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

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.

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.

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.