



USAID
FROM THE AMERICAN PEOPLE

USAID/EI Salvador

Gender In Focus

USAID Agricultural Diversification Program (ADP)

Funded by USAID/EI Salvador

Fintrac Contract No. EDH-I-02-05-00007-00

Prepared by Olga Noyola Cartagena and USAID-ADP staff



April 2008

This publication was produced for review by the United States Agency for International Development. It was prepared by Fintrac Inc. through USAID-ADP. The content of this report is the sole responsibility of Fintrac and USAID-ADP and does not necessarily reflect the views of USAID or the United States Government.

Content

INTRODUCTION 1

PURPOSE 1

REPORT SUMMARY 1

SURVEY METHODOLOGY 5

RESULTS 6

CLIENT LIST SURVEYED 23

QUESTIONNAIRE 27

INTRODUCTION

The USAID Agricultural Diversification Program (USAID-ADP) is a three-year agribusiness program working with client farmers throughout El Salvador to promote and develop the horticulture sector (fruit and vegetables) with plantings on both irrigated and non-irrigated fields and in greenhouses. In addition, USAID-ADP has a processing component where technical assistance is given to small and medium size processing company clients (SMEs) in the area of food safety through programs in good manufacturing practices (GMPs) and HACCP protocols, and in processing facility design and equipment technology. USAID-ADP also has a specialty coffee component with activities that focus on export promotion and marketing.

USAID-ADP's technical approach increases rural incomes by improving productivity and sales for our clients in a sustainable manner through the introduction of new technology and operating systems and by providing quality technical assistance and alternative marketing opportunities.

At the end of March 2008, USAID-ADP had provided technical assistance to 3,570 participating farmers and businesses (22 percent women clients, 78 percent men clients) in four program components: field and greenhouse crops, processing, business development services (BDS) and specialty coffee. The largest percentage of women clients was in the processing component with 38 percent, followed by specialty coffee (29 percent), business development services (20 percent), and field and greenhouse clients (10 percent). The age of women clients ranges from 31 to 60 and for men ages range from 18 to 70.

Table 1 breaks down our clients by gender under each program component.

USAID-ADP Component	Total Clients	Men	Women	Percentage of Women
Field and Greenhouse crops	1,419	1,271	148	10%
Processing	59	36	23	38%
Business Development Services*	103	82	21	20%
Specialty coffee	1,989	1,411	578	29%
Total	3,570	2,800	770	22%
Percent	100%	78%	22%	

* Business Development Services – Agro service centers, processing service provider companies, drip irrigation companies, etc.

PURPOSE

USAID-ADP conducted this survey to evaluate and address the Program's effort to mitigate preexisting gender-based inequalities, a process referred to as "gender mainstreaming." Data was collected from clients and analyzed to determine if and how activities can be adjusted to address gender needs and determine what assistance is needed to reduce cases of "gender bias," the preferential treatment of one gender over the other.

REPORT SUMMARY

USAID-ADP hired in-country gender consultant Olga Noyola Cartagena to implement a survey for a sample group of clients for this report. The survey was composed of questions regarding field and processing activities. Data in this report combines the survey's results and USAID-ADP

statistics collected from individual clients throughout program implementation. The responses to the nine questions posed in this report were formed by the findings of the consultant, input from USAID-ADP processing technician Edith Canales, M&E field technician Marianela de Carballo and other staff members to build a comprehensive view of gender mainstreaming at USAID-ADP and how it fits in to the Program's structure and technical assistance methodology.

The data shows that there is no gender bias in client producer and processor selection. All clients, whether men or women, have the same opportunities to participate in the different program components. To join the program, potential men and women clients must meet USAID-ADP criteria. In field or greenhouse fruit and vegetable crops, an individual must have a certain level of financial capability to co-invest in equipment and operating capital along with the required land, water and labor requirements necessary for intensive high technology farming. USAID-ADP has both men and women client producers who meet these conditions. USAID-ADP also works with processing facilities owned and operated by both men and women clients.

An area where a "gender gap" is more noticeable is in the labor force of both rural client farmers and SMEs (Processors). USAID ADP focuses its technical assistance on the training of client producers and processors as well as the labor force, but management of labor (family or outside hires) is the sole responsibility of the client. Improving gender constraints in the rural working environment is a difficult task.

SPECIFIC RECOMMENDATIONS

The only applicable recommendation for the Program is to try and schedule field and processing plant training activities within the working hours of both men and women employees in order to benefit the laborers that work only half a day.

LESSONS LEARNED

1. Despite all the work that has been done in rural El Salvador to minimize gender gaps, men are still looked upon as being the ones responsible for production activities. The woman's role is still primarily a reproductive one.
2. The power that men have over women is evident in rural areas, regardless of the type of training and experience that women have acquired through this Program and others.
3. The most common reasons stated as to why women do not get more involved in their own businesses are: too many household obligations (children and chores); their husbands will not let them (due to "machismo" and jealousy); financial limitations; lack of education; and lack of self esteem.
4. Although progress is slow, an increasing number of women have been taking on management and decision making roles during the two years that USAID-ADP has worked in rural agriculture and with SMEs in El Salvador.
5. In the labor force, more women are working in field agriculture now than in previous years. This increase could be related to the general scarcity of men in many parts of rural El Salvador, coupled with a rising cost of living that is forcing women to seek work in their communities to help support their families.

A brief summary is given below for each of the 9 questions covered in this survey.

What are the differences in food and cash crops grown by women and men?

There are no differences in the types of food crops that are grown by women and men. The investment in growing fruit and vegetables varies with the type of crop and market returns and ultimately depends on the client's financial situation in selecting the crop. Any client can select any crop to grow and sell. Out of the 48 SME processing clients, 22 men and 26 women own and operate businesses in all seven of the different USAID-ADP processed product groupings. Both components employ men and women.

How do the distinctive roles of men and women in agriculture contribute to the development goals of the USAID Agricultural Diversification Program?

By being successful farmers and processors (men or women) in their businesses, by being able to attain higher income, adding employment, having more area under cultivation, the development of new products, and re-investing their own capital in their operations, all lead to business sustainability, a primary goal for USAID-ADP.

What agricultural technology services are available to men and women farmers? Do these services consider gender-differentiated roles and corollary agricultural technology needs in agriculture? Are information and advice on agricultural technology targeting the right gender?

A standard package of services is offered to clients depending on the crop or product managed. In the growing of field crops, co-investments in capital infrastructure and weekly technical assistance visits are standard. On farm training by agronomists (clients and labor force), zone field days by crop, and specific training in the areas of pesticide handling, integrated pest management and good agriculture practices are on going. Processing technicians have weekly technical assistance visits to each processing facility where Good Manufacturing Practices (GMPs) are implemented with processing facility staff. In addition USAID-ADP co-invests with clients in facility infrastructure and equipment for increased productivity, product quality and market expansion. Technological services related information and their corresponding technical assistance are available for men and women alike without gender differences.

Do women and men work jointly or separately in agriculture production? What are the implications of these patterns for the USAID Agricultural Diversification Program?

Women and men work jointly as part of USAID-ADP, but separately as individual client owners and managers in the growing of field crops and in the area of processing. In the case of labor force, more women and men work jointly (84 percent) than separately. In processing (especially in the cities) we see specific positions that require men or women labor, in rural areas it is more dependent on labor availability rather than gender preference regardless of whether clients use family members or hire. The lack of labor force in certain areas of the country has prevented some field clients from expanding their planted area. The implication for USAID-ADP is less that there is less area assisted; while the implication for the country is that there is less domestic agricultural product and more importations.

Are men and women organized to increase their agricultural productivity and if so, how are they organized? What are the implications of men's and women's different types of organization for providing agricultural technology services to them?

Men and women clients become organized through the technical assistance received by USAID-ADP. On site training is the key factor for a client and their labor force in becoming an efficient, organized and productive business. For client producers their training consists of learning and implementing different agricultural practices and how to manage their farm. For clients in the area of processing, their training focuses on system implementation, productivity flow, and record keeping. In all of these areas a certain level of business organization must be attained to be profitable. There are no implications of men's and women's different types of organization for providing agricultural technology services to them. As long as men and women clients meet the Program's requirements, follow the Program's recommendations and have the determination to be successful, USAID-ADP will continue to work with them.

What different constraints do women and men face in using services – for example, conflicts with other domestic chores and businesses? How could services be provided to take into account these gender constraints, for example, timing and location of services and mechanisms for transmitting information?

There do not appear to be any major constraints associated with performing the responsibilities directly associated with working in the farms and in most SMEs that could conflict with other businesses as the farm or SME in most cases are the only sources of family income. Some women laborers (not clients) complain that they are neglecting their household responsibilities by having to work in the farms but have few if any job alternatives to farming if they have to contribute to the family income. Just having labor available is the priority when activities have to be performed at specific times during the week. USAID-ADP agronomists try to schedule their weekly farm visits on a staggered basis in order for women laborers to be present when training sessions are given as the majority of women and some men (depending on the region) only work half a day. There are no timing issues with respect to the processing labor force, as technicians are visiting SMEs during their regular work hours.

How would the targeting of agriculture technology services to either men or women affect their productivity, earnings, and family welfare? How would that, in turn, alter decision-making and expenditure patterns in the household?

All agriculture technology services introduced by USAID-ADP are implemented on the farm or within the processing operations with on site training to ensure that both men and women clients acquire and apply the necessary knowledge to improve their productivity and earnings. Field clients have increased their annual gross earnings by approximately 540 percent since they have entered the Program. Most processing clients (depending on the type of services received) that have qualified for processing facility modifications and new equipment purchases have or will double their gross earnings by being with the Program. These increases have had a positive impact on client sustainability, which contributes directly to the welfare of the families, both for client producers and processors, as well as for their labor force.

With increased client income USAID-ADP staff has noticed alterations in expenditure patterns rather than decision-making changes in the households. For client producers, differences can be seen in house renovations, the purchase of pick-up trucks for hauling product, children now attending school on a regular basis, and in improved diet and dress. Processing SMEs are a little different primarily because of the manner in which they earn their income. SMEs tend to generate income on a more regular basis (weekly, monthly) as opposed to farming, where income is based on the seasonal harvest and sale of the crop two or three times a year. SMEs are able to generate a stable working environment for their employees, and some offer benefits based on efficiencies. Since almost all SMEs operate on credit, they are now able to comply with their repayment terms on a regular basis. Some can also afford to hire processing services

(indirect employment) such as cleaning and fumigation companies and pest and rodent control services to comply with the Good Manufacturing Practices prerequisites as recommended by USAID-ADP. Both client producers and processors are reinvesting a percentage of their earnings back into their businesses.

How can the Program correctly offer training and technical assistance by using gender needs patterns and roles in client households?

In working with women, USAID-ADP can focus additional training and technical assistance in the areas of post-harvest and marketing training. Since women are directly involved in the selling of product, knowledge in harvest timing, product selection, packing and transportation per crop type is important. Marketing techniques, buyer linkages, and price knowledge would also be included.

Most women (78 percent) work only half a day and may not be present when the agronomists make their weekly visits to each of the farms. Programming agronomist visits to coincide with women's presence can be adjusted.

USAID-ADP has implemented a farm administration exercise, in which clients keep track of their costs and sales per planted crop to calculate farm profitability. This can be turned over to the wives or daughters of the clients through agronomist involvement. This could also lead to better decision making in general for the household and train women in an additional skill.

Focus training on women in the farms (client's wives or labor force) or in SMEs to ensure that knowledge is passed on to them in an effective way. Effective technical assistance training is crucial for all individuals in maintaining and securing jobs.

How can the Program help determine potential income generating activities among the targeted family members of the groups?

Potential income activities for client family members in rural areas are dependent on household responsibilities, permission from the spouse, finances, interest, education, and others. The most effective way to generate interest among family members or groups is to have a profitable and sustainable farm or SME business that will guarantee employment, income and a respectable way of life.

SURVEY METHODOLOGY

A total of 127 USAID-ADP client participants (list attached) were interviewed in a formal manner in this survey, including 109 agricultural producer clients (101 men and 8 women), 4 processing clients (1 man and 3 women), and 14 cooperative and grower group processing members (1 man and 13 women). In addition informal random interviews were also taken with farm labor force. No coffee clients or processing clients under the HACCP program were considered in this survey.

For the agricultural component (fruit and vegetable farming) an average of 8 clients were interviewed for each of the 13 USAID-ADP agronomists in their respective geographical zones covering all 14 departments in the country. This sample of 109 clients represents 21 percent of the 525 agricultural field clients receiving direct technical assistance under USAID-ADP to date.

For the processing component 4 SMEs (2 from rural areas and 2 from the city) or 8 percent out of the 48 assisted by USAID-ADP were interviewed. As mentioned a total of 14 members from the 2 rural SMEs of this component were also interviewed.

The formal interview technique that was used in this survey was by questionnaire, which was used as a guideline for each of the 127 participants interviewed. The questionnaire consisted of 46 questions about the clients themselves, their family, the decision making process in their work and household, the organization of their farm or business and labor force issues and opinions about being a USAID-ADP participant.

In this report USAID-ADP aimed to point out the differences between client producers of field crops (open field and greenhouses) and client processors of SMEs as gender differences do exist between the two. In addition the consultant focused on informal interviews and her present knowledge of the women labor force in relation to work and family.

RESULTS

1. What are the differences in food and cash crops grown by women and men?

Field Crops

There are no noticeable differences in the types of food crops grown by men and women. Since all crops have different growing costs and seasonal market value, clients normally select the crop to be planted based on the investment costs and the crops' anticipated selling price at the time of harvest.

Out of the 109 field client producers interviewed in this survey, 8 of them are women clients. Table 2 shows that 5 of the women clients have more than one manzana planted with more than one kind of crop, 7 are growing high value crops such as tomato (field and greenhouse), onion, and bell pepper, in addition to squash, cucumber and watermelon, and another is growing plantains. All of these crops are also commercially grown by the 101 men clients interviewed.

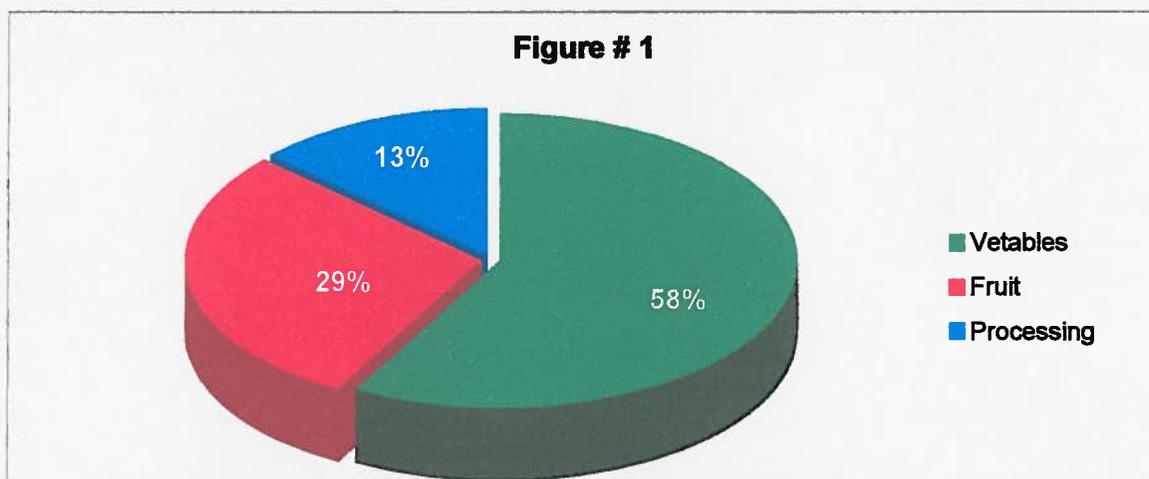
Client Producer	Area Planted (Manzanas)	Type of Crop Planted
Reyna Adilia Cañas Asencio	2.0	Bell pepper, field tomato
María Luisa Pineda Vda. De Quinteros	4.0	Onion, field tomato, cucumber and field corn
Claudia Dinora Portillo Peña	2.7	Bell pepper, papaya and squash
Carmen Vasquez Vda. De Cartagena	1 house	Greenhouse tomatoes
Leonor Ramos	1.0	Plantain
Sonia Lorena Castillo	2.1	Bell pepper, squash, watermelon and cucumber
Susana Palma Castro	1.0	Bell pepper
Rosa Armida Velásquez	2.7	Field tomato, bell pepper and cucumber

SMEs

For the 4 SMEs interviewed in the processing component, there are 3 women clients and 1 man as shown in Table 3 below.

Client Producer	Business Client Owner	Business Location	Type of Products Processed
Delicatessen Maria	Woman	La Libertad	Fresh (cold) salads
Comebien	Woman	La Libertad	Breads and pastries
Cooperativa Quirigua	Woman	Usulután	Cashew nuts
Nuez de Oro	Man	Usulután	Cashew nuts

In Figure # 1 all 127 individuals interviewed in this survey are grouped according to product component, 58 percent are vegetable producers, 29 percent fruit and 13 percent dedicated to processing activities.



2. How do men's and women's distinctive roles in agriculture contribute to the development goals for the USAID Agricultural Diversification Program?

Field Crops

Because of the high level of agricultural technology that the USAID-ADP has introduced in its technical package for the growing of fruit and vegetables, all participating client producers and labor force have to be trained in order for the farmers themselves to be successful. The distinctive roles of both men and women in agriculture have to be developed through the Program's training and technical assistance in order for clients to contribute effectively to the Program. It should be noted that approximately 82 percent (USAID-ADP data) of all client producers had never grown fruit and vegetables on their land prior to their work with USAID-ADP.

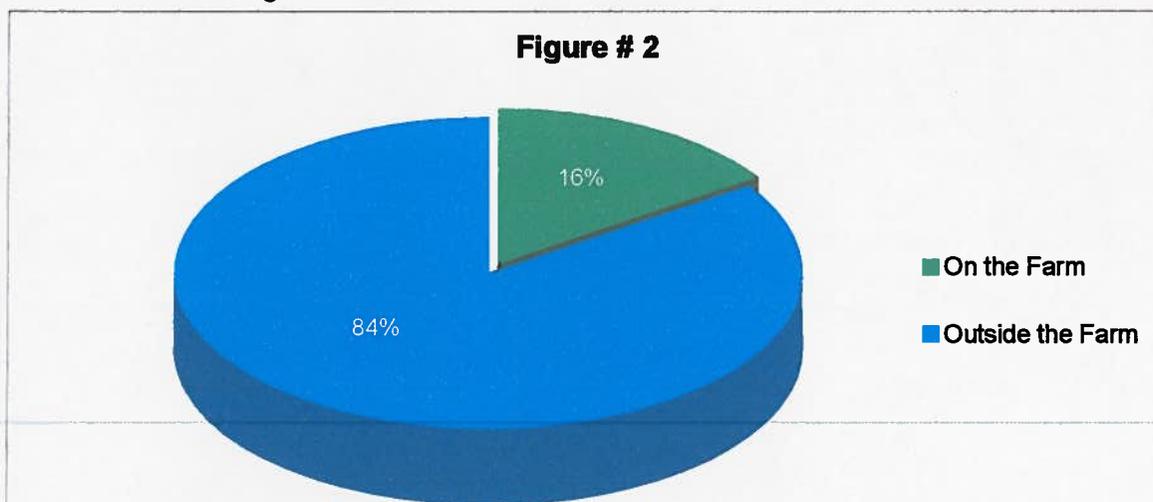
In the rural farming environment the roles that men and women have in agriculture are basically of subsistence in nature in providing for the well being of the family as the farm is normally the only dependable source of household income. In rural areas the role of the woman is mainly reproductive, as mother and wife of the household. The woman is often identified as a "commerce person", one who sells goods (produce) and normally manages the family income in a more efficient way than the husband. Another important role of women is one of "support" in the day to day activities of the family farm or in the case of non-family farms in seeking out and working as a farm laborer for additional family income. With the rising cost of food and other household necessities, more women are seen working in field agriculture. The women's role on the farm can be considered more of a monetary contribution rather than totally reproductive or social.

A key factor that should be taken into consideration that affects the involvement of men and women in field agricultural is the distance from the household to the farm or production site. According to information gathered, 84 percent (Table 4) of client producers stated that they do not live in close proximity to the farms, and 3 of the 8 women clients stated that their reproductive duties do not allow them much flexibility to leave their homes. Single women as expected are more flexible and are sent to work in the farms when the wife is unable because of household responsibilities, or in some cases the reverse.

Table 4 below shows the number of client producers that live on and outside of their farms of the 109 client producers interviewed (101 men, 8 women).

Table 4. Residence proximity to client farms		
Category	Total	Percent
Live on the farm	17	16%
Live out side the farm	92	84%
Total	109	100%

The percent of men and women clients in relation to their residence status on or outside the farms are shown in Figure # 2.

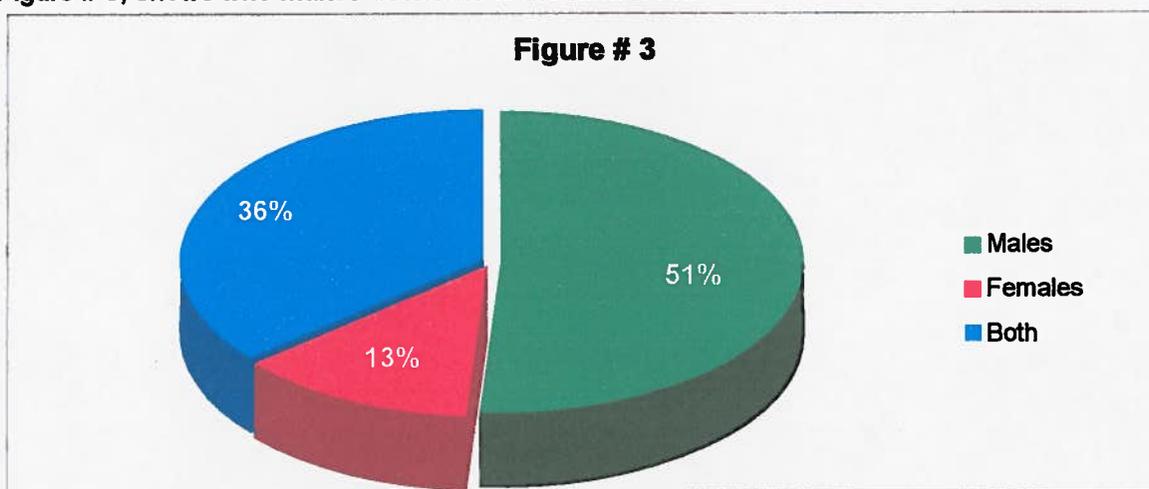


The survey found that 51 percent of men client producers identify their role as the one in charge of making decisions as the head of the family or employer, 13 percent were women and 36 percent of the clients are a husband and wife team in making decisions.

Table 5 below shows the number of client producers by gender in their respective roles for the various farm activities.

Table 5. Gender roles and responsibilities for farm activities			
Activity	Men	Women	Both husband and wife (family)
Invests the money in the farm	37	14	58
Administers the money	38	17	53
Determines the market	47	6	47
Sells the products	49	6	20
Contracts labor force	71	8	21
Manages labor force	73	3	24
Buys farm inputs and determines where	72	5	23
Total	387	59	246

Figure # 3, shows who makes decisions at the farm level.



Once experience is gained, the distinctive roles that men and women have as client producers (owners and managers) with USAID-ADP in itself contribute to the goals of the Program. Clients are the examples of "successful farmers" in their areas by attaining higher income, adding employment, having more area under cultivation and reinvesting their own capital in their operations. This success has had a positive impact on the number of men and women that have entered the Program, and the demonstrated success of USAID-ADP client producers continues to attract interested participants.

As mentioned, USAID-ADP has introduced technical crop packages of agriculture practices that require more labor force than the traditional methods of growing crops. These practices enable client producers to have higher productivity gains and increased crop earnings. Clients needing

this additional labor force and having the means to pay for it have created more stable employment opportunities for the surrounding communities for both men and women. The distinctive roles of a trained and dependable labor force significantly contribute to the development goals of USAID-ADP.

It is evident that the goals and objectives of USAID-ADP are being fulfilled independently of beneficiary gender. The successful results come from the individual capabilities of both men and women client participants in their willingness to invest and follow technical recommendations in the management of their farms.

SMEs

As with the client producers of fruit and vegetables, the distinctive roles that men and women contribute to the development of USAID-ADP's goals in the processing component also follow the same Program methodology of increasing client revenue and overall employment. In this component, USAID-ADP works with existing small and medium size processing businesses to increase their awareness in the area of operational food safety and businesses to increase client productivity through the introduction of new equipment, technology and operating systems. Again, technical assistance and training are the key factors for the success of SMEs.

Of the 4 SMEs interviewed in this survey, USAID-ADP has been actively working with the 2 rural cashew SMEs (1 cooperative and 1 community grower group) in the processing of cashew nuts for the local markets. The success of the first USAID-ADP cashew SME Nuez de Oro, has attracted the interest of the Quirigua Woman's Cooperative in initiating the same operational model of processing high quality nuts for selected markets. Nuez de Oro (male client) with its staff of 11 women and 2 men trained the staff of the cooperative (woman client with a staff of 19 women) in all operational steps of cashew preparation, processing and packing. These labor skills and the role of Nuez de Oro have directly contributed to the development goals for USAID-ADP.

The other 2 SMEs are located in the city. Delicatessen Maria is one that produces prepared fresh salads for supermarkets owned and operated by a husband and wife team employing 18 women and 4 men. The second is a family owned bakery called Comebien with a staff of 24 women and 6 men. In the case of Delicatessen Maria, USAID-ADP is co-investing in processing facility renovations and equipment purchases for company expansion, which directly contributes to the development goals of the Program. Comebien is strengthening their food safety practices assuring their markets of quality product.

- 3. What agricultural technology services are available to men and women farmers? Do these services consider gender-differentiated roles and corollary agricultural technology needs in agriculture? Are information and advice on agricultural technology targeting the right gender?**

Field Crops

USAID-ADP offers services and programs in the areas of production, post-harvest handling, marketing, and general business related information of vegetable and fruit crops to anyone who meets the Programs client producer criteria. These technological services and their corresponding technical assistance are available for men and women alike without gender differences. However, all interested client producers must comply with certain basic criteria to become a USAID-ADP client such as having arable land with a non-contaminated water source (preferably enough land for crop expansion), available labor (men or women), someone in

charge that can read and write in order to follow technician recommendations (men or women), and the investment and operating capital required to plant and maintain the first crop selected.

Where gender differentiated roles do occur, is in the selection of the labor force to perform specific work on the farm. From the data gathered, client producers stated that they use both men and women workers 84 percent (Table 6 and Figure 4) of the time on their farms. Figures #5 and #6 show the percent frequency that clients use women (Figure 5) and men (Figure 6) laborer to perform the different farm operations, however these figures can not be interpreted that these same jobs are always given to either women or men, but rather depend on the availability of the work force on any given day. As noted from Figure 5 (jobs performed by women), the most frequent jobs given to women are in the areas of harvesting, fertilizing and planting, and for men (Figure 6) the same, but also including the heavier work such as spray applications. If client producers have family members available they are used regardless of gender and age (younger family members, normally lighter work). If a population source is nearby, then a selection of jobs by gender can be the preference, other wise it is based on worker availability.

Contract both men and Women	Number of Men	Percent Men	Number of Women	Percent Women	Total Percent
Yes	81	80%	7	88%	84%
No	20	20%	1	12%	16%
Total	101	100%	8	100%	100%

Figure # 4 shows the frequency of using women labor in the various farm operations.

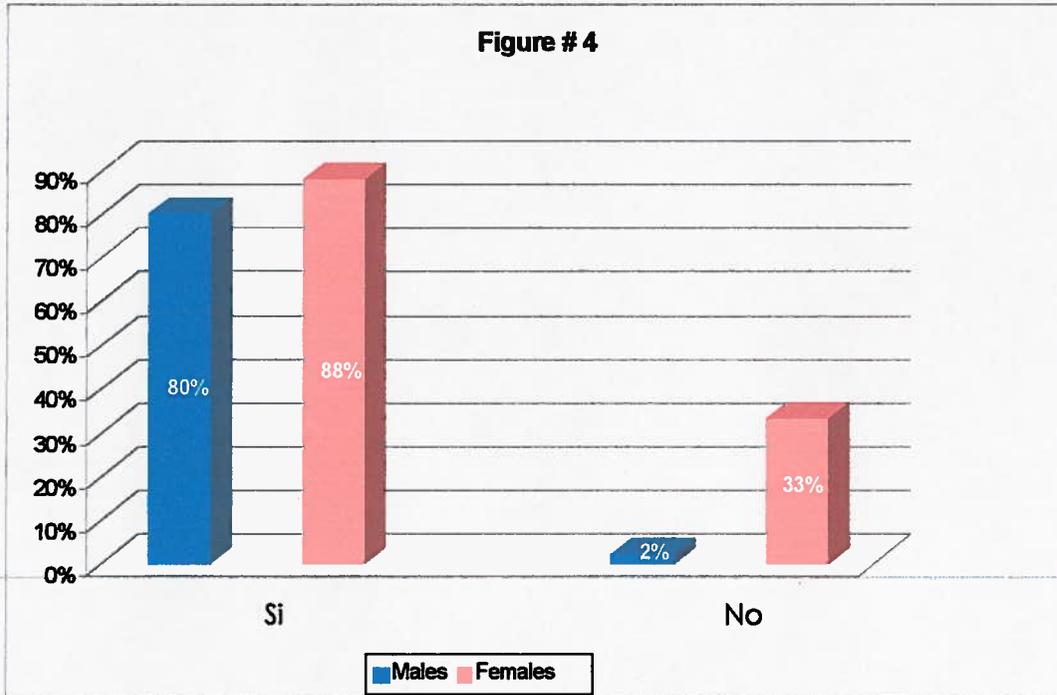


Figure # 5 shows the jobs performed by women

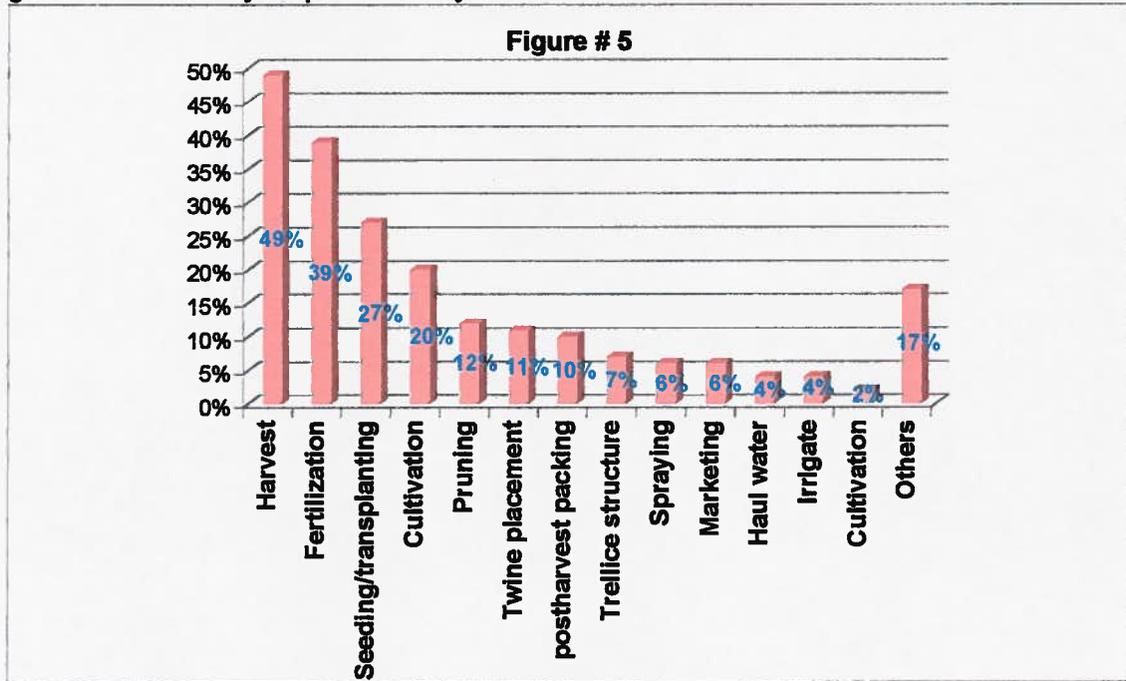
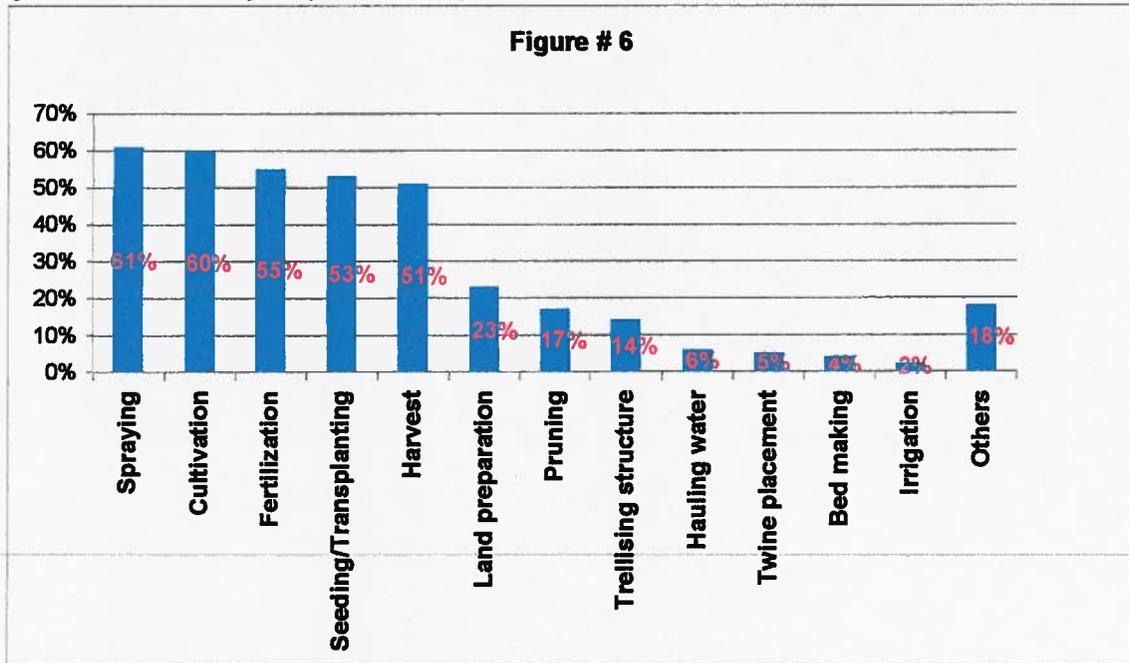


Figure # 6 shows the jobs performed by men



All client producers whether men or women receive the same form of technical assistance from zone technicians according to the different crops grown, since both men and women are dedicated to the production of vegetables or fruit, gender can not be considered an issue with client producers. The survey showed that 100 percent of the interviewed clients feel that the type of training and technical assistance in crop knowledge being received from USAID-ADP is helping them to strengthen their farming skills and abilities. In addition 70 percent have taken part in some form of area crop training or have attended crop zone field days.

SMEs

USAID-ADP provides technology services and training in Good Manufacturing Practices to 48 small and medium size processing businesses located in both rural and city areas. USAID-ADP also co-invests with SMEs in equipment and infrastructure if they can demonstrate the potential for producing new products or product expansion associated with new or expanding markets. USAID-ADP has co-invested in equipment and infrastructure with 3 of the 4 SMEs interviewed in this survey. As previously discussed, gender is not a deciding factor in the technical and financial assistance given to clients as all SMEs have the same opportunity to avail of USAID-ADP's services and technical programs.

4. Do women and men work jointly or separately in agriculture production? What are the implications of these patterns for the USAID Agricultural Diversification Program?

Field Crops

Women and men work jointly in agriculture production. Of the client producers interviewed, 89 percent (Table 8) state that it is a positive approach when family members work together on the farms and in the commercialization of the products, but that the farm activities and agricultural practices performed are based on experience, physical capability, and skills of each member. 68 percent of (Table 9) clients interviewed, stated that by working together has a positive impact on work performance and as a whole is beneficial for the family. For client producers having family members work on the farm, there is a labor savings and for laborers of the same family, it means more money for the family as more members are employed under the same employer.

Positive	97	89%
Negative	9	8%
Indifferent	3	3%
Total	109	100%

Figure # 7 shows the percent of men and women client producers reflecting their attitude towards working together in the field.

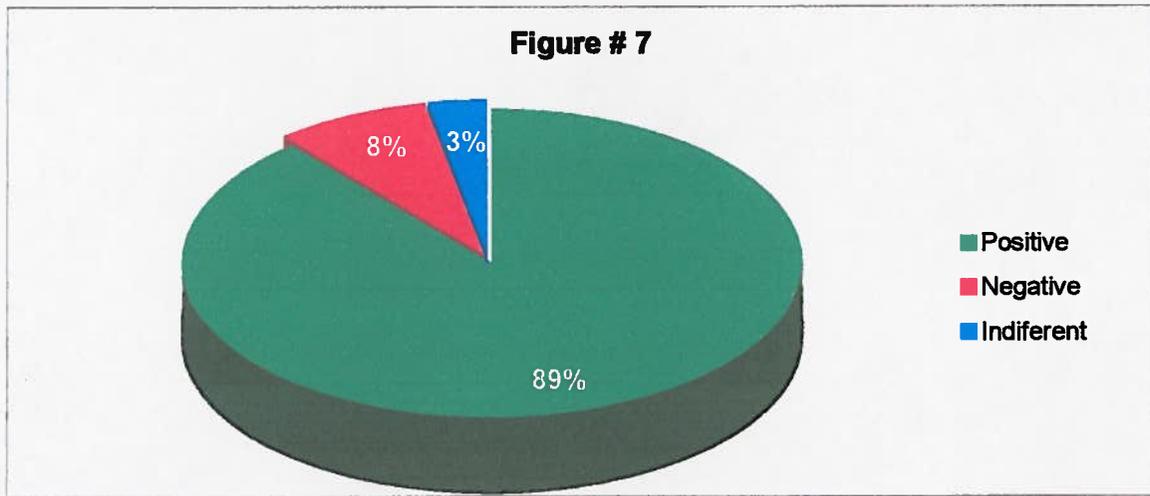
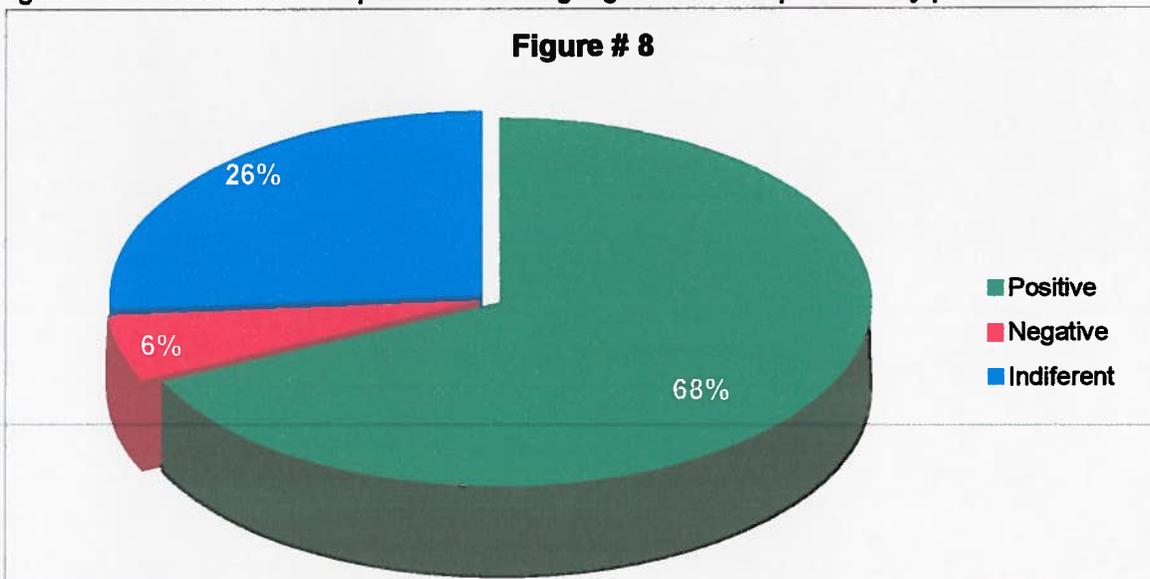


Table 9. Percent of clients with positive impact to their business by working together on the farm

Positive	74	68%
Negative	7	6%
Indifferent	28	26%
Total	109	100%

Figure # 8 reflects the client opinion on working together as it impacts family performance.



According to the survey, out of the 109 client producers only 4 clients (3 men and 1 woman) stated that they manage all their farm operations by using only family members. 92 clients or 84 percent stated that they use a mixed labor force, men and women family and non-family members, and 17 (16 men and 1 woman) stated that they only use men laborers. Men still dominate in title ownership (documents) of farms, where as women account for approximately 26 percent.

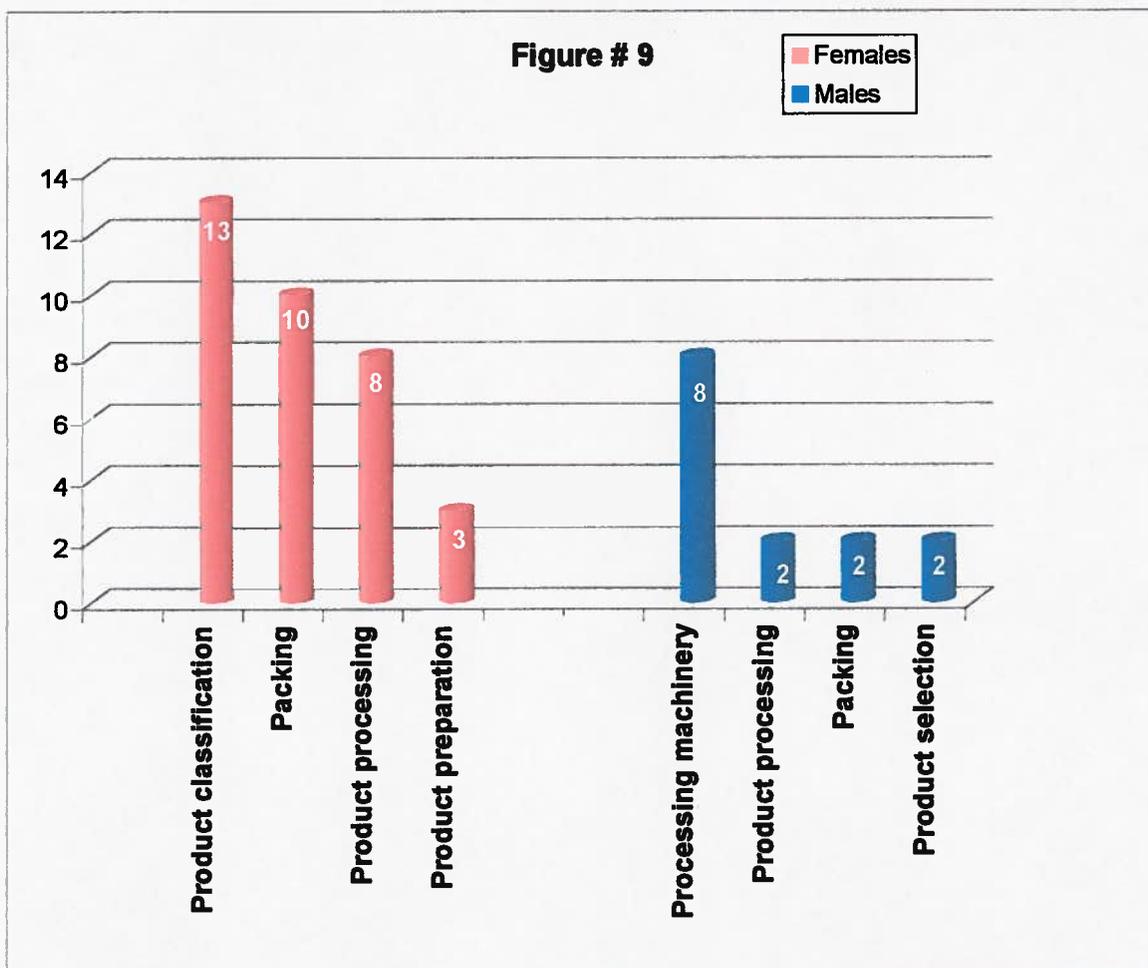
The implications of these patterns for USAID-ADP relates to successful farmers with good income, a primary objective of the Program. Having family members working on the same farm ensures client producers an available labor force, especially in the case of those farms that are far from community populations. Clients that have family members working together on the farm state that this has a positive impact on farm administration, reduces labor cost, and creates team work resulting in over all increased farm efficiencies and higher productivity. It can be noted that the size of a farm is directly related to the amount of labor force available and that farm productivity is related to how well the labor force is trained and the experience gained from that training.

SMEs

In all of the SMEs that USAID-ADP assists, there are both men and women client owners as well as men and women labor force working together. Table 10 shows that out of the Program's 48 SMEs (less the 11 under the HACCP program), that 54 percent are women client owners and 46 percent are men. The 48 companies combined have a total permanent labor force of 750 with 56 percent women and 44 percent men.

Table 10. Breakdown of men and women processing client owners per product grouping and their corresponding number of men and women permanent laborers.					
Processing Product Grouping	Number of Businesses	Business Client Owners		Permanent Labor Force	
		Men	Women	Men	Women
Dairy products	13	10	3	108	59
Bakery products	9	1	8	87	170
Pickled products	2	1	1	3	7
Processed fruit and vegetables	12	2	10	28	72
Honey	6	5	1	51	14
Cashew	4	2	2	35	80
Roasted coffee	2	1	1	22	14
Total	48	22	26	334	416

In the processing component as with field crops, there are certain jobs that are assigned to men and others to women. Figure # 9 below shows a typical gender mix for the different work responsibilities between men and women workers of the 4 SMEs in this survey. The figure clearly shows that heavier work such as operating machinery, selection of raw material and loading are performed by men and the other operations are either all women or shared.



The implications of these patterns for USAID-ADP is being able to succeed in the implementation of new technology and seeing the clients benefit from their efforts. Another activity is in the linking of buyers to new producers as most SMEs are established by the presence and availability of raw material in a given location. Two good examples are the 2 cashew processing businesses from this survey that are located in the cashew growing area of the country. USAID-ADP assists in strengthening industries by giving technical assistance to farmers as well as to processors.

- 5. Are men and women organized to increase their agricultural productivity and if so, how are they organized? What are the implications of men's and women's different types of organization for providing agricultural technology services to them?**

Field Crops

As part of the USAID-ADP client agreement on the first manzana planted, USAID-ADP co-invests with the client on the purchase of a drip irrigation system with the understanding that clients will expand their planted area with additional irrigation equipment purchased with their own capital once they have income from their first harvested crop. This mechanism was put in place so that client producers would look at farming as a sustainable business with sufficient

area planted to generate attractive income. USAID-ADP encourages expansion within client limitations of land, labor force and market availability.

According to the information in the survey, there are three different types of client farm organizations: 57 percent (Table 11) are considered family farms with a presence of some family members working, 41 percent are non-family operated, and 2 percent are cooperative farms.

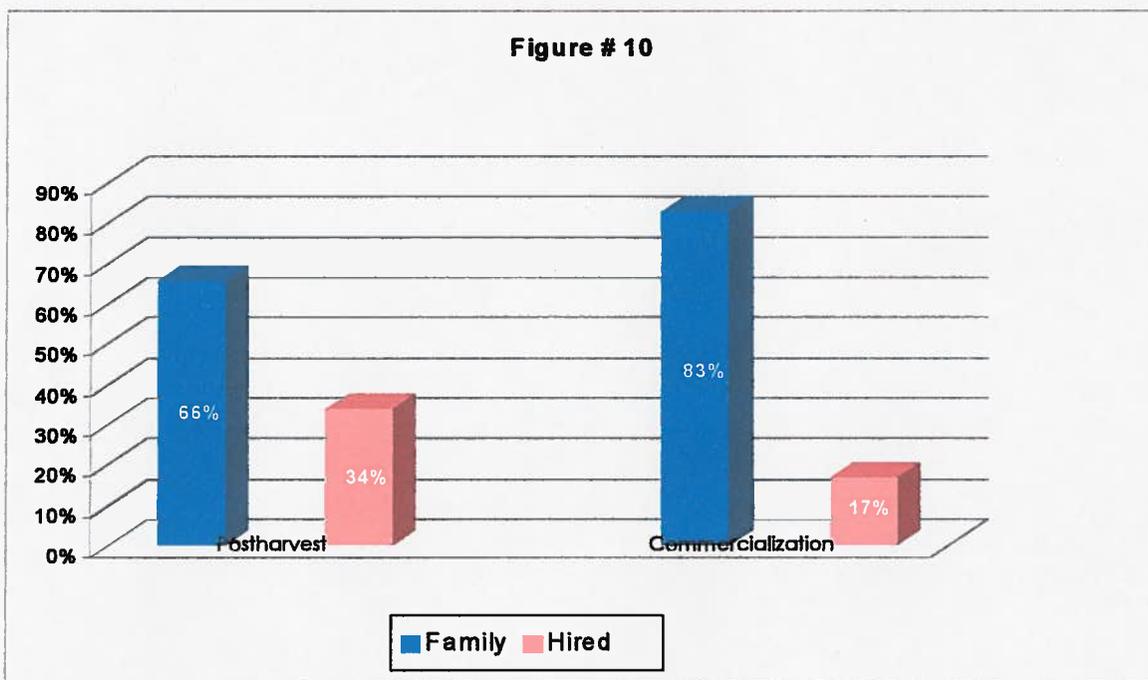
Organization	Men	Women	Combined Percent
Family	58	4	57%
Non-Family	42	3	41%
Cooperative	1	1	2%
Total	101	8	100%

Within the family-staffed farms we see a greater presence of family members working in the activities of post harvest handling and in the commercialization of farm produce as opposed to hired labor. Table 12 shows that 66 percent of the time family members work in post-harvest activities and 83 percent of the time in commercialization (Table 13).

Activity	Family Labor	Percent	Hired Labor	Percent	Total Labor
Harvest	174	60 %	115	40%	289
Classification	270	59%	185	41%	455
Packing	111	70%	47	30%	158
Transport	146	90%	17	10%	163
Total	701	66%	364	34%	1,065

Activity	Family Labor	Percent	Hired Labor	Percent	Total Labor
Price information	141	689%	18	12%	159
Product sales	152	88%	21	41%	173
Packing	88	70%	38	30%	126
Distribution	139	81%	32	19%	171
Total	520	83%	109	17%	629

Figure # 10 shows the post-harvest and commercialization differences between family and hired labor.



The family organization enables knowledge and skills to be effectively passed on to all working members of the family. This flow of information has helped to develop a specialized labor force capable of working on any farm growing fruit and vegetables and has also encouraged the children (young men adults) of some clients to become client producers themselves.

There are no implications of men's and women's different types of organization for providing agricultural technology services to them, as long as they have the land, water, labor and financial requirements to become a client.

SMEs

As discussed in question number 4, not all SMEs are capable of increasing their productivity. We have observed that individual family businesses as well as private businesses have constraints, which are not necessarily related to the way men and women are organized, but rather to financial limitations, lack of business or product knowledge, and weak markets (type and quality of product). If clients are not financially burdened, have sources for raw material, ample labor force and conditions for expansion, then USAID-ADP can assist them. As noted previously, much is dependent on the client processors themselves as opposed to gender related issues.

Cooperatives and grower groups tend to be more organized and open to ideas as noted in the 2 cashew operations. A collective organization looks to unify efforts and improve the economic conditions of the associated members and usually they are effective if they have good leadership.

The implications of men's and women's different types of organization for providing processing technology services to them relate to how well managed and successful the businesses or operations are. If they are well managed they will be better prepared to implement and complete the services offered by USAID-ADP and benefit from their results.

- 6. What different constraints do women and men face in using services-for example, conflicts with other domestic chores and businesses? How could services be provided to take into account these gender constraints, for example, timing and location of services and mechanisms for transmitting information?**

Field Crops

There do not appear to be any major constraints associated with performing the responsibilities directly associated with working in the farms that could conflict with other businesses. In most cases the farm is the only source of family income and therefore other business related activities are not an obstacle. However, some women laborers (not client producers) stated that they have to leave their household activities unattended to work in the farms. Since they are directly responsible for the household, they feel that they should be at home, but must work for additional family income.

A constraint that 16 percent of the women client producers and 14 percent of the men had was their absence from their farms during USAID-ADP programmed observation visits to other farms, area field days and training seminars that the zone agronomists coordinate. Their complaint was that in their absence from the field the work does not get accomplished. It should also be noted that these training activities do not occur with much frequency, only about once or twice a month and the percentage that responded negatively to this question is small.

Improving gender constraints in the farm environment is difficult. Labor availability is the priority when farm activities have to be performed at specific times during the week and a selection of labor force is not always available. Agronomist visits can be rotated between mornings and afternoons to assure that most women will be present for training activities since most women labor work half a day, 33 percent in the mornings, 43 percent in the afternoons and the remaining 24 percent all day.

SMEs

There are no constraints in the processing component from the services offered by USAID-ADP. This question does not apply to the type of technical assistance offered by the Program since technicians visit the businesses during their regular working hours.

- 7. How would targeting of agriculture technology services to either men or women affect their productivity, earnings, and family welfare? How would that, in turn, alter decision-making and expenditure patterns in the household?**

Field and SMEs

All agriculture technology services introduced by USAID-ADP are implemented on the farm or within the processing operations with on site training to ensure that both men and women clients acquire and apply the necessary knowledge to improve their productivity and earnings.

By targeting USAID-ADP's agriculture technology services to both men and women clients has had a significant affect on their productivity and earnings to date. On an average USAID-ADP field agricultural clients (drip irrigated, seasonal growers and greenhouses) have increased their gross earnings from \$2,592/hectare (base line data) to \$13,949/hectare or by approximately 540 percent. In the area of processing USAID-ADP technical assistance and co-investments in processing plant infrastructure and new equipment to expand productivity and markets have had a significant impact on increasing income levels over base line data. The two cashew businesses went from almost zero income to more than \$20,000 in annual sales and Delicatessen Maria is anticipated to more than double annual earnings from \$360,000 to \$727,000. These increases have had a positive impact on client sustainability, which contributes directly to the welfare of the families, both for client producers and processors and their labor force.

With increased client income USAID-ADP staff has noticed alterations in expenditure patterns rather than decision-making changes in the households. Client producers are seen renovating their homes, purchasing pick-up trucks for hauling produce, children are now in school more, and diets and dress have improved. SME clients are a little different as their income is on a more regular basis (weekly or monthly) as opposed to client producers where income is earned only 2 to 3 times a year when crops are harvested and sold. Changes are more gradual with SMEs. In general businesses are more stable especially in labor force (less rotation) and are able to pay off credit loans more regularly as almost all SMEs operate on some form of credit. Another change that is observed with SMEs is the ability to employ indirect labor through the contracting of service companies providing services in rodent and insect control, and in cleaning and sanitation services, which they did not previously have.

A pattern that was mentioned with processing clients as well as with labor force is having more financial security in the household with additional income and jobs. The targeting of agricultural and processing technology services to USAID-ADP clients has resulted in successful and sustainable businesses that now require clients to re-invest a percentage of their earnings back into their businesses. This is more evident in the farming sectors as clients previously did not have profitable businesses as they do now as USAID-ADP clients.

8. Identification of gender needs patterns and roles to our client households in order correctly offer training and technical assistance.

As stated previously, women (clients and spouses of clients) have an important role in the commercialization of products. Areas where USAID-ADP could target training are in the areas of post-harvest handling and marketing of the different crops that have a direct impact on client sales. In the area of post-harvest handling, focus would be on the type of classification and packing by product for the different markets or buyer preferences. Market information would cover the different types of markets and buyers, their buying systems and demands, price curves, the impact of seasonality on prices, product quality and buyer producer relationships.

Another area of technical assistance focus is the training in agricultural practices or on farm training of the labor force in scheduling technical assistance visits in the mornings or afternoons specifically for groups of women would be beneficial.

USAID-ADP has implemented a farm administration practice where the client should keep a record of all farm inputs and labor costs as well as sales to calculate his or her positive or negative earnings. This is not always managed very well by men clients and maybe this would

be an area for the spouses since they are also managing the commercialization of the farm. This activity could eventually impact decision making in the household.

In the processing component the type of training in food safety systems implementation that both men and women employees are receiving (directly or indirectly from Program technicians), is training that increases the employees personal qualifications and places them in a higher level of demand. This in it self relates to job security.

9. Helping determine potential income generating activities or interest among the targeted family members of the groups.

Potential income activities for client family members in rural areas outside of USAID-ADP, is dependent on household responsibilities, permission from the spouse, finances, interest, education, and others.

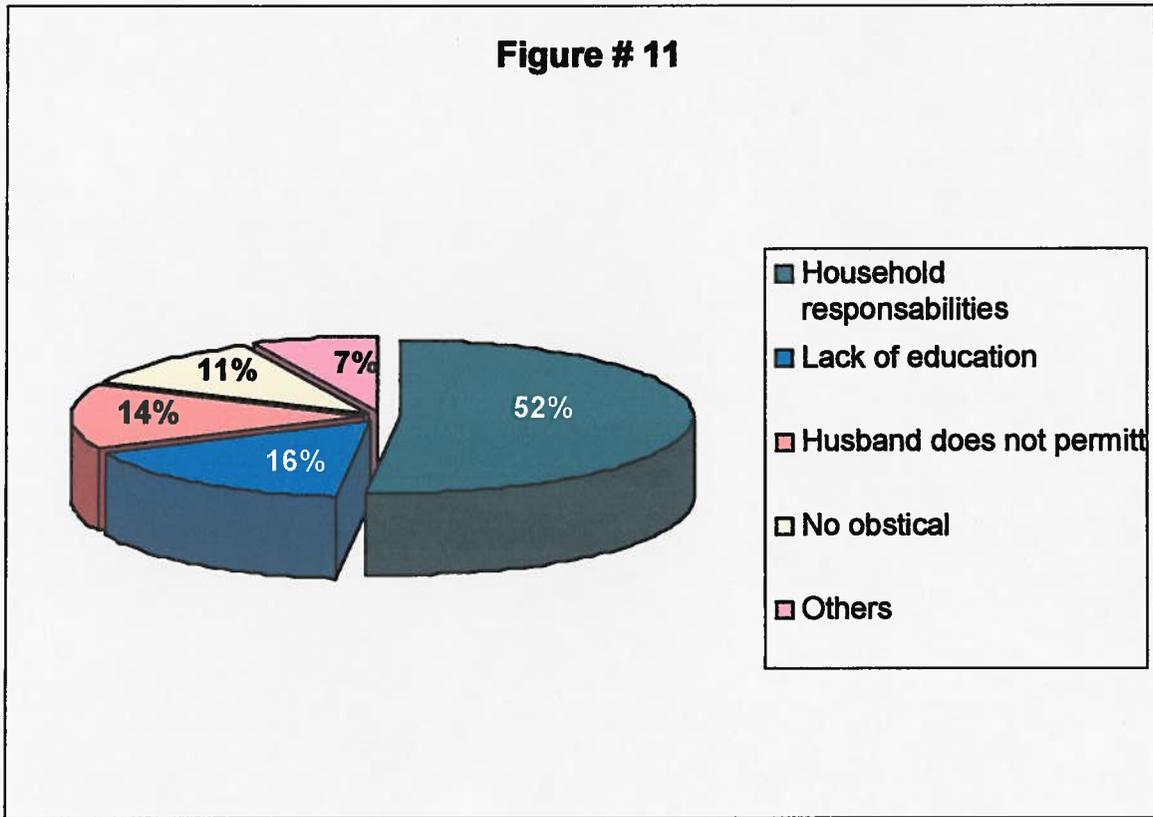
Some potential income generating activity suggestions are:

- Selling of their second or third grade product locally in their communities
- Raising chickens, quail or ducks for eggs or meat
- Small planting of spices(cilantro, parsley, basil, etc) for local sales
- Fruit trees, sale of fresh fruit or some form of micro (cottage industry) processing possibly with a group of women or young adults
- Small Tilapia ponds
- Cheese making
- Food stands or booths (pupusas, tamales, etc.)
- Candy making

Table 14 presents a list of the more common factors that limit women participation in other business activities other than the farm. In collecting this data, either the wives of the clients were interviewed or the men clients were asked about their wives status in reference to their current or potential working status.

Factors	Number of women	Percent
Attention to children and household chores	57	52%
Spouse does not permit the wife to work (machismo)	12	14%
Lack of incentive	11	10%
Lack of education	7	6%
Lack of finances	6	5%
Have other work outside the farm	5	4%
Others	3	2%
Client producers	8	7%
Total	109	100%

Figure # 11 shows the areas of limitation that women have in being able to work in other income generated activities.



List of Client Producers and Processors Interviewed in this Survey

Field Crops

Client Producers

Ahuachapán

1	Elias Serrano Monge	M
2	José Augusto Castaneda Méndez	M
3	José Elí Guerra Polanco	M
4	Mario Antonio Peña	M
5	Julio Umaña Aguilar	M
6	Antonio Isaias Martínez	M
7	Reynaldo de Jesús Linares Hernández	M
8	Ruben Pérez	M
9	Francisco Javier Portillo	M
10	María Luisa Pineda Viuda de Quinteros	F
11	Oscar Escalante	M

Chalatenango

12	Santos Chávez Gutierrez	M
13	Pedro Hernández Romero	M
14	Oscar Armando Arriaga	M
15	Alex Wilfredo Lara	M
16	Marvin Alfredo Chácon	M
17	José Eugenio Gómez Rivera	M
18	Herber Antonio Guardado Mejía	M
19	Mauricio Antonio Guardado	M
20	Rolando Enrique Guardado Calderón	M
21	Jesús del Carmen Alvarado	M
22	Marío Jesús Guardado Guardado	M
23	Antonia del Carmen Viuda de Cartagena	F
24	Claudia Dinora Portillo Peña	F
25	Reina Adilia Cañas Ascencio	F

Cuscatlan

26	José Alberto Deras	M
27	Ricardo Barrera	M
28	Luciano García	M
29	Miguel Angel Ramírez	M
30	Reynaldo Quezada	M

La Libertad

31	Carlos Alfredo Barrientos Juarez	M
32	Juan Antonio Flores Cruz	M
33	Gilberto Mancía Calderón	M
34	José Roberto Morales	M
35	Ernesto Recinos	M
36	Alcides Ernesto Mejía	M
37	Santos Sifredo Ramírez de Paz	M
38	Nelson Ramírez García	M

La Paz

39	Cecilio Alfredo Valle	M
40	Manuel de Jesús Campos	M
41	Luis Adonay Rivera	M
42	Santiago López	M
43	Arnoldo Torres	M
44	Otilio Albero Castellano Espinosa	M
45	Salvador René Urquia	M
46	Leonor Ramos	F

La Union

47	Sonia Lorena Castillo	F
----	-----------------------	---

Morazán

48	Leonidas Romero Chicas	M
49	José Adan Membreño Argueta	M
51	José Catalino Martínez Rodríguez	M
52	José Mario Díaz	M
53	José Luis Alonso Argueta	M
54	Daniel Antonio Orellana	M
55	Vicente Amaya Díaz	M
56	Florentín Argueta Bonilla	M
57	Carlos Argueta Rodríguez	M

San Miguel

58	Elmer Alberto Romero	M
59	Mario Elvis García	M
60	Silverio Salvador Escobar	M
61	Lazaro Martínez García	M
62	Edgar Alexander Garay	M
63	Rosa Armida Velásquez	F

San Salvador

64	Manuel de Jesús Rodriguez	M
65	José Fernando Monterrosa	M

San Vicente

66	José Misael Vásquez Morataya	M
67	Sebastian Ayala	M
68	José Dimas Pérez	M
69	Fredy Alberto Lazo Marín	M
70	José Marvin Benavides	M
71	Oscar Arnulfo Ayala	M
72	Ernesto de Jesús Hernández	M
73	Juan Antonio Azucena	M
74	Oscar Ponce Najarro	M
75	José Felix Orellana	M
76	Oliver Aguilar Navarrete	M
77	José Alexander Montano	M
78	José Faviel Veles Amaya	M
79	Santiago Valladares Flores	M

Santa Ana

80	Alfredo Galdamez Bustamante	M
81	José Manuel Linares	M
82	Oswaldo Antonio Castillo Parada	M
83	Hermelindo Ruíz	M
84	Julio Alberto Girón	M
85	Héctor Antonio Molina	M
86	David Polanco	M
87	Francisco Antonio Juarez	M
88	Remberto Calderón	M

Sonsonate

89	Santos Bolaños	M
90	Victor Francisco Barrientos	M
91	Joel Santamaría Contreras	M
92	José Antonio Hernández	M
93	José Antonio Aguilar	M
94	Ovidio Cruz Murgas	M
95	Luis Enrique Avalos	M
96	José Antonio Landever Leiva	M
97	Oscar Alfredo Mena	M
98	Salvador Figueroa Alcántara	M

Usulután

99	Pedro Funes	M
100	Rogelio Ernesto Bonilla	M
101	César Santos Rodríguez	M
102	Leandro Adelí Calles	M

103	Roberto Hernández Henríquez	M
104	Oscar Edwin Alfaro	M
105	Susana Palma Castro	F
106	Felipe Antonio Vigil	M
107	Carlos Alberto Chicas Rodríguez	M
108	Timoteo Jiménez Rivera	M
109	Fabio Napoleón Cáceres	M

SMEs (processing)

Client Processors

1	Raúl Arnulfo Villalta	M	Usulután	Nuez de Oro
2	Reyna Isabel Espinal de Sanchez	F	La Libertad	Productos Delicatensen María
3	Erenia de Cruz	F	La Libertad	Comebien S.A. de C.V.
4	Dolores Esperanza Maravilla	F	San Vicente	Grupo Marañon Quirigua

Processing employees, and Cooperative and group members

5	Sandra Guadalupe García	F	La Libertad	Productos Delicatensen María
6	Iris Maricela Alvarez	F	Sonsonate	Productos Delicatensen María
7	Aracely Cortéz Navidad	F	La Libertad	Productos Delicatensen María
8	Yesenia Guadalupe Canales	F	La Libertad	Comebien S.A. de C.V.
9	María Luz Portillo	F	La Libertad	Comebien S.A. de C.V.
10	Rosa María Saca	F	La Libertad	Comebien S.A. de C.V.
11	Ana Gilma Melendez Cruz	F	San Vicente	Grupo Marañon Quirigua
12	Eduviges Vides	F	San Vicente	Grupo Marañon Quirigua
13	María del Carmen Moreno	F	San Vicente	Grupo Marañon Quirigua
14	María Angela Valdez	F	San Vicente	Grupo Marañon Quirigua
15	María Milagro Flores	F	San Vicente	Grupo Marañon Quirigua
16	Marlene Guadalupe Flores	F	San Vicente	Grupo Marañon Quirigua
17	Vidal Yáñez Vásquez	M	San Vicente	Grupo Marañon Quirigua
18	Olivia Ester Pacas	F	Usulután	Nuez de Oro

**PROGRAMA DE DIVERSIFICACIÓN AGRÍCOLA
(USAID)
FICHA DIAGNÓSTICA**

OBJETIVO: Identificar los roles de hombre y mujeres en el desarrollo de actividades productivas para determinar la situación de equidad de género en beneficiarios/as de los servicios del Programa de Diversificación Agrícola de la USAID.

FECHA: _____

I GENERALIDADES:

1. NOMBRE DEL CLIENTE/A: _____
2. UBICACIÓN:
 Caserío _____ Cantón: _____
 Municipio: _____ Depto: _____
3. SEXO : M _____ F _____
4. EDAD: _____ Años
5. NIVEL EDUCATIVO: _____

II GRUPO FAMILIAR

6. Miembros del grupo familiar

No	NOMBRE	PARENTESCO	SEXO		EDAD	NIVEL EDUCATIVO
			F	M		

III ASPECTOS DEL PROGRAMA DE DIVERSIFICACION AGRICOLA

7. En que Actividades o Servicios ha participado usted, que se han realizado durante el Programa de Diversificación Agrícola:
 - Capacitaciones
 - Asistencia Técnica
 - Asesoría para el manejo de los desechos sólidos generados por el uso de Agroquímicos.
 - Giras o Días de Campo
8. Considera usted que las Actividades o Servicios son diferentes para hombres y para mujeres.
 Si: No:
9. A quienes han sido dirigidos estos Servicios o Actividades:
 - A mujeres
 - A hombres
 - Grupos de mujeres y hombres
10. Considera usted, que estos Servicios o Actividades han sido recibidos por la persona que los necesita para aplicarlos en su trabajo:

Si:

No:

11. Cuales han sido los beneficios que usted ha obtenido por recibir estos Servicios.

- Ha resuelto problemas en sus cultivos.
- Está atendiendo nuevos mercados
- Ha aumentado su productividad
- Ha mejorado sus ingresos económicos.

12. Considera usted que si el Programa atendiera de forma separada a hombres y mujeres la productividad de las parcelas y los ingresos familiares se verían afectado.

Si: Por qué _____

No Por qué _____

13. Qué cree usted que sucedería que hombres y mujeres trabajen juntos en actividades Agropecuarias:

14. Qué cree usted que sucedería que hombres y mujeres trabajen separados en actividades Agropecuarias:

IV – TENENCIA DE LA TIERRA

15. Situación actual de la parcela:

Propia

Arrendada

Comodato

Otro _____

16. En caso de trabajar en parcela propia ¿quién es el propietario?:

La Mujer

El Hombre

17. Su vivienda está ubicada en:

La parcela

Fuera de la parcela

V - TOMA DE DECISIONES

18. A nivel familiar y de la Empresa quién toma las decisiones:

ACTIVIDAD	QUIEN DECIDE		
	HOMBRE	MUJER	AMBOS
Qué se sembrara			
Dónde comprar insumos			
Contratar maquinaria para preparación del suelo			
Si se contratará mano de obra			
Cuándo abonar			
Cuándo Transformar productos			
Cuándo comercializar			
Cuánto comercializar			
Determinar el Mercado para comercializar			
En la administra o maneja el dinero			
En que se invertirá el dinero que ha generado la actividad productiva			
En los aspectos Educación			
En los aspectos de Salud			
En los gastos del Hogar			
En los aspectos de recreación			

VI- ÁREA PRODUCTIVA.

19. Actividad productiva a la que se dedican:

Cultivo de hortalizas Mencione: _____

Cultivo de frutas Mencione: _____Cultivo de café Procesamiento Rubros: _____Otros Especifique _____

20. Que Servicios Tecnológicos como la Asistencia Técnica, la Capacitación y la Asesorías, están disponibles actualmente en la Agricultura y a quien están dirigidos.

SERVICIOS TECNOLÓGICOS	DIRIGIDO A :	
	HOMBRE	MUJER

21. Qué otras actividades productivas se realizan a nivel familiar y quién es el o la responsable:

No	ACTIVIDAD	RESPONSABLE						
		PADRE	MADRE	HIJO	HIJA	ABUELA	ABUELO	Otro/a

VII- ASPECTOS ORGANIZATIVOS

22. Tipo de Empresa u Organización

Individual Actividad _____

Colectiva Actividad _____ No. integrantes: H: _____ M: _____

Familiar Actividad _____ No. integrantes: H: _____ M: _____

23.Cuál es el nombre la Empresa u Organización.

24. Como está integrada la membresía de la empresa u Organización

Solo hombres Solo mujeres Ambos

25. La Estructura Dirigencial esta conformada por:

Solo hombres Solo mujeres Ambos

26. Contrata mano de obra para la realización de las actividades productivas.

Sí Hombres: _____ Mujeres: _____ No

27. Qué salario devenga al día un hombre \$ _____, una mujer \$ _____.

28. Qué actividades realizan las mujeres en la empresa u Organización.

- _____
- _____
- _____
- _____

29. Qué actividades realizan los hombres en la Empresa u Organización.

- _____
- _____
- _____
- _____

30. Considera usted que si hombres y mujeres trabajan en forma conjunta se logra incrementar la productividad agrícola:

Si Por qué: _____

No Por qué: _____

31. Qué beneficios recibe los empleados/as y asociados/as:

Hombres

Mujeres

VII- ÁREA DE PRODUCCIÓN

32. Quién es el responsable de las actividades de producción.

N o	ACTIVIDAD	CONTRATAD A		FAMILIAR					
		H	M	HIJO	HIJA	PADR E	MADR E	OTRO	
								H	M
1	Preparación de tierra								
2	Siembra								
3	Aplicación de insecticidas								
4	Abonado								
5	Limpieza								
6	Acarreo de agua								

VIII- ÁREA DE POST COSECHA

33. Quién es el responsable de las actividades de Post Cosecha

No	ACTIVIDAD	CONTRATADA		FAMILIAR				OTRO	
		H	M	HIJO	HIJA	PADRE	MADRE	H	M
1	Recolección								
2	Clasificación								
3	Limpieza								
4	Empaque								
5	Transporte								

IX- ÁREA DE PROCESAMIENTO

34. Cuenta su empresa con áreas de procesamiento:

Si

No

(Si contesto Si, responda la pregunta No. 35)

35. Quién es el responsable de las actividades de procesamiento.

N	ACTIVIDAD	CONTRATADA	FAMILIAR
---	-----------	------------	----------

o		H	M	HIJO	HIJA	PADRE	MADR E	OTRO	
								H	M
1	Recepción del producto								
2	Clasificación								
3	Limpieza								
4	Procesamiento								
5	Embasado								

X- ÁREA DE MERCADEO

36. Quién es el responsable de las Actividades de Mercadeo.

No	ACTIVIDAD	CONTRATADA		FAMILIAR					
		H	M	HIJO	HIJA	PADR E	MADR E	OTRO	
								H	M
1	Sondeos de Mercado								
2	Comercialización								
3	Empacado								
4	Distribución								

XI - CONTROLES ADMINISTRATIVOS

37. Quién es el responsable de los Controles Administrativos desde la Preparación de la tierra, hasta la Comercialización del Producto.

Hombre Mujer

38. Ha recibido Servicios de Capacitación, Asistencia Técnica y Asesoría para su fortalecimiento Organizacional antes del Programa de Diversificación Agrícola:

Si: Especifique: _____

No:

39. A quienes fueron dirigidas estos servicios:

Solo mujeres

Solo hombres

Hombres y Mujeres

40. Qué problemas u obstáculos considera usted pueden tener los hombres al participar de las Capacitaciones, Asistencia Técnica y Asesorías que ofrece el Programa de Diversificación Agrícola y otros programas

- _____
- _____
- _____
- _____

41. Que problemas u obstáculos considera usted pueden tener las mujeres al participar de las Capacitaciones, Asistencia Técnica y Asesorías que ofrece el Programa de Diversificación Agrícola y otros programas:

- _____
- _____
- _____
- _____

42. Considera usted que es necesario que para Capacitaciones, Asistencia Técnica, Asesorías, Visitas Domiciliares y otras actividades dirigidas a hombres y mujeres; se tomen en cuenta: horarios, lugar, formas de comunicación:

Si: No:

43. Que horarios sugiere usted para la realización de eventos como:

	Mujeres	hombre
• Capacitación:	_____	_____
• Asistencia Técnica:	_____	_____
• Asesorías	_____	_____
• Visitas domiciliars:	_____	_____
• Giras o Días de Campo:	_____	_____

44. Que obstáculos impiden a la mujer que se involucre más en el negocio o empresa.

- _____
- _____
- _____
- _____

45. Le gustaría involucrarse en alguna actividad que genere ganancias para su familia.

Si No

46. Que actividad le gustaría desarrollar para ayudar al incremento de la economía familiar:

F: _____

Entrevistador

F: _____

Entrevistado

Observaciones: _____

**El deber ser útil, no es como se desee, sino como se pueda.”
Enrique Federico Amiel”**