



# €1.3MILLION HIGHER REVENUE AND €150K COMPANY SAVINGS THROUGH COMPREHENSIVE GENDER PACKAGE IN FISH PROCESSING FACILITY

## CHANGING BUSINESS PRACTICES

By changing business practices to address unequal working conditions disadvantaging women, companies increase market share and reduce costs.



A fish processing facility in the Solomon Islands expects company savings of €150K a year in reduced staffing and overtime costs and €1.3million higher revenue through increased productivity as a result of reduced absenteeism facilitated by a comprehensive gender package.

An 18% absenteeism rate caused the company considerable expenditures on overstaffing and overtime payments. After absenteeism mapping, the company realized that 20% of its employees accounted for 50% of the absenteeism, and most were young, married, local women absent due to:

- Demonstrated lower financial literacy and insight into cash flow, forcing them to stay away from work while taking on other jobs with immediate pay to provide for their families and take care of household responsibilities. This practice cost these employees an attendance bonus.
- Career prospects being limited by lack of fair promotion opportunities for women, resulting in low morale and absenteeism.
- Reporting in sick because of poor health, family issues and GBV (42% of women are affected by GBV).

Through a comprehensive gender package, providing female workers with better skills and addressing working conditions and career opportunities, the company expects an overall reduction of 3% in absenteeism. Trainees who benefitted from the package reduced their absenteeism by 6%. Women who reported having funds left before payday increased from 14% to 31% as a result of financial literacy training, having access to bank accounts in their own names and a salary increase for lowest earners.

## €1.3MILLION HIGHER REVENUE AND €150K COMPANY SAVINGS IS ACHIEVED BECAUSE OF REDUCED ABSENTEEISM THROUGH:

- Training women on financial literacy and support with opening bank accounts.
- Formation of employee committees consisting of women and men to ensure adequate consultation with staff on working conditions and payment.

### WHY INTEGRATE GENDER?

Financial training and good employee practices increase attendance rates resulting from fewer financial problems

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Good employee practices for women increase attendance rates and boost long-term motivation

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- Provision of internal career opportunities for women, including promotion of women in non-traditional jobs, and non-discriminative inclusive policies and practices.
- Support of community efforts mitigating effects of GBV such as a safe house and peer counseling training.

[CLICK HERE](#)

for more examples on how integrating gender aspects results in positive business outcomes

### SOURCES:

Investing in Women: New Evidence for the Business Case; IFC; 2017. (pages 18-22)

The Business Case for Women's Employment in Agribusiness; IFC; 2016. (pages 87-102)