



## 14-18% INCREASED HOUSEHOLD INCOME THROUGH DIRECT SALARY PAYMENT TO WOMEN IN PALM OIL

### INCREASING FIELD LEVEL SUSTAINABILITY

By addressing women's unequal access to knowledge, resources, and decision-making through targeted activities and services, farmers and workers achieve increased incomes and better working and living conditions.



Household income of smallholder palm oil farmers in Papua New Guinea increased by 14-18% when the palm oil industry provided women with their own harvest record cards and paid directly into their personal bank accounts.

Gender roles in harvesting palm oil traditionally call for men to climb the trees and harvest fruits, while women collect the fruit that falls on the ground. Typically, earnings of both men and women were recorded on the household's payment card, primarily accessible by the head of the household (mostly the man). The palm oil industry realized that joint payment into one card discouraged women from collecting fruit.

Paying women directly increased their motivation to participate in harvesting, resulting in higher earnings. This allowed women to manage their income independently and having access to their own salary allowed women to establish small businesses, lay aside more money for their children's education and improve intra-household and wider family relations. The industry benefitted from more fruits being processed that would have otherwise been wasted.

### 14-18 % INCREASED HOUSEHOLD INCOME IS ACHIEVED THROUGH:

- Ensuring direct payment of salaries/earnings to women

### WHY INTEGRATE GENDER?

Women's access to their own earnings increases household income

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

### SOURCES:

[Mama Lus Frut Scheme: an assessment of poverty reduction; ACIAR Impact Assessment Series No. 20; Warner, R., and Bauer, M.; 2002. \(entire document\)](#)

[Multi-stakeholder Initiatives: Smallholders and inclusive business opportunities in palm oil; CSR Asia; 2014. \(page 21\)](#)