

# GENDER INCLUSION WITHIN AGRICULTURE-BASED SMALL AND GROWING BUSINESSES (SGBS) IN MEXICO



A self-diagnostic tool was designed to enable businesses to assess gender gaps and opportunities across staffing and leadership, supplier relationships and policies and practices. The tool was tested with 14 SGBs, and initial results point to key opportunities to improve women's position in agricultural value chains, as well as in business operations.

## Testing of this tool confirmed that:

- Women represent the majority of **processing employees** for products such as amaranth, cocoa, and agave.
- They are often involved in **value-addition activities** and in the design of new product presentation.



- **As producers**, women often remain invisible, unrecognized and concentrated in **low-value positions** within the value chain.
- As women are not viewed as producers, their **participation in cooperatives** is undermined by assumptions such as: cannot lead their own production, dedicate time to represent the group or fulfill management roles.



## WOMEN ARE OFTEN CONCENTRATED IN LOWER POSITIONS IN AGRICULTURE VALUE CHAINS, GIVEN THAT SOCIO-CULTURAL CONDITIONS LIMIT THEIR ACCESS TO THE FOLLOWING:

- Land use and title
- Access to documents required to register as a member of a cooperative
- Existing knowledge and experience managing a business
- Access to market information
- Exposure to, and understanding of how a value chain operates and functions



## SGBs want to test new approaches to reduce gender gaps while improving business performance

### THREE IMPORTANT OPPORTUNITIES FOR SGBS TO TRIGGER CHANGE:



Facilitate leadership and upward mobility for women/ female employees/ suppliers through access to new knowledge, skills, and experience



Implement flexible working practices, to support women's time constraints and care-giving roles



Engage with producer groups, which can positively impact the visibility of women's roles, enhance women's gains, and increase business performance by guaranteeing the quantity and quality of supply.

This collaborative project is being carried out by Value for Women, a set of agribusinesses in Mexico, with the Aspen Network of Development Entrepreneurs and the Walmart Foundation.

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