WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2020

Brazil

ORDEM E PROGRESSO

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

43%
53%

57%
47%
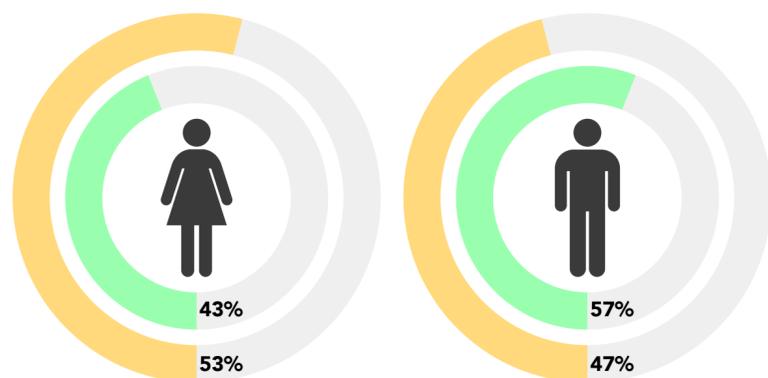
Proportion of Working Age Population
Proportion of Employed Population

In 2020 the Brazilian national workforce consisted of 57% male and 43% 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

99.5%
0.5%
12%
88%
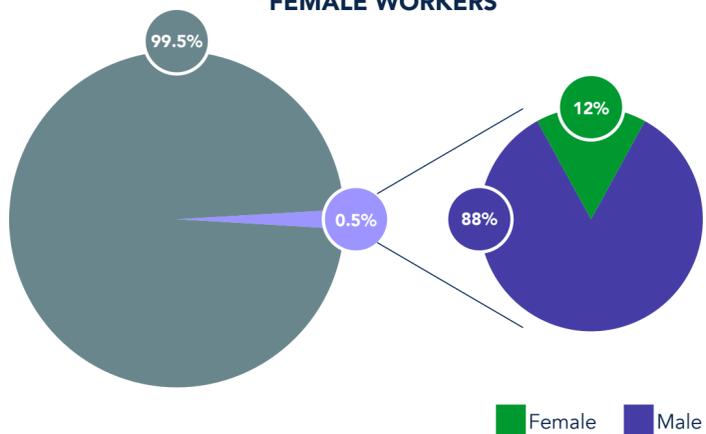
Female
Male

Non-Mining Industries
Mining and Quarrying

Mining and quarrying accounted for 0.5% of occupations in Brazil in 2020.
ILO estimates the participation rate for female employees in mining category was 12% in 2020.

MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE

29% <1%
Plant and Machine Operators and Assemblers

13% 3%
Technicians and Associate Professionals

13% <1%
Elementary Occupations

2% <1%
Services and Sales Workers

18% <1%
Craft and Related Trades Workers

4% 3%
Clerical Support Workers

5% 4%
Professionals

4% 1%
Managers
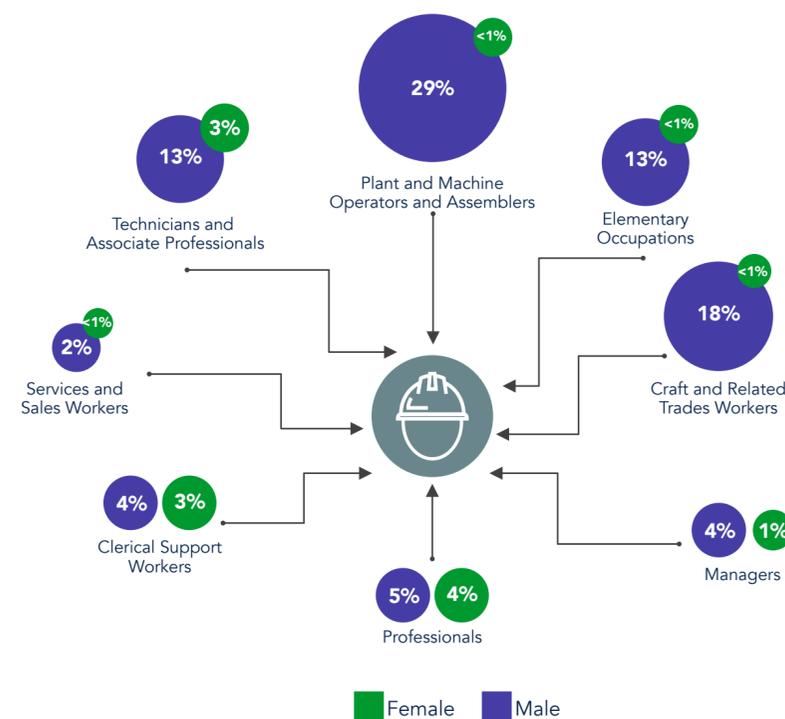
Female
Male

Female employees are concentrated in only a few roles.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING

FEMALES

- 3% - Less Than Basic
- 4% - Basic
- 36% - Intermediate
- 57% - Advanced

MALES

- 10% - Less Than Basic
- 20% - Basic
- 52% - Intermediate
- 18% - Advanced
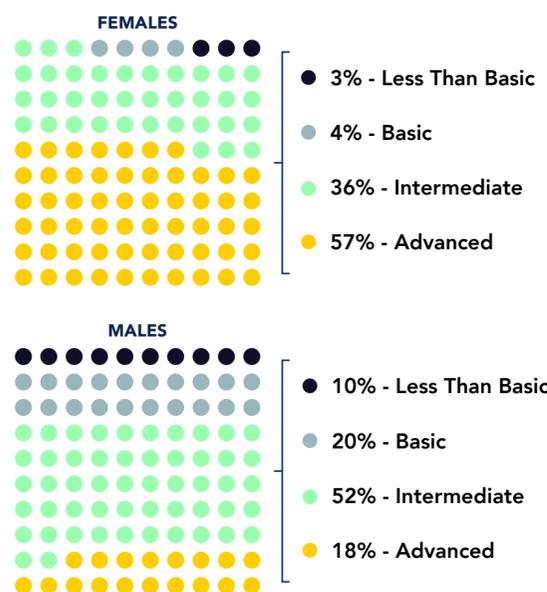
Female employees have a higher proportion of advanced level education than males.

AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR

AGE DISTRIBUTION IN THE MINING SECTOR BY SEX

Female	Age	Male
3%	65+	0%
9%	55-64	0%
19%	45-54	2%
24%	35-44	3%
24%	25-34	4%
10%	15-24	3%

NATIONAL WORKING AGE POPULATION DISTRIBUTION BY SEX

Female	Age	Male
6%	65+	8%
7%	55-64	8%
8%	45-54	9%
9%	35-44	10%
8%	25-34	9%
9%	15-24	9%
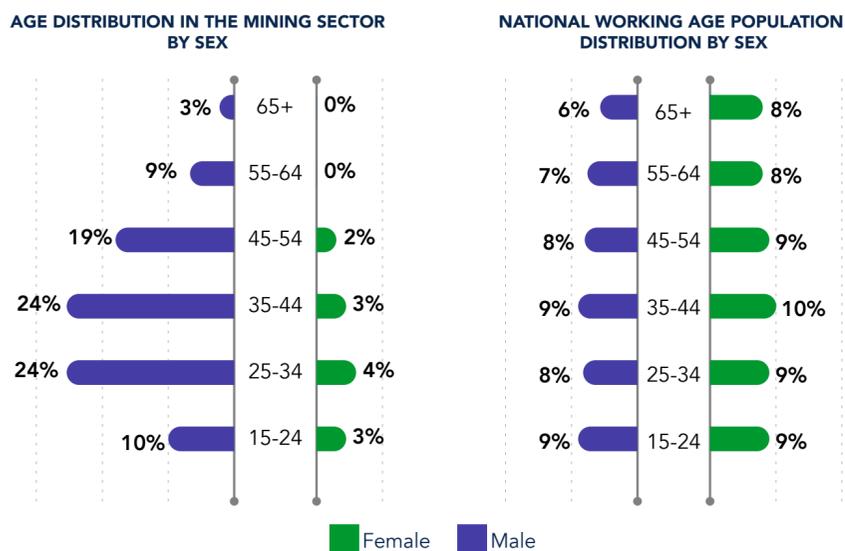
Female
Male

Female workers are underrepresented at every age range in mining employment compared to the national working age population.

AVERAGE HOURS WORKED PER WEEK NATIONALLY AND IN MINING

NATIONAL AVERAGE

37.5 hrs
32.0 hrs

0 10 20 30 40 50 60

MINING AVERAGE

39.3 hrs
37.6 hrs

0 10 20 30 40 50 60
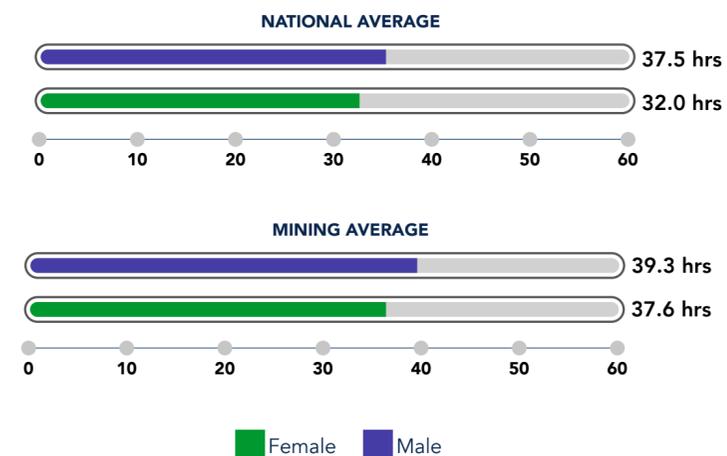
Female
Male

Female employees in mining reported that they worked an average of 1.7 fewer hours than males, in their paid roles.