



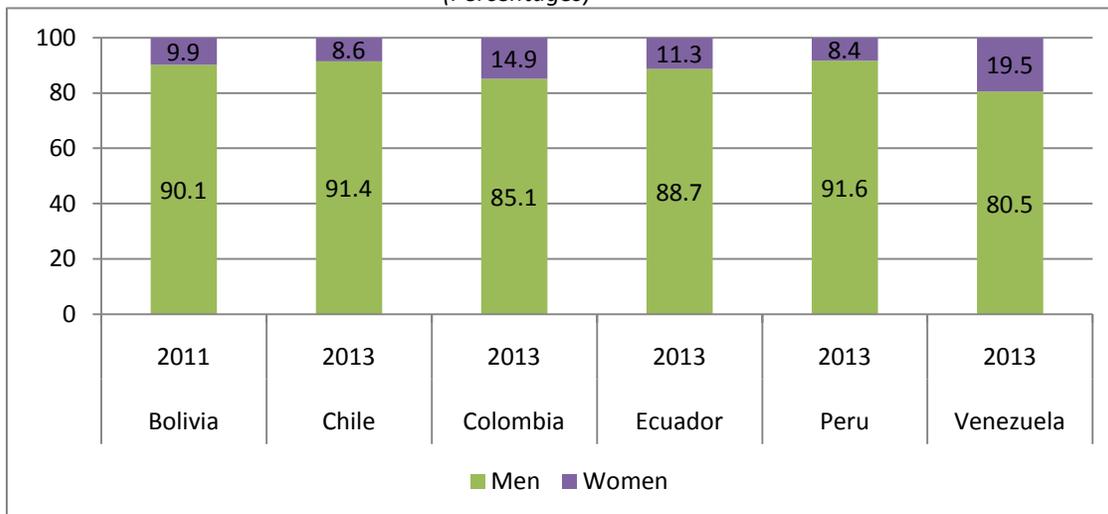
## Women’s participation in Chile’s mining sector increases steadily

The mining industry has a leading role in a significant number of countries in the region. It is considered a strategic sector for its relevance as a motor for development. Between 2004 and 2009 the income from the sector as a percentage of GDP tripled in Latin American and the Caribbean, compared to the previous period, and subsequently continued growing albeit at a slower rate. In Chile in 2013 mining was the third sector according to its contribution of 11% to the GDP, while in the northern mining regions the mining industry represented between 36 and 57% of the regional product.

Large scale mining is marked by higher average salaries, the percentage of full-time jobs, and benefits which offer its workers conditions which are significantly more favorable than the national average. In 2015 in Chile the monthly taxable income in the mining sector was higher than all the other sectors and more than double than the national average.

The incorporation of women in the mining industry in Andean countries has, nonetheless, been slow and faced multiple challenges, whereby the level of their participation is still relatively low according to information from the latest household surveys.

**Andean Countries: Distribution of occupation in the mining\* sector by sex**  
(Percentages)



\*De acuerdo con la Clasificación Industrial Internacional Uniforme de todas las Actividades Económicas (CIIU), Rev.2.

Source: Economic Commission for Latin American and the Caribbean (ECLAC), based on special tabulations of the respective country's household survey data.

A coordinated effort between the public and private sector has contributed to a slow yet sustained increase in women's participation in the Chilean mining industry. According to the latest information of the National Service of geology and mining (SERNAGEOMIN) based on administrative registers, women reached 8.2% of the labour force of the sector in 2015. According to the Mining Council in the large-scale mining industry women represented 7.5% in 2015, a sustained increase from 2007 when women represented 5.2% of the workforce.

In mining companies women predominate in professional profiles, especially geologists and engineers specialists in processing, while fewer are concentrated in profiles relating to operation and maintenance. It is notable that especially these profiles, where women's participation is lowest, are those where the greatest demand is being projected for creation of new employment in the sector.

**The mining sector represents an opportunity for women's economic autonomy, and their incorporation increases the productivity and innovation of the mining industry, thus contributing to sustainable development.**

#### **Main measures to increase women's participation in the mining sector in Chile:**

- Strengthen the normative framework in order to eliminate possible contradictions that can discourage the contracting of women in the mining sector.
- Guide the training of women according to job profiles where the sector projects the greatest demand for labour.
- Strengthen intersectoral coordination, between the public and private sector, and within the public sector between the ministries of mining, labor and gender equality, both at the central level and in priority mining regions.
- Highlight and promote good labor practices for the incorporation of women in the mining sector in Chile and the other mining countries in the region, in order to share their benefits to a larger number of mining companies.

***“Sin igualdad de género, el desarrollo sostenible no es desarrollo ni es sostenible”***

**División de Asuntos de Género, Comisión Económica para América Latina y el Caribe**

<http://www.cepal.org/es/areas-de-trabajo/asuntos-de-genero>

