



Australian Government



Workplace
Gender Equality
Agency

Women in mining





Amy Daniel, *Working Together*

Acknowledgement of Country

In the spirit of reconciliation, the Workplace Gender Equality Agency acknowledges the Traditional Custodians of the country throughout Australia and their connections to the land, sea and community. We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



18.9%

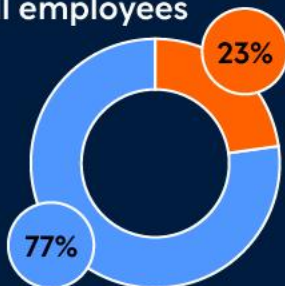


Mining overall composition



Gender segregation is a persistent feature of the whole Australian labour market

All employees



Managers



Non-managers



Gender composition by pay quartile

Workforce movements

Promotion 25% 75%

Promotion from non-mgr to mgr 26% 74%

Internal appointment 27% 73%

External appointment 25% 75%

Resignation 22% 78%

Total workforce 23% 76%

Upper quartile 17% 83%

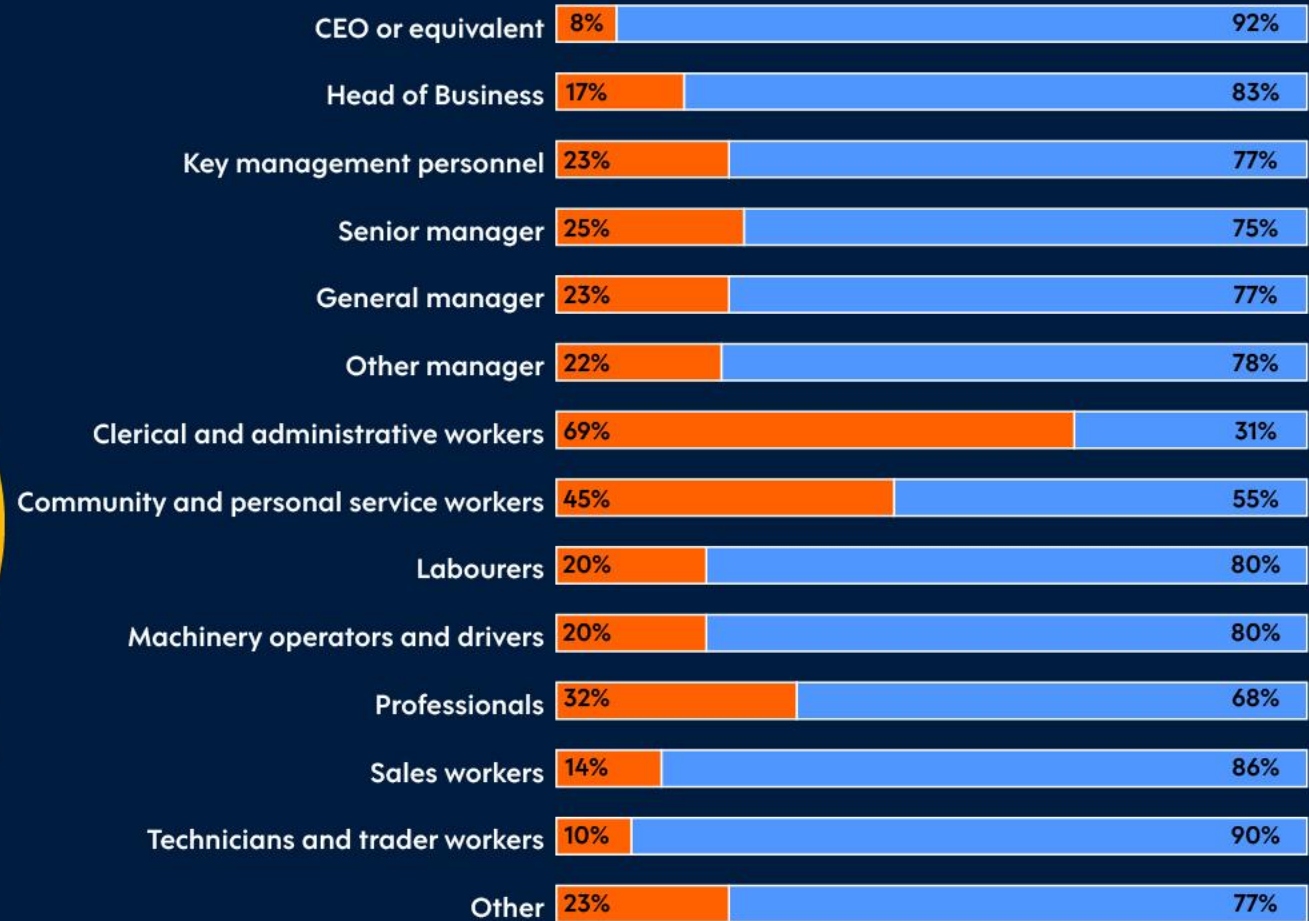
Upper-middle quartile 16% 84%

Lower-middle quartile 22% 78%

Lower quartile 36% 64%

Why is there a difference between what women and men are earning?

Mining workforce composition by occupation



Women | Men



Retention levers



Safety

Flexibility

Career
progression





**Leadership
capability**

**Move beyond
policy**

Data Explorer



