



GOOD
GROWTH
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POLICY BRIEF

Acceleration of Sustainable Palm Oil Development through Gender Responsive Policies

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Key Messages

- Several policies related to sustainable palm oil in Indonesia were developed with the spirit of enhancing the gender mainstreaming efforts, such as the Minister of Agriculture Regulation No. 38/2020 on Implementation of Indonesian Sustainable Palm Oil Certification (ISPO). This regulation sets the principle of non-discrimination as one of the criteria for ISPO certification, which later served as a tool for verification, including non-discrimination principle based on gender.
- Referring to Law No. 7/1984 on Ratification of the Convention for Eradication of All Forms of Discrimination Against Women, placing gender equality principle in a more explicit and strategic position within the policy framework could accelerate the process of sustainable palm oil development, and contribute directly towards resolving various issues that have been associated with palm oil industry—including issues that were scrutinized by the international market.
- Implementation of gender-responsive programmes will increase the long-term productivity and sustainability of palm oil industry, since all the relevant parties will be empowered—including women. This is in line with the goal of Indonesia's national development to create a **'Prosperous, Just and Sustainable Indonesia with Medium to High Incomes'** and to strengthen the commitment of Indonesia to attain the Sustainable Development Goals (SDGs).
- Many palm oil companies and smallholders have applied gender-responsive sustainable practices. These initiatives should be followed up by the Government by providing incentives mechanism to ensure that such practices can become mainstreamed in the palm oil sector in Indonesia.
- The Ministry of Women Empowerment and Child Protection (MoWECP) is committed to support the gender mainstreaming efforts in palm oil sector, including by supporting the implementation of gender-responsive Presidential Instruction No. 6/2019 on National Action Plan for Sustainable Palm oil 2019-2024, or NAP SPO.

1. Introduction

For the past decade, the issue of gender equality within the palm oil sector has become a topic that is increasingly discussed among the stakeholders, both at national and global level.

Gender is a social construction that differentiates the role, position, responsibilities, and division of tasks between males and females, which is also influenced by various other background factors such as class, marital status, education, religion, as well as race and ethnic group. These various background factors, other than the biological characteristics of males and females, are often referred to as intersectionality¹. By differentiating between the roles, position, responsibilities, division of tasks between males and females, and their intersectionality, there comes a difference in the access, control of resources, participation, and power of these two genders.

From gender perspective, gender equality can be viewed through four factors, which are access, participation, control, and benefits, that women and men have and/or received from development (BAPPENAS and the State Ministry of Women Empowerment, 2007) (see Box 1).

Palm oil is the largest contributor to Indonesian GDP among other estate crops commodities, earning as much as USD 23 billion or equivalent to IDR 300 trillion in 2017 (GAPKI, 2017). The International Trade Center (2020) stated that the export value of Indonesia's palm oil is the highest in the world, reaching the amount of USD 17.3 million in 2020. Moch. Edy Yusuf, Assistant Deputy of Estate Crops Agribusiness Development, Coordinating Ministry for Economic Affairs, has stated that exports from the palm oil industry made up 13% of Indonesia's total export, or highest in the non-oil and gas sector, and absorbs around 16.2 million workers (Yusuf, 2021).

Even with such achievements, ironically the industry is still subject to criticism. Particularly because the industry is considered to not give enough contribution to the efforts of raising the welfare of certain parties along the supply chain, including the workers in the palm oil plantations, the majority of which are women. On the other hand, the Government has given its best efforts to achieve a palm oil governance that is more sustainable and inclusive, which is responsive to the gender issues.

BOX 1

FOUR FACTORS OF GENDER EQUALITY

BAPPENAS and the Ministry of Women Empowerment and Child Protection (MoWECP) (2007) has declared that in the planning, implementation and evaluation of program policies/ development activities, gender equality is evaluated through four factors: access, participation, control, and benefits (APCB). This is in line with Longwe (1995 in March, Smyth, & Mukhopadhyay 1999), who declared that the level of gender equality can be affected by several factors, which are:

1. **Welfare**, how a policy can create welfare in terms of material possessions for women that can be equal to men;
2. **Access**, how women can have the same access as men to production tools such as land, credit, training, facilities for the marketing of products, etc.;
3. **Awareness**, how policies can build up awareness regarding the difference between sex type and gender, and that gender roles are a cultural aspect that are interchangeable;
4. **Participation**, how women (and other vulnerable groups) get the opportunity for equal participation in the process of decision-making, drafting policies, planning, implementation, and evaluation;
5. **Control**, how women can have equal control as men in the process of decision-making, to achieve equal control over production factors and the distribution of benefits.

In the palm oil supply chain, 86% of the palm oil production cycle already involves women (SPKS, 2021). This data indicates that the involvement of women in the palm oil industry is very significant. Therefore, it is important to make sure that the high number of women involved is also followed by high quality participation; both at upstream and downstream, and from the decision-making level to the actual implementation in the field—particularly in terms of access, control, and benefits. This is urgent in order to minimize the gender gap between the parties involved in the palm oil supply chain, and their intersectionality.

2. Methodology

Gender analysis in this study is performed by mapping the policies using the Social Relations Approach Analysis Tool (Kabeer & Subrahmanian, 1996), combined with the Feminist Policy Analysis Framework (McPhail, 2003). A discourse analysis was also carried out in order to see how gender equality (or gender imbalance) arises in palm oil related policies. The result of this analysis was compared to the situation in the field as obtained from the study of documents and focus group discussions with the relevant stakeholders; including representatives from

¹ Intersectionality, or crossing, is a concept that refers to a multi-identity that influences the position, vulnerability, and powers that every person has, both male and female. Mia Siscawati states that intersectionality “studies the intersection of power relations from various dimensions that contribute to a smooth mechanism of dominance, oppression as well as discrimination against women and other marginal groups.” (Pratiwi, 2016).



the government at national and sub-national level, private sector, and civil societies. The result was then analyzed using the abovementioned tools: Social Relations Approach Analysis Tool and Feminist Policy Analysis Framework.

There are 15 regulations and policies analyzed in this study, which were selected based on the relevance with palm oil issues in the country, while also considering the representation of policy types and legal hierarchy in Indonesia. The fifteen regulations and policies are as follows:

1. Law No.7/1984 on Ratification of the Convention for Eradication of All Forms of Discrimination Against Women
2. Government Regulation No. 35/2021 on Fixed Term Employment, Outsourcing, Working Time and Time Off, and Termination of Employment
3. Government Regulation No. 36/2021 on Wages
4. Presidential Regulation No. 18/2020 on the National Medium-Term Development Plan 2020-2024
5. Presidential Regulation No. 44/2020 on Indonesian Sustainable Palm Oil Certification System
6. Presidential Instruction No. 9/2000 on Gender Mainstreaming in the National Development
7. Presidential Instruction No. 6/2019 on the National Action Plan for Sustainable Palm Oil 2019-2024
8. Minister of Agriculture Regulation No. 7/2019 on Development of Human Resources, Research and Development, Replanting, Facilities and Infrastructure for Palm Oil Plantations
9. Minister of Agriculture Regulation No. 15/2020 on Human Resource Development, Research and Development, Replanting, and Facilities and Infrastructure
10. Minister of Agriculture Regulation No. 38/2020 on Implementation of Indonesian Sustainable Palm Oil Certification
11. Minister of Women Empowerment and Child Protection Regulation No. 5/2015 on Provision of Gender Responsive and Child Friendly Facilities at Workplace
12. Minister of Women Empowerment and Child Protection Regulation No. 1/2020 on Provision of Safe House for Female Workers at Workplace
13. Minister of Environment and Forestry Regulation No. 7/2021 on Forestry Planning, Designated Forest Areas Alteration and Forest Areas Function Alteration
14. Pelalawan District Regulation No. 1/2018 on the Corporate Social and Environmental Responsibility
15. Head of Pelalawan District Regulation No. 69/2019 on Partnership for Palm Oil Plantation Corporations

In reading the mapping results and analysis in this study, it must be understood that gender equality perspective is essentially drawing attention to the situation of vulnerable and marginalized groups, so they could overcome their condition and achieve an equal position equal with the privileged groups. Thus, this study will be focused on stakeholders who are most vulnerable in the palm oil supply chain. In addition, specific groups will also be mentioned in the document, because gender equality analysis tool is not designed on the basis of generalizing the situation. For example, this study will discuss various examples of cases relevant to casual labour and other non-employee workers, including female workers, as well as male and female smallholders from the local community and traditional groups, who are not yet and/or already involved along the palm oil supply chain.

3. Urgency and Benefits of Gender Responsive Sustainable Palm Oil Development

Gender perspective is a lens to understand the situation of the most vulnerable groups, both women and men. Therefore, policies will encourage the designing of various programs and facilities that can empower those stakeholders who do not have much access, participation, control, nor benefits from the livelihood resources, including in the context of palm oil. Equality of those four factors, which in certain condition must be affirmed, will have a positive impact for the palm oil industry as a whole. Among others, because the stakeholders involved will have equally distributed skills, both men and women, with their various intersectionality (see FAO, 2011).

There are many differences in the situation, experience, knowledge, and needs experienced by female smallholders who have their own land, and those who work as casual labour. Same with male smallholders who do not own land and those who come from privileged background, must have a different situation, experiences, knowledge and needs. Consequently, the needs of these groups often cannot be represented by other groups—including the needs of female cannot be simplified and represented by male.

BOX 2

GENDER PERSPECTIVE APPROACH AS CATALYST IN SUSTAINABLE PALM OIL DEVELOPMENT

Gender perspective can be used as a strategic gateway and catalyst for sustainable palm oil development that creates a balance between the economic (*profit*), social (*people*), and environmental (*planet*) aspects. Gender responsive palm oil policies will have a positive impact on:

1. **Economic:** increased productivity, improved image and competitiveness of the palm oil product, that will encourage acceptance of the palm oil product in global market.
2. **Social:** improved Human Development Index, Gender Development Index, Gender Empowerment Index, and Labor Force Participation Rate, that will be contributing to the national development.
3. **Environmental:** increased quality in the biodiversity conservation and protection, by including female-specific knowledge dan landscape throughout the process.

BOX 3

BENEFITS OF APPLYING GENDER EQUALITY FOR PALM OIL ENTERPRISE

Case studies from the Indonesian Sustainable Palm Oil Smallholders Forum (FORTASBI) indicate that the independent smallholders groups who practice the gender equality and inclusivity principles will receive certain privileges from the market, including in a form of financial incentive (for example, premium prices). This is particularly possible when the gender equality principle has become an integral part of the sustainable certification system.

The groups then can use the incentives to strengthen the gender responsive programs for its members, as well as for wider communities. For example, one group in Jambi uses the incentive to finance an economic empowerment program targeting female-headed household. Another group in North Sumatera develops a female cooperative to manage hydroponic vegetable gardens, as part of its livelihood diversification strategy. Another example is in Central Kalimantan, where the group implements a computer training program and financial program for women, and provides Health Insurance (BPJS) for its members.

The above example proves that the principles of sustainability and gender equality constitute one unit, are mutually supportive, and have a positive impact on the economic, social, and environmental aspects (Rafik, 2021).

Thus, when more stakeholders are involved in the policy development process at different levels, there will be more problems that can be resolved by these policies. Gender perspective provides opportunity to recognize more stakeholders and types of situations in the community, hence the policy development process could more comprehensive and holistic (BAPPENAS & State Ministry of Women Empowerment, 2007). Therefore, gender responsive policies can become part of the solution to answer various issues that were usually associated with palm oil sector, such as labour issues, land use change, and other environmental issues that have been under the scrutiny of international community (see Box 2 and Box 3).

4. Critical Gender Analysis on the Sustainable Palm Oil Policies in Indonesia

In the framework of encouraging more gender mainstreaming in sustainable palm oil development efforts, it is important to recognize which gender issues have emerged in the sector. This is imperative since these issues will have more effect towards women and other vulnerable groups—in terms of access, participation,



control, and benefits—compared to men or other privileged stakeholders.

Gender issues in this study were identified based on desk review exercise and the result of focus group discussions with relevant stakeholders. The identified issues were ranging from limited assistance for communities who face livelihood alteration due to land use change after the introduction of palm oil plantation, lack of explicit recognition of women's contribution along the palm oil supply chain (including the recording of female smallholders' data), limited gender responsive work facilities to support the specific needs of women (including related to prevention of gender-based violence), and the absence of incentive and disincentive system regarding the implementation of gender principles in palm oil sector.

If these various gender issues are not managed immediately in a structured manner, the Indonesian palm oil sector could face the risk of being continuously associated with negative issues which will be counterproductive to the Government's efforts to realize a "Prosperous, Just, and Sustainable Indonesia with Medium to High Incomes", as described in the Presidential Regulation No. 18/2020 on the National Medium-Term Development Plan 2020-2024 (Ministry of National Development Planning (PPN)/

Bappenas, 2019). This would be highly unfortunate, considering the strong commitment that has been made by the Government in promoting gender responsive sustainable palm oil development in the country.

Out of the 15 policies analyzed in this study, five² of them can be categorized as gender responsive policies. This means these policies recognize that both men and women are development actors, with different situation and challenges, hence quite often experiencing an unequal treatment (Kabeer & Subrahmanian, 1996). That recognition, that was reflected in those policies, can only be achieved through the inclusion of gender analysis result during the policy development process. Gender analysis is an important step because it will enable those five policies to push for more equal access, participation, control and benefits, for all relevant stakeholders along the palm oil supply chain—including through affirmative action. On the other hand, the other 10 policies still cannot be categorized

2 Law No.7/1984 on Ratification of the Convention for Eradication of All Forms of Discrimination Against Women, Presidential Instruction (Inpres) No. 9/2000 on Gender Mainstreaming in National Development, Minister of Women Empowerment and Child Protection (MoWECP) Regulation No. 5/2015 on the Provision of Gender Responsive and Child Friendly Facilities at Workplace, Presidential Regulation (Perpres) No. 18/2020 on the National Medium-Term Development Plan 2020-2024, MoWECP Regulation No. 1/2020 on Provision of Safe House for Female Workers at Workplace.



as gender responsive, and have not included the gender analysis step throughout the development process. Nevertheless, some of those policies are already equipped with instrument that can serve as an entrance for more comprehensive gender mainstreaming efforts.

It should be kept in mind that all policies analyzed in this study—regardless of its categorization regarding responsiveness to gender issues—can still be used to promote an agenda for gender equality in sustainable palm oil development. In order to this, we need to have an extended interpretation of the policies and innovations in implementing these sustainable palm oil development policies, with reference to other gender responsive policies, such as Presidential Instruction No. 9/2000 on Gender Mainstreaming in the National Development and Presidential Regulation No. 18/2020 on the National Medium-Term Development Plan 2020-2024.

5. Opportunities for Gender Mainstreaming in the Sustainable Palm Oil Policies

There is much potential and many opportunities to strengthen the gender mainstreaming efforts in the context

of sustainable palm oil development, by using the existing relevant policies. One of the strategies is by extending the interpretation of these policies implementation, that can become a gateway to achieve a better gender mainstreaming outcome while implementing the specific mandate stipulated in those policies.

For example, even though the Ministry of Women Empowerment and Child Protection (MoWECP) has not received direct mandate in the Presidential Instruction No. 6/2019 on National Action Plan for Sustainable Palm Oil, and the aspect of gender equality was not explicitly mentioned in the document, there are at least two NAP SPO activities that have direct contribution towards Goal 5 (Gender Equality) in the Sustainable Development Goals (SDGs). Both activities are related to establishing and strengthening the institutional capacity of the smallholders, and resolving the issue of land dispute. Through extended interpretation, both activities can become the entry point for gender responsive NAP SPO implementation (see Box 4).

In addition, NAP SPO is also equipped with a technical supporting document called the Guideline for Developing and Implementing Sub-national Action Plan for Sustainable Palm Oil (SnAP SPO), that was developed using gender perspective. This document was initiated by the Secretariat

EXTENDED INTERPRETATION OF NAP SPO IMPLEMENTATION

Activity 11 in the National Action Plan for Sustainable Palm Oil (NAP SPO) which is on 'Accelerating the Formation and Strengthening of Smallholders Institution', does not explicitly mention the connection with gender equality. However, with the extended interpretation, this activity has the opportunity to become the entry point for strengthening the gender mainstreaming efforts in NAP SPO.

One of the extended interpretation approach that can be implemented to Activity 11 is by developing gender responsive indicator that requires the inclusion of women in the smallholders' institutional structure. Furthermore, this prerequisite can also include activities to improve the female leadership capacity, to ensure the involvement of women is not limited to gender-specific roles that are often attached to women, such as a secretary and treasurer. This will immediately fulfill the gender equality indicators regarding access, participation, and benefits.

In the long run, female leadership skills, together with an understanding about equality by the men, will influence equal control between male and female smallholders over palm oil production.

for NAP SPO Implementation Team and explicitly mandated the SnAP SPO Implementation Team to involve Women Empowerment and Child Protection Office at provincial and district level, as well as requires the Chair of SnAP SPO Implementation Team to conduct gender analysis using Gender Analysis Pathway in developing the programmes and activities in SnAP SPO³. This shows that the development of derivate documents—that could be in a form of guideline and other technical document—could provide extended interpretation of the existing policies, which could provide opportunity of strengthening the gender mainstreaming efforts without the need for developing new sets of policies.

Another example of a policy that carries the spirit of gender equality is the Minister of Agriculture Regulation No. 38/2020 on Implementation of Indonesian Sustainable Palm Oil Certification, which regulates the criteria for non-discrimination of sex, in the process of certification for Indonesian Sustainable Palm Oil (ISPO). In addition, this ministerial regulation also encourages empowerment of vulnerable groups, in accordance with the principles of gender equality. This is reflected by the affirmative

treatment for independent smallholders, in a form of specific requirements that are more suitable for smallholders' agricultural practices; which differentiate them from palm oil companies⁴.



³ See Gender Analysis Pathway (GAP): Gender Analysis Tool for Development Planning (BAPPENAS & State Ministry of Women Empowerment, 2007)

⁴ The difference in criteria for ISPO certification for smallholders and companies lies in the elimination of criteria on manpower, and social and economic empowerment responsibility for smallholders. This is because workers in smallholders' plantation are usually come from the family members of neighbours. Thus, land owner usually is not in a position to have full control over the workers, and therefore social control is stronger and can prevent any exploitation of the workers (Pratiwi, 2020). Tania Li (2018) also stated that "unlike [with] companies, female independent smallholders do not lose their rights (which usually are equal to their husband's) over their farmland".

BOX 5

AFFIRMATIVE ACTIONS TO EXPLICITLY RECOGNIZE WOMEN'S INVOLVEMENT THROUGH GENDER RESPONSIVE POLICY

"Every Indonesian citizen, both male and female, has the same opportunity of obtaining a right on land and to gain its benefits and products, for himself/herself as well as his/her family".

(Basic Agrarian Law No. 5/1960 Article 9 Clause 2)

As can be seen in the excerpt of the Basic Agrarian Law No. 5/1960 above, women are mentioned explicitly in the definition, as a different entity than men. In this case, women and men are both considered as a separate entity, who also has a family.

This law also does not position men in the public domain, while women are in the private domain, by mentioning 'family' for both genders. Thus, there is a strong purpose to promote gender equality in obtaining the benefits and products of the land for themselves and their family, for both genders.



When accompanied by a comprehensive gender analysis, we can be assured that the Minister of Agriculture Regulation No. 38/2020 can become one of the key instruments in promoting gender responsive sustainable palm oil development in Indonesia. For example, by setting the standard for the need of women involvement in the organizational structure of palm oil enterprises (including the farmer groups). Currently the standard only stipulates palm oil enterprises to have fixed organizational structure⁵. Furthermore, it would also be important to ensure gender-disaggregated data collection in portraying the casual labour data, hence the actual condition of female workforce in palm oil sector could be completely captured⁶. The explicit mention of women in a formal policy is also an important step for influencing public's perception regarding the issue of gender equality (see Box 5).

Although the extended interpretation approach can provide an opportunity to strengthen the implementation of gender mainstreaming through existing policies, ideally, a revision to the policies that are not yet gender responsive is still required. This is to ensure that changes in the gender relations towards total equality can be made in a structured manner, and can be sustained in the long run. In addition, the knowledge and capacity of policy makers regarding the benefit, methods and scope of the gender quality issue in the palm oil supply chain is highly crucial. This is to provide

an enabling condition in the preparation, implementation, supervision and evaluation of sustainable palm oil policies that are responsive to gender issues.

This knowledge and capacity at the policy makers' level also needs to be supported by strong leadership to promote the agenda of gender equality. In the context of Indonesia, President Joko Widodo has been recognized as a state leader with strong commitment to promote gender equality principles. This was reflected in the appointment of President Joko Widodo as the ambassador for HeForShe campaign initiated by the United Nations (UN) in 2014.

6. Conclusion and Recommendations

Through the Social Relations Analysis Approach (Kabeer & Subrahmanian, 1996) and the Feminist Policy Analysis Framework (McPhail, 2003), as well as discourse analysis, it appears that currently there are several gender responsive policies that can be used as the main reference for the Government of Indonesia to further promote sustainable

⁵ See Minister of Agriculture Regulation No. 38/2020 page 62.

⁶ See Minister of Agriculture Regulation No. 38/2020 page 148.



palm oil development with gender perspective. These policies should be the main source of reference for the Government in making an extended interpretation of implementation, or a revision, of any policy related to sustainable palm oil that is not yet responsive to gender issues.

Various elements in palm oil-related policies that have explicitly, and implicitly, promoted gender equality, or have the spirit in line with gender mainstreaming efforts, need to be continuously strengthened. This is important, since it will be supporting the implementation the National Medium-Term Development Plan (RPJMN) 2020-2024 to make gender mainstreaming a “national development catalyst which is fair and adaptive”⁷. This effort can be realized by ensuring the policy development process is initiated by a comprehensive gender analysis, that will later become the basis for gender disaggregated data, both qualitative and quantitative data. The use of Gender Analysis Pathway, or other gender analysis tool, must continue to be mainstreamed in order to produce a palm

oil-related policies that are more inclusive and responsive to gender issues.

This is an urgent matter and should be carried out immediately, since gender perspective provides space to recognize and involve more stakeholders and various situations within the community, thus policy development process can be more comprehensive (BAPPENAS & State Ministry of Women Empowerment, 2007). Gender responsive policies can become a catalyst for the acceleration of sustainable palm oil development in Indonesia, since the gender perspective approach not only can address various social problems by improving Human Development Index, Gender Development Index, Gender Empowerment Index, and Labor Force Participation Rate, but will also have a positive correlation towards productivity rate, improvement of public perception towards the sector, and competitiveness of palm oil product. Thus in the end will support the acceptance of Indonesian palm oil products in the global market.

⁷ See RPJMN 2020-2024 page 28.

Below are some recommendations that can be carried out by the Government, through the involvement of all the stakeholders, in the framework of accelerating palm oil development in Indonesia that is more sustainable and inclusive, through the implementation of gender principles:

No.	Description	Relevance	Remarks
SHORT TERM			
1	The provision of gender disaggregated data for palm oil sector, including on gender disaggregated data for smallholders.	<p>Gender disaggregated data will be the basis, or the initial step, to recognize the involvement of women in the palm oil supply chain, which will have an impact for the equal distribution of access, participation, benefits and control, by women and men.</p> <p>As an example, the recording of smallholders' data in the name of the wife as well as the husband (not only the name of the head of family) will be the first step towards positioning and providing the deserved recognition to both genders, as equal actors in the palm oil sector.</p>	Minister of Women Empowerment and Child Protection Regulation No. 4/2015 on Guidelines for Developing Gender Disaggregated Data in Industry, Trade, and Cooperatives Sector, can serve as the reference for palm oil sector. Gender disaggregated data consists of both quantitative and qualitative data.
2	Conducting a comprehensive gender analysis of the palm oil supply chain, which covers both the upstream and downstream analysis.	Besides producing gender disaggregated data, a gender analysis of the whole palm oil supply chain will provide a more complete picture of the situation of gender equality and imbalance in the sector. This analytical result will be the main basis for other further interventions, including as a reference for conducting a gender analysis for ISPO certification system.	Gender analysis of the palm oil sector can be performed by referring to Presidential Instruction No. 9/2000 on Gender Mainstreaming in the National Development and Presidential Instruction No. 18/2000 on the National Medium-Term Development Plan 2020-2024.
3	Conducting Analysis of ISPO certification system from a gender equality perspective.	ISPO has the potential to become the main instrument for promoting gender mainstreaming in sustainable palm oil development. This could only be achieved by having a comprehensive gender analysis on ISPO certification system.	The analysis of ISPO certification system from gender perspective will enrich ISPO implementation, thus it could result in a long term benefits for all relevant stakeholders along the palm oil supply chain, by ensuring equal distribution of access, participation, benefits and control for all relevant stakeholders.
4	Increasing the knowledge and capacity of policy makers related to gender equality.	Increasing the knowledge and capacity of policy makers regarding gender equality principles will make the gender mainstreaming process throughout the policy development easier and more comprehensive, both at national and sub-national level.	Increasing the gender-related knowledge and capacity of all policy makers at the national and sub-national level is imperative, so that the process of planning, implementation, monitoring and evaluation with gender perspective can be carried out.
5	Determining a priority gender program for palm oil sector	Among various gender issues found in the context of palm oil development, the Government need to determine a priority gender program in palm oil sector, so the interventions for gender equality can be more focused and structured ⁸ .	The gender priority program needs to be determined with participatory approach, by involving all relevant stakeholders, from sub-national to national level, and referring to a list of gender-related issues in palm oil sector, that is available in various academic sources.

⁸ Inspired by the program to Accelerate the Prevention of Stunting, which is chaired directly by the Vice President of Indonesia, and is a national priority agenda down to the sub-national level.

No.	Description	Relevance	Remarks
MEDIUM TERM			
1	Developing an incentive and disincentive mechanism related to gender equality principles, that is integrated with ISPO certification system.	Incentive and disincentive mechanism could encourage and push stakeholders, including private sectors, to include gender equality principles into their core business activities. Any additional in that must be expended when applying gender equality principles will be viewed as another form of investment, as they will have a positive impact (including economic gain) for the continuity of the business.	PROPER ⁹ can be used as reference when designing a gender equality appraisal system. Other incentives can be in a form of facilities to access the market, or reduction of taxes, by a system connected to the report on gender equality implementation.
2	Improving the monitoring system related to the implementation of gender equality principles, that is integrated with ISPO certification system.	Efforts to formalize the female casual labour—that will positively contribute to the improvement of female participation in the workforce, provision of gender responsive work tools and plantation accessibility—should be integrated into the ISPO certification audit system, to support better monitoring over gender responsive operations on the ground.	The monitoring system should be participative and multi-layered and involve all relevant stakeholders. Some of the monitoring function related to gender equality principles should be returned to the district level jurisdiction, so that the practices of gender equality at landscape level can be better monitored.
LONG TERM			
1	Developing a regulation at national level that requires all the stakeholders to include gender principles a centre part of program's planning, implementation, monitoring and evaluation.	Gender responsive policy that requires stakeholders—both government and non-state actors—to apply gender principles throughout all programmatic steps in work will alter and challenge the status quo, including related to program's planning, implementation, monitoring and evaluation.	This mandatory policy should also be applied to non-state actors, including private sectors and civil societies, with a comprehensive incentive and disincentive mechanism.

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⁹ <https://www.menlhk.go.id/site/post/119>



SUSTAINABLE
**PALM
OIL**

Sustainable Palm Oil Initiative (SPOI)

Kementerian Pertanian - Gedung C, Lantai 5
Jl. RM Harsono, No. 3, Ragunan, Jakarta Selatan
Indonesia



@spoi.undp



UNDP SPOI



Sustainable Palm Oil Initiative