

Chile's Mesa Mujer y Minería: Raising Women's Share of the Mining Workforce from 7.7% to 24%

Gender Equality · Good practice · Chile

Quality score: 74/100

Evidence strength: Observational / pre–post

Summary

A decade-old public-private roundtable and Chile's National Mining Policy 2030 target lifted women's share of the large-mining workforce from 7.7% (2014) to 24.0% (H2 2025), beating the 20%-by-2030 goal five years early, though a 26% sector pay gap persists.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-11

[Consejo Minero / Chilean Ministry of Mining \(Alianza CCM-Eleva\)](#) — accessed 2026-07-11

[Consejo Minero press release \(Mar 2026\)](#) — accessed 2026-07-11

[InvestChile \(Chilean government agency\)](#) — accessed 2026-07-11

[Universidad de Chile - harassment and pay-gap findings](#) — accessed 2026-07-11

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