

# Results of the First National Survey on Direct Employment in the Colombian Oil Palm Sector

**169,180** Total direct and indirect jobs

**67,672** Total direct jobs generated

Total direct jobs generated per production unit

**62,511** (92.4 %) Plantations

**5,161** (7.6 %) Palm oil mills

Total direct jobs per zone

**17,651** (26.1 %) Northern

**18,929** (28.0 %) Eastern

**27,178** (40.2 %) Central

**3,914** (5.8 %) Southwestern

Total direct jobs per working area

**59,568** (88.02 %) Operational

**8,104** (11.98 %) Administrative

Total direct jobs by gender

**9,541** (14.1 %) Women

**58,131** (85.9 %) Men

Jobs projected for 2019

**68,310** Plantations

**73,950** Total direct jobs

**5,640** Palm oil mills

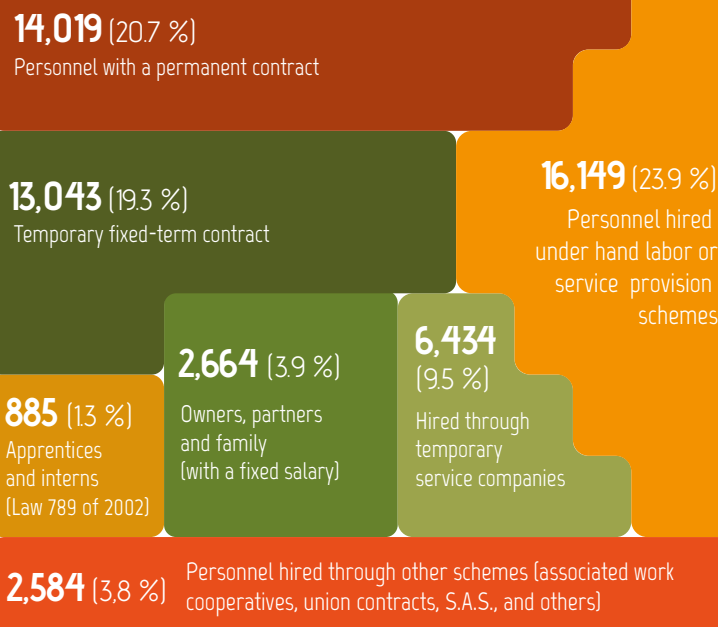
**184,875** Total direct and indirect jobs

Total direct jobs by type of contract

**55,778** (82.4 %) Formal contract

**11,894** (17.6 %) Informal contract

Formal contracting modalities

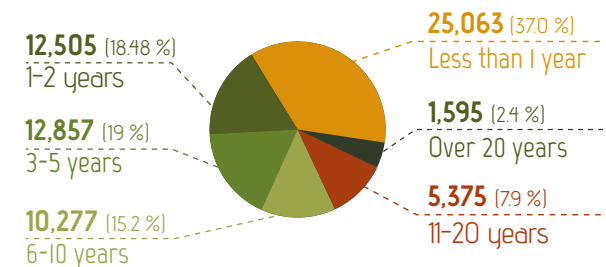


Informal contracting modalities

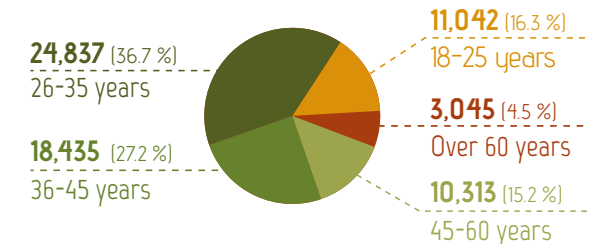
**3,468** (5.1 %) Owners, partners and family (with no fixed salary)

**8,426** (12.5 %) Day laborers

Seniority of workers



Age of workers



Education level of workers

**3,725** (5.5 %) Without formal schooling

**24,619** (36.4 %) Basic primary education (1°-5°)

**8,764** (13.0 %) Basic secondary education (6°-9°)

**12,690** (18.8 %) High secondary education (10°-11°)

**5,490** (8.1 %) Technical professional and technological education

**2,928** (4.3 %) Undergraduate education

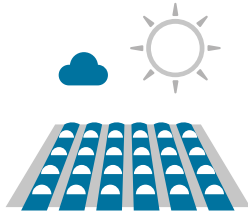
**694** (1 %) Postgraduate education

**8,762** (12.9 %) Does not know/Does not respond

# Employment in Colombian Rural Areas

## \*Main causes of rural informality in Colombia:

1. Institutional weakness in rural areas
2. Armed conflict
3. Lack of access to markets
4. Tightness of the labor market
5. Low educational level
6. Lack of infrastructure
7. Inadequate land use

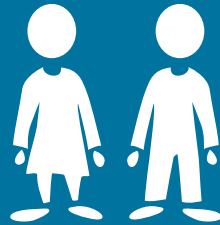


## \*\*Type of labor contracts in Colombian rural areas

- 51% | Self-employed
- 17% | Private employee
- 13% | Day laborer
- 11% | Owners, partners and family with no fixed salary
- 5% | Employer
- 3% | Other



The **informality** in Colombian rurality reached



**88%**

Information from the Labor Observatory at the Universidad del Rosario, 2016

**Formal** employment offered by the palm oil sector represents

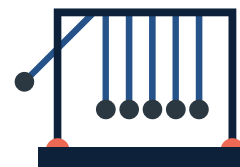


**82.4%**



**60%**

share of the agricultural sector in rural employment



\*\*\*Average income in Colombia vs average wage in the palm oil sector:

The average wage in the palm oil sector is:

**1.5 times** average minimum wage in 2016

The average wage in the palm oil sector is:

**1.24 times** average household income in urban areas

**2.88 times** average household income in rural areas