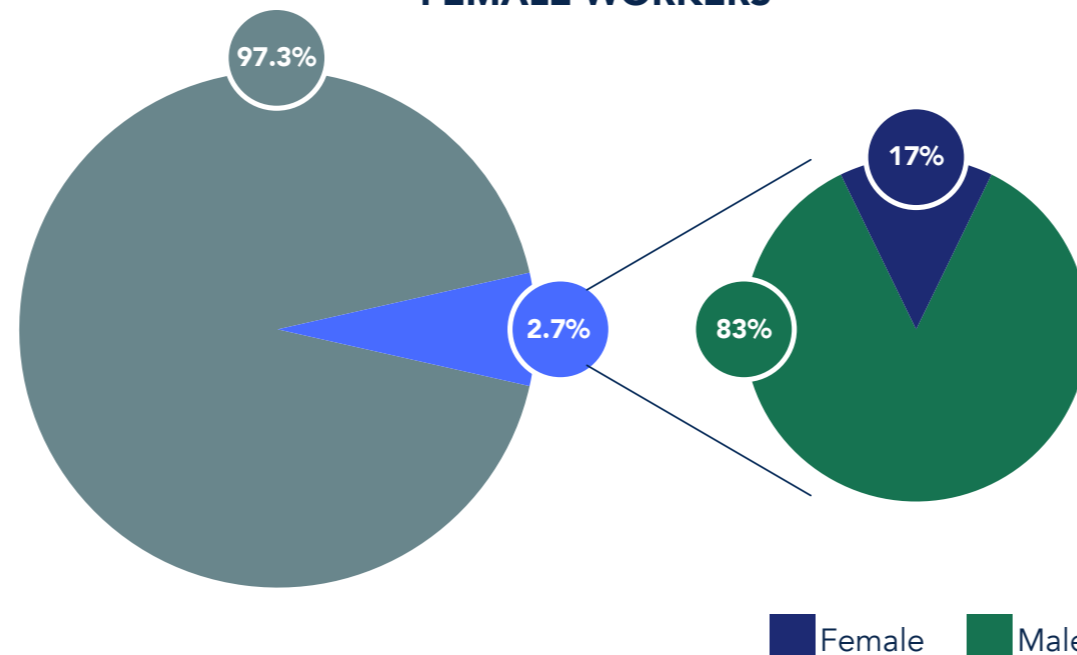
- Female
- Male

- Non-Mining Industries
- Mining and Quarrying

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.
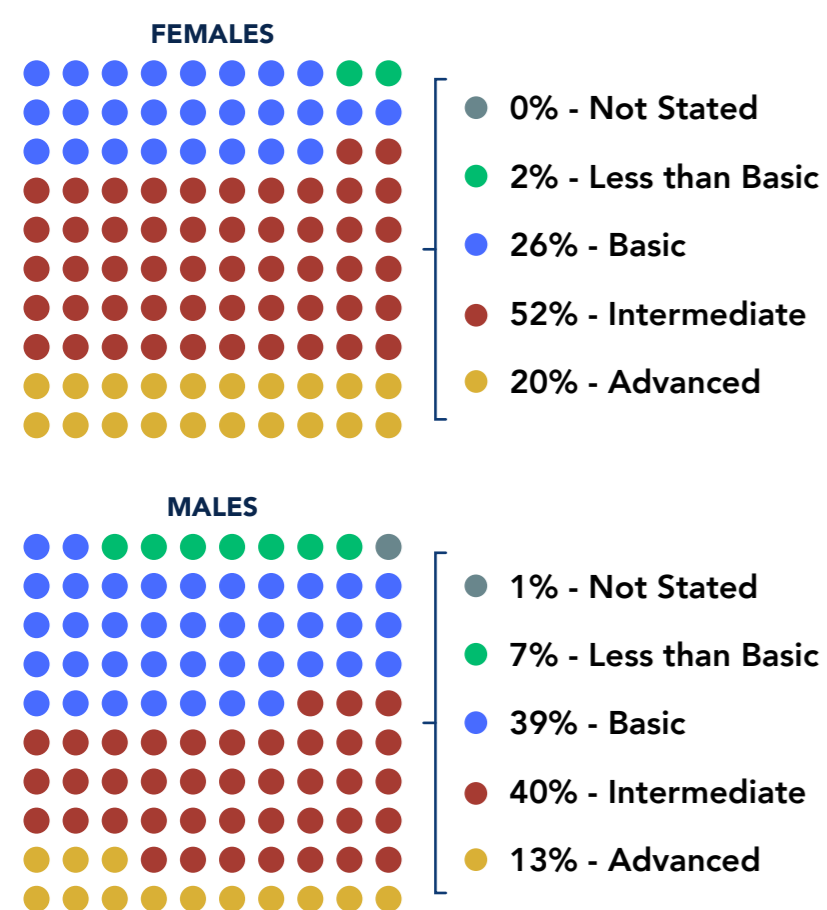
MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE

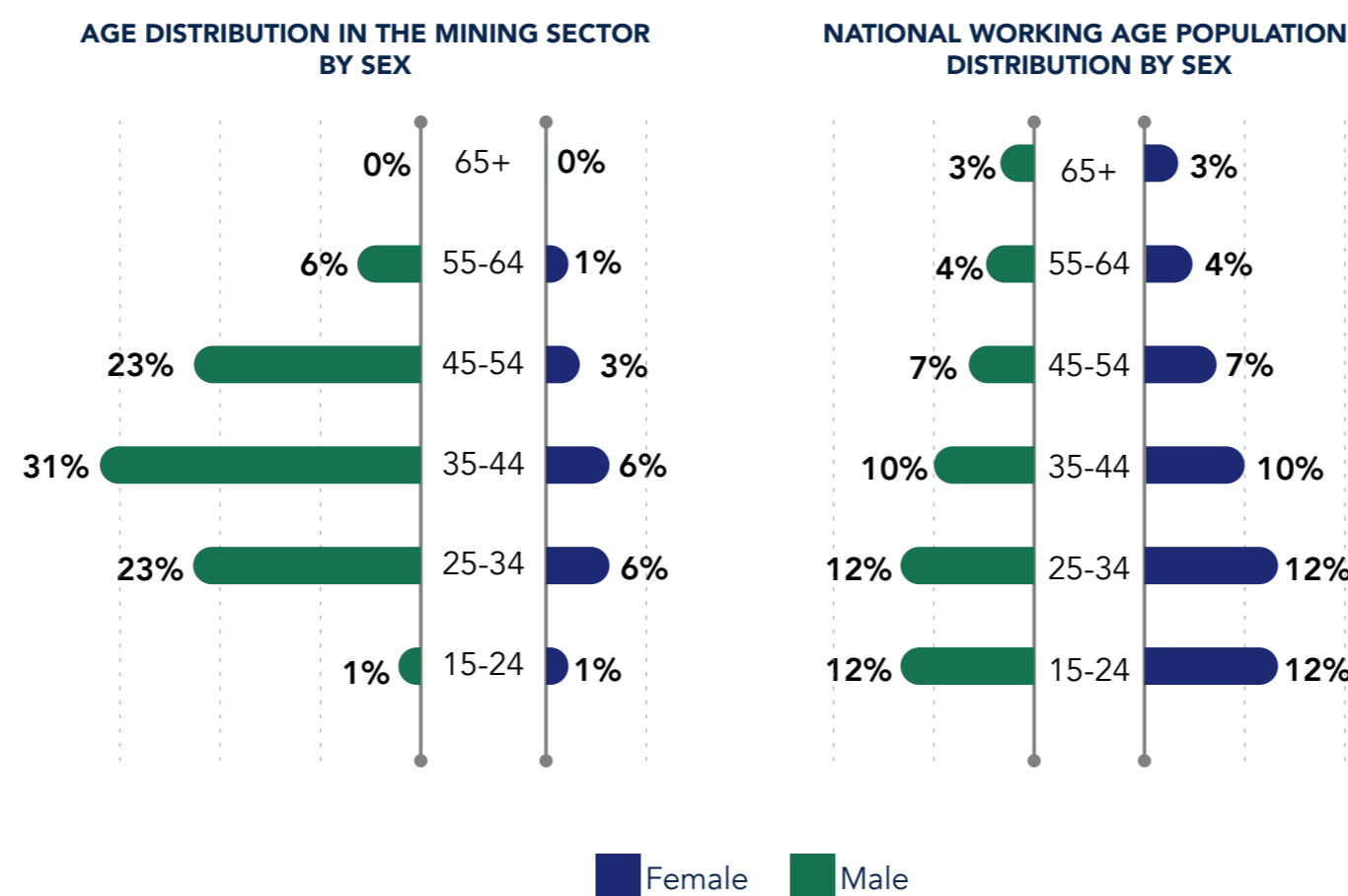- 2% / 26% — Craft and Related Trades Workers
- 4% / 1% — Technicians and Associate Professionals
- 1% / 1% — Services and Sales Workers
- 2% / 4% — Clerical Support Workers
- 2% / 1% — Professionals
- 2% / 27% — Plant and Machine Operators and Assemblers
- 5% / 17% — Elementary Occupations
- 1% / 4% — Managers

- Female
- Male

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

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING

FEMALES

- 0% - Not Stated
- 2% - Less than Basic
- 26% - Basic
- 52% - Intermediate
- 20% - Advanced

MALES

- 1% - Not Stated
- 7% - Less than Basic
- 39% - Basic
- 40% - Intermediate
- 13% - Advanced

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

AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR

AGE DISTRIBUTION IN THE MINING SECTOR BY SEX

Male	Age	Female
0%	65+	0%
6%	55-64	1%
23%	45-54	3%
31%	35-44	6%
23%	25-34	6%
1%	15-24	1%

NATIONAL WORKING AGE POPULATION DISTRIBUTION BY SEX

Male	Age	Female
3%	65+	3%
4%	55-64	4%
7%	45-54	7%
10%	35-44	10%
12%	25-34	12%
12%	15-24	12%

- Female
- Male

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

AVERAGE WEEKLY HOURS WORKED

NATIONAL AVERAGE

- Male: 42.0hrs
- Female: 36.9hrs

MINING AVERAGE

- Male: 42.4hrs
- Female: 41.7hrs
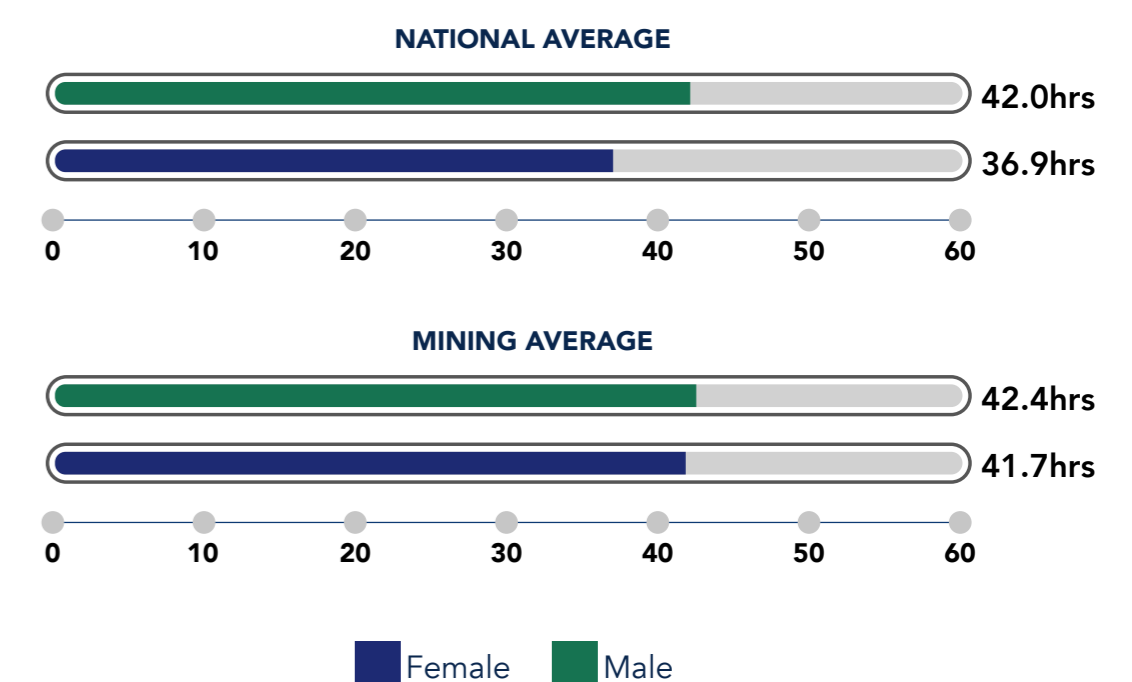
- Female
- Male

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.