

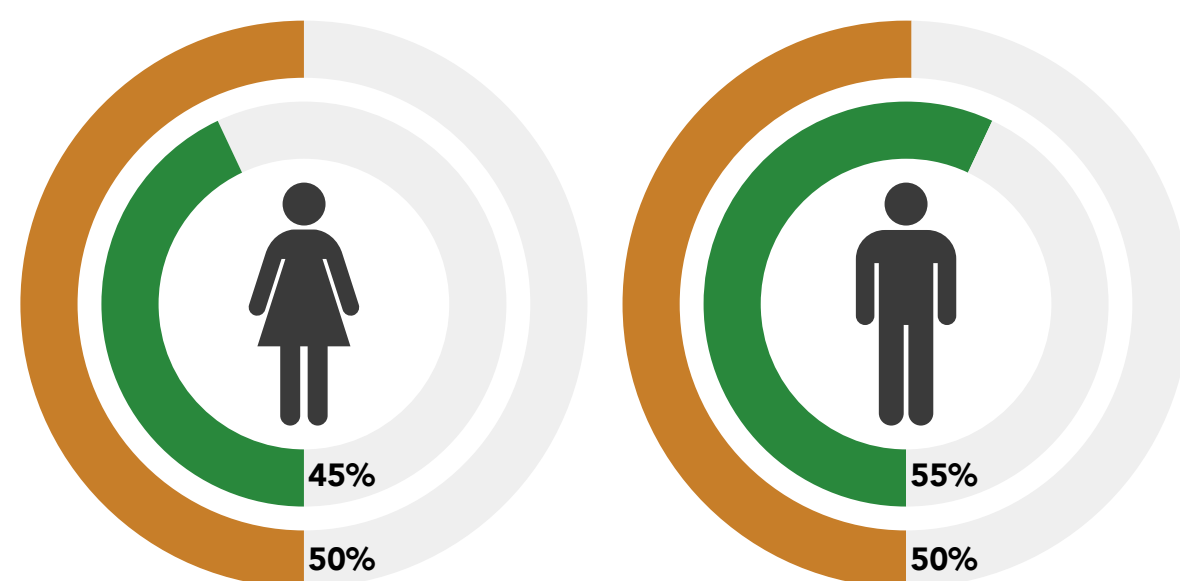
WOMEN AND THE MINE OF THE FUTURE

Preliminary analysis of ILO mining employment data by sex in 2019

Peru

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.

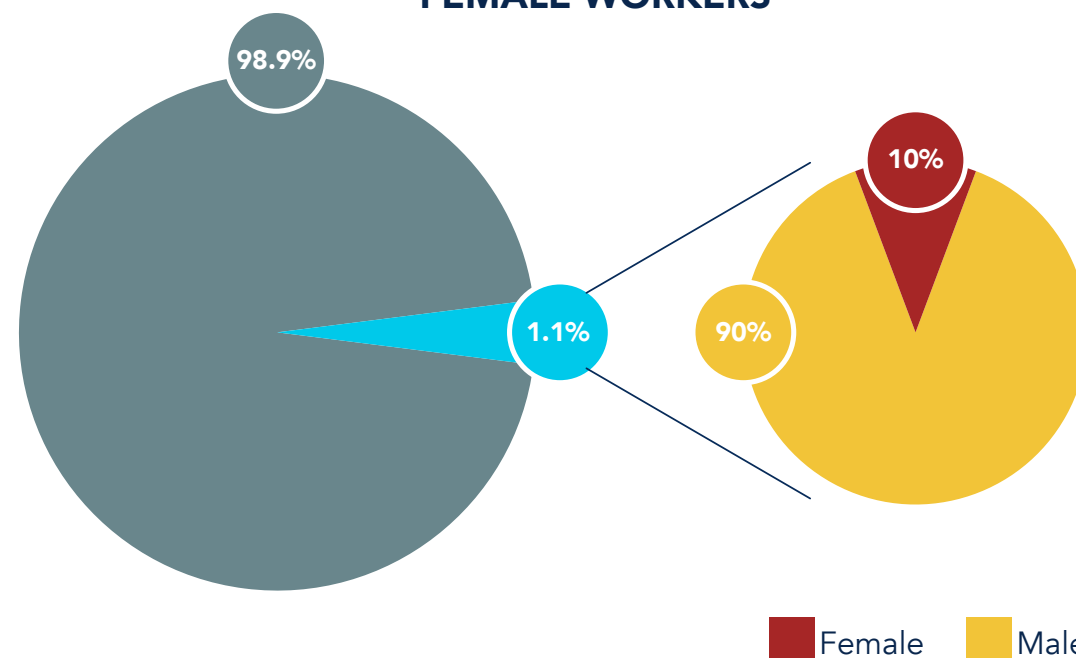
NATIONAL EMPLOYMENT ALL INDUSTRIES



■ Proportion of Working Age Population
■ Proportion of Employed Population

In 2019 the Peruvian national workforce consisted of 55% male and 45% female employees. The working age population was 50% male and female.

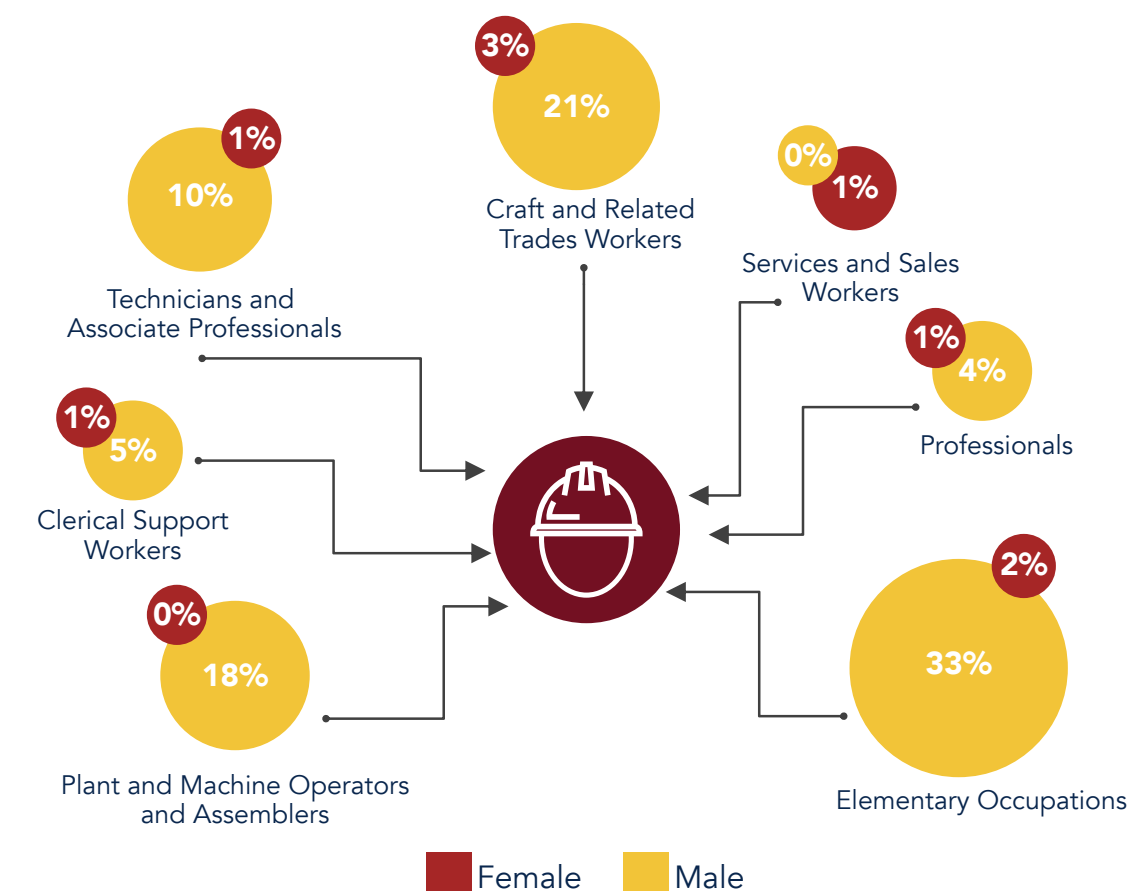
PROPORTION OF EMPLOYED POPULATION IN MINING AND ESTIMATED PARTICIPATION RATES OF MALE AND FEMALE WORKERS



■ Non-Mining Industries
■ Mining and Quarrying

Mining and quarrying activities accounted for 1.1% of occupations in Peru in 2019. ILO estimates the participation rate for female workers in the mining category was 10% in 2019.

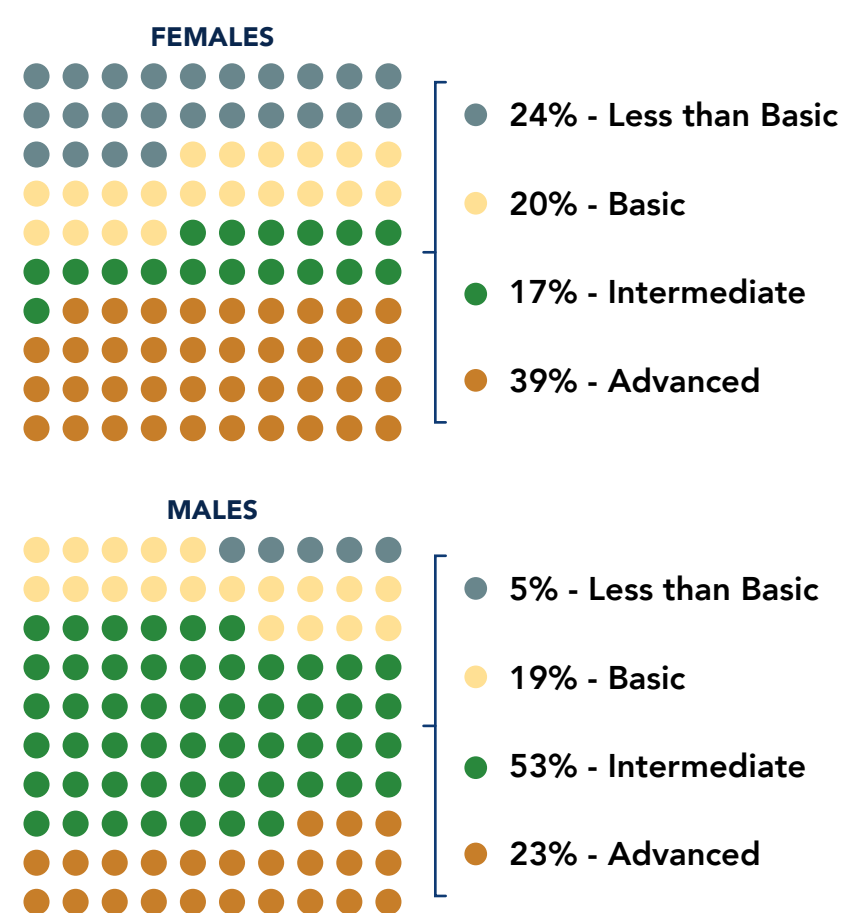
MINING OCCUPATIONS AS A PROPORTION OF TOTAL MINING WORKFORCE



■ Female ■ Male

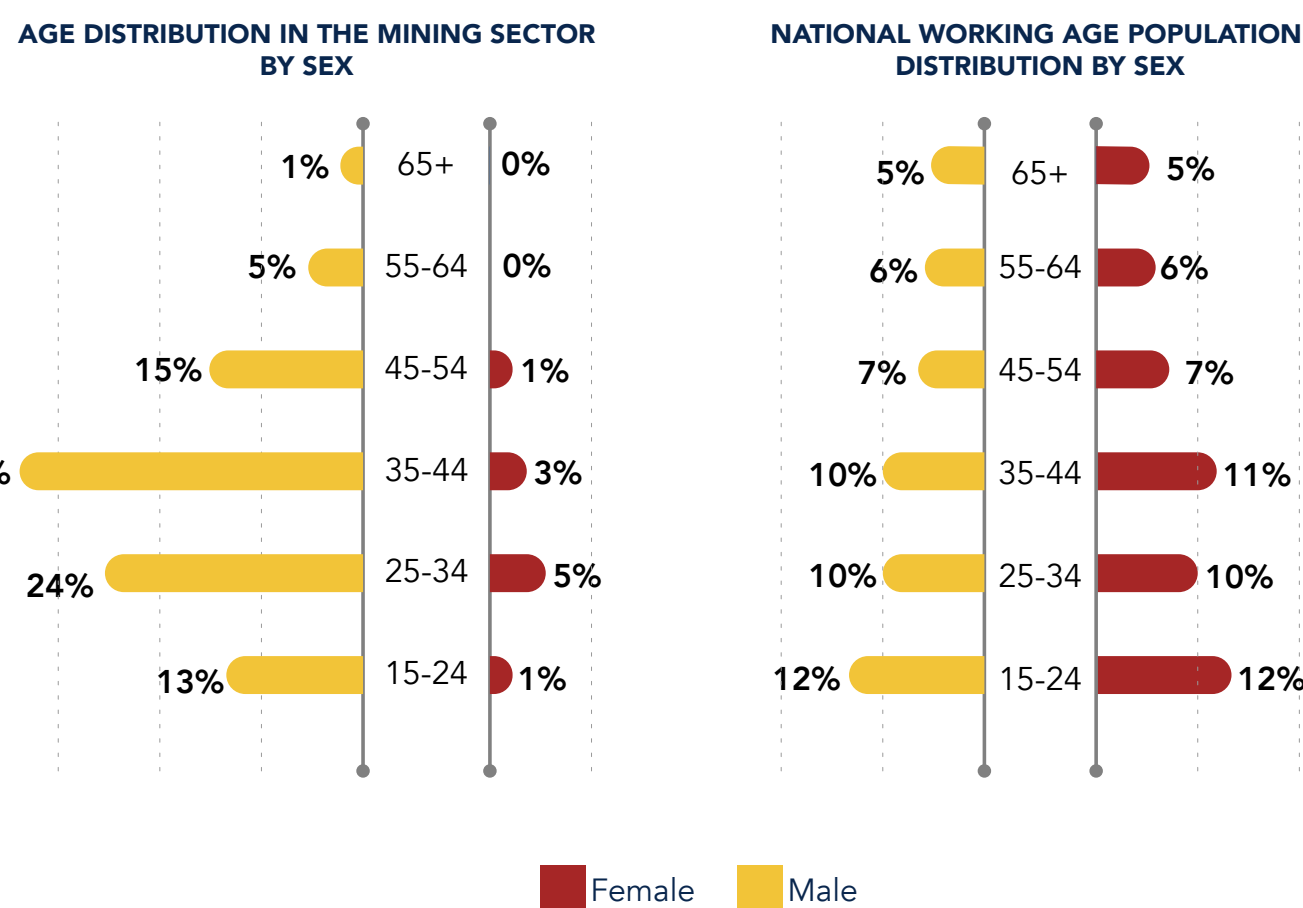
Female employees in mining participate in most occupation roles but in very low numbers.

EDUCATION LEVELS OF MALES AND FEMALES EMPLOYED IN MINING



Female employees in mining have a higher proportion of advanced level education than their male counterparts.

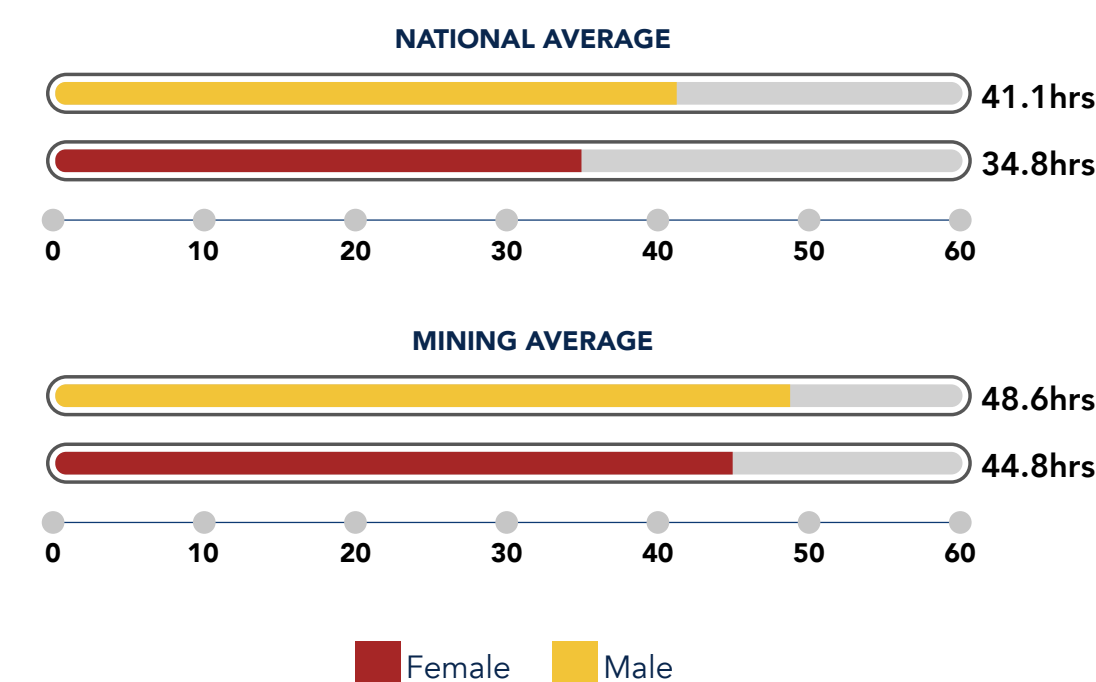
AGE DISTRIBUTION ON WORKERS NATIONALLY AND IN THE MINING SECTOR



■ Female ■ Male

The proportion of male workers is well above the national average of potential workers in the age ranges of 25-54 yrs. Female workers are underrepresented in every age range.

AVERAGE WEEKLY HOURS WORKED



Female mining employees reported that they worked an average of 3.8 fewer hours than their male counterparts, in their paid roles in 2019.