International Labour Organization

VISION ZERO FUND

Profile of women coffee producers in Mexico

CASE STUDY OF THEIR OCCUPATIONAL HEALTH AND SAFETY CONDITIONS

Profile of women coffee producers in Mexico

CASE STUDY OF THEIR OCCUPATIONAL HEALTH AND SAFETY CONDITIONS

The study was prepared by Rodrigo Mogrovejo, chief technical adviser of the ILO's Vision Zero Fund, and by consultant Pilar Cariño

---

Profile of women coffee producers in Mexico: Case study of their occupational health and safety conditions

ISBN: 9789220357842 (print)

ISBN: 9789220357859 (web PDF)

Printed in Mexico

Foreword

Everyone has the right to a working environment that preserves their safety and health. Women, however, tend to face a double violation of this right: they face the same risks that characterize each productive sector, but they also face systemic discrimination and are disproportionately victims of violence and harassment.

Many factors influence women's occupational safety and health (OSH) in different ways, such as social norms and roles, socio-economic imbalances and the unequal division of labour, both at home and in the workplace. These variables contribute to specific patterns of occupational hazards and risks.

The International Labour Organization (ILO), through a Vision Zero Fund project for the improvement of OSH in the coffee value chain, found that OSH for women is especially challenging because of the combined effect of various different factors, such as informality and economic fragility; work in family environments; the low demand for the professionalization of some work activities socially associated with women; and the predominance of subsistence activities. All of these generate a culture with little recognition of women's work and the need to build safe environments for them. In addition, women workers, especially migrant and indigenous women, face even more discrimination, harassment and violence in the agricultural sector.

In this regard, based on an intervention model for women coffee producers that received tripartite approval in 2019 from the National OSH Consultative Commission in Mexico, the ILO promoted a training process for women producers, in coordination with the International Coffee Women's Alliance (ICWA). This experience generated new capacities in this area for women's organizations in the coffee value chain. In addition, the training process was used to collect OSH data from women producers and workers.

Therefore, the study that is the subject of this publication is not only relevant for policy advocacy in Mexico but also important for supporting other countries in developing gender-sensitive OSH programmes. These efforts demonstrate the strength of the ILO and the Vision Zero Fund in generating the knowledge and capacity to address key information gaps, especially with regard to women's health and safety needs as they contribute to global supply chains.

In conclusion, we are convinced that the methodology used in the study, with the necessary adjustments and customization, has a strong potential for replication and we are confident that it will inspire similarly effective studies and activities in other countries and regions of the world.

Pedro Américo Furtado de Oliveira
Director
ILO Country Office for Mexico and Cuba


Miriam
Aldana
MÉXICO
2018
TAZA DE
EXCELENCIA

Acknowledgements

Special thanks to the International Coffee Women's Alliance (ICWA) Mexico chapter for their openness, availability and support in strengthening the OSH capacities of women coffee workers and producers. We also thank the Mexican Social Security Institute (IMSS) and the Institute for Safety and Welfare at Work of Spain (ISBL) for facilitating the online course for trainers.

We thank all the women who gave their valuable work time to answer the questionnaires mentioned in this report, especially the facilitators responsible for each of the sites where the interviews were conducted.

The authors are grateful to Rodolfo Arias for his comments on the study and for facilitating the conduct of the survey during the training sessions, and to Vera Espíndola Rafael for facilitating contact with the interviewees and for organizing the workshops at which the data collection was carried out.

Thanks are also due to María E. Munaretto, Technical Officer of the Vision Zero Fund, and Ana Catalina Ramírez, Technical Specialist in Occupational Safety and Health of the International Labour Organization (ILO), for their review and technical comments, as well as to consultants Patricia Montes for proofreading and Monica Sayrols for editorial coordination.

The authors would like to acknowledge the ILO Office for Mexico and Cuba, especially the Director of the International Labour Organization (ILO) Office for Mexico and Cuba, Pedro Américo Furtado de Oliveira, and Leticia Soni, Administrative Officer. They also wish to thank Oscar Valverde and Randall Arias, ACTRAV and ACT/EMP specialists; Ockert Dupper, Programme Manager of the Vision Zero Fund; Mariana Infante and Kristina Kurths of the Vision Zero Fund, and Laetitia Dumas, Coordinator, Programme and Operations, LABADMIN/OSH.

Finally, the European Commission is acknowleged for its financial support through the Vision Zero Fund.

Content

Figures

Diagrams

Acronyms and abbreviations

AMECAFÉ	Mexican Association of the Coffee Production Chain A.C.
A-WEAI	Women's Empowerment in Agriculture Index
CAFECOL	Agroecological Coffee Centre A.C.
CEPCO	Oaxacan State Coffee Producers Network A. C.
CNC	National Peasant Confederation
CLAC	Latin American and Caribbean Network of Small Fair Trade Producers and Workers
ENA	National Agricultural and Livestock Survey
ENSANUT	National Health and Nutrition Survey 2018
FIRA	Trust Funds for Agricultural Development
ICO	International Coffee Organization
ILO	International Labour Organization
ILO/ITC	International Training Centre of the ILO
IMSS	Mexican Social Security Institute
INEGI	National Institute of Statistics and Geography
INM	National Women's Institute
INMECAFÉ	Mexican Coffee Institute
ISBL	Institute for Safety and Welfare at Work (Spain)
ISSSTE	Institute for Social Security and Services for State Workers
ITC	International Trade Centre
IWCA	International Women's Coffee Alliance
OSH	occupational safety and health
PPE	personal protective equipment
PROCODES	Programme of Conservation for Sustainable Development
SCA	Specialty Coffee Association
SUBICAFÉ	Sustainability and Welfare for Small Coffee Producers

Executive summary

The importance of women's participation in coffee production is increasingly recognized in this global supply chain. It is estimated that up to 70 per cent of the workforce in the sector are women and the percentage of coffee-producing economic units run by women ranges from 20 to 30 per cent (ICO 2018).

For Mexico, the 2017 National Agricultural and Livestock Survey (ENA) estimated women's labour force in coffee at 21.7 per cent (Mexico, INEGI 2018). However, these data underestimate women's family work, both in actual production and in support activities. For its part, the International Women's Coffee Alliance (IWCA) Mexico chapter estimates that women own 24 per cent of the coffee production area (IWCA 2020).

A gender-sensitive approach to occupational safety and health (OSH) recognizes that, given the different jobs men and women perform, the different roles they play in society and their different expectations and responsibilities, men and women may be exposed to physical and psychological risks that, in some cases, require different preventive measures (ILO 2021a).

The International Labour Organization (ILO), in the framework of the Vision Zero Fund and in collaboration with IWCA, conducted this study to generate a profile of women coffee workers and producers in Mexico in relation to their socio-demographic and labour situation, as well as their situation in terms of OSH.

This is a qualitative study, with a targeted sample of 57 women workers and producers linked to coffee organizations in the states of Veracruz, Puebla and Hidalgo. Three data-collection tools were used: (a) a survey on the socio-demographic and labour profile of women coffee workers and producers, with an OSH emphasis; (b) in-depth interviews on the participation of women in coffee organizations in Mexico; and (c) a questionnaire on OSH perceptions (knowledge, attitudes and behaviours) for trainers from coffee-producer organizations. The key results of the study are outlined below.

The women producers and workers belonging to the coffee-producer organizations that participated in the study represent 1.6 per cent of the total number of coffee production units in Mexico, that is they own from 1 to 5 hectares. Even in conditions of pluriactivity, coffee cultivation takes up much of the day for women producers, since on average the women surveyed dedicate 8 hours a day to this crop.

Coffee is an economic activity in which work is segregated by sex. Although women participate in all activities of the production process, their participation is concentrated in non-mechanized activities, with a high manual component and having to do with ensuring quality. As reported by Lyon et al. (2010), the activity they most frequently perform, either alone or with help, is harvesting or picking, as well as drying coffee at home. The activity they perform least frequently is the application of herbicides. Activities related to the commercialization of coffee, such as delivering the product and receiving the money for its sale, are among the activities that generally characterize the most empowered group; however, they are not normally performed by the majority of women producers.

Regarding women's participation, the coffee-growing organizations participating in the study show different levels of maturity, highlighting the differences arising from awareness-raising processes in national inclusion policies. The same problem described by Jurado Celis (2017) was found regarding the lack of access to leadership roles. As reported in the literature, because of their family responsibilities the time available to women may represent a barrier to their participation. However, this barrier can be reduced with genuine inclusion policies that address equity in the distribution of care

work, as demonstrated in the case of one of the organizations participating in the study.

The results of the survey allowed the identification of a differentiated risk exposure profile for women producers as distinct from men. Women feel more exposed to ergonomic, physical-environmental risk factors and those associated with workplace conditions (in particular the steep gradients of the land under cultivation), related accidents and illnesses and their consequences. This differs from what was found in the ILO study *Improving Occupational Safety and Health In Mexico's Global Coffee Value Chain: Drivers and Constraints* (ILO 2020c), which focused primarily on mechanical risk factors, in particular the use of machetes, related accidents and their consequences.

Some characteristics of the risk exposure profile found for the group of women producers participating in the study are the following:

- The double workday is the most important psychosocial risk factor in terms of frequency (89 per cent) and consequences. It is followed by conflicts with co-workers or family members; physical, sexual or psychological harassment by colleagues; and lastly not being able to decide on rest periods.
- The accident rate reported by women producers in the last year is 67 per 100 workers, well above the average accident rate in Mexico, which is 2 per 100 workers. In the absence of administrative records on accidents in the coffee sector, let alone records disaggregated by gender, the data found should be interpreted as valid only for the group that participated in the study.
- The most common accidents involved blows or bruises and sprains or strained muscles, all linked to ergonomic risk factors.
- When the women were asked what activity they were performing when they were injured, the most common answers were weeding and picking coffee. They identified overexertion or an accidental movement as the most frequent cause of accidents and also said that they were injured more frequently by the work surface than by tools or utensils. The lower and upper extremities, in particular the hands and feet, are the parts of the body most frequently reported to be affected, as well as the lower back. These findings highlight the need for a differentiated approach to accident prevention for women in coffee production.
- Regarding work-related health concerns, 3 of 10 women producers mentioned illness within the past year, diagnosed or undiagnosed. The most common illnesses involved the digestive system (gastritis or colitis) and the liver, muscles, bones and joints, as well as diabetes; the back and stomach were the most frequently mentioned parts of the body.
- The informal conditions of organized small-scale coffee production in Mexico and the lack of effective access to health care in rural areas of the country mean that, in the event of an accident or illness, women producers or their families must cover the costs themselves, despite the fact that, for a specific subgroup of women coffee-producers, pluriactivity provides them with access to social security.
- Regarding the use of personal protective equipment (PPE), although 8 out of 10 women producers report using it, 65 per cent of them indicated that they do not have adequate and sufficient equipment.

Access to health and safety services adapted to the needs of women coffee-producers could help to increase the possibilities for OSH training, which to date is identified as minimal. Trainers and women producers expressed a genuine interest in further training on OSH issues during training activities, suggesting a need for the implementation of simple gender-oriented methodologies, in line with ILO methodologies and including self-care issues.

The study concludes by formulating the following global and national recommendations for policymakers:

Global	National
⇪ Conduct the OSH survey presented in detail in Annex 1, adapted to the specificities of each country. It is suggested to conduct it for both men and women in order to facilitate, in addition to the elaboration of a specific profile for women, the identification of gender gaps. ⇪ Involve the upper links of the value chain in the promotion of gender-sensitive OSH practices in order to generate incentives for improvement in coffee production organizations, for example through differentiated marketing and pricing strategies. ⇪ Develop gender-sensitive OSH training methodologies	⇪ Continue to generate information on OSH profiles for women salaried workers, permanent or temporary. ⇪ Support the generation of more specific data on occupational diseases in the coffee value chain in Mexico. ⇪ Support the processes of institutionalizing OSH with a gender focus in coffee organizations. ⇪ Strengthen the presence and representation of women producers in sectoral coordination bodies. ⇪ Develop studies on remuneration and income according to the occupational profiles of women in the coffee value chain. ⇪ Promote and extend social protection to women coffee producers and workers in Mexico.

For the implementation of these recommendations, it is essential to establish social dialogue processes as a way to ensure the support of tripartite institutions from the world of work, as well as the support of organizations that specialize in gender issues, which have the experience and capacity to play a more active role in providing coffee organizations with technical assistance on gender issues.

1. Introduction

The importance of women's participation in coffee production is fully recognized in the coffee sector worldwide. Quantifying this participation always involves making estimates, as there is a lack of official statistics on the subject. Using data from the International Trade Centre, the International Coffee Organization (ICO) estimated that globally up to 70 per cent of the workforce in the coffee sector are women, while the percentage of coffee-producing economic units run by women ranges from 20 to 30 per cent (ICO 2018).

In the absence of specific data on the characteristics of women's labour participation in the coffee sector, the ICO considers these to be similar to their participation in agriculture in general (ICO 2018). For Mexico, the National Agricultural and Livestock Survey (ENA) 2019 estimated women's labour force in agriculture at 16.7 per cent of the total labour force employed in agricultural activities in the country (Mexico, INEGI 2020). Using data from the 2017 survey, the estimate for women's labour force in coffee production rises to 21.7 per cent (Mexico, INEGI 2018). However, these data underestimate women's family work, both in the production activities themselves and in support activities, such as food preparation.

The study *Improving Occupational Safety and Health in the Global Value Chain of Coffee In Mexico: Drivers and Constraints* (ILO 2020c),[1] which was conducted by the ILO's Vision Zero Fund, estimated that up to 40 per cent of coffee producers in Mexico may be women. In the small-scale organized coffee production in Mexico linked to the commercialization of certified organic coffee, women producers have been slowly gaining visibility and advocacy possibilities. Lyon et al. (2010) found a growing trend of women's participation in Mexican organizations dedicated to the sale of organic coffee under the fair trade scheme.[2] The authors note that this growth is a combination of new opportunities and the feminization of poverty in agriculture, which has obliged women to occupy the spaces that men leave behind when seeking higher-paying jobs, generally in the cities. For its part, the Women's Coffee Alliance (IWCA) Mexico chapter estimates that women own 24 per cent of the coffee production area (Cantú and Illescas Palma 2020).

Beyond percentages, the study and description of the characteristics of women's occupation in coffee production is in its early stages and even more so with respect to occupational safety and health (OSH), as documented in the findings of the study on OSH drivers and constraints (ILO 2020c). A gender-sensitive approach to OSH recognizes that, given the different jobs men and women perform, the different roles they play in society and their different expectations and responsibilities, men and women may be exposed to physical and psychological risks that, in some cases, require different preventive measures (ILO 2021a). Therefore, the lack of information on OSH conditions for women coffee producers makes it difficult to take their needs into account in the development of OSH policies and prevention strategies.

As part of the follow-up to the study on OSH drivers and constraints (ILO 2020c) in the framework of the Vision Zero Fund and in collaboration with the IWCA Mexico chapter, the ILO conducted this study to understand the socio-demographic and labour profile of women coffee workers and producers in Mexico, with a special emphasis on OSH. As part of the data collection process, OSH training was provided primarily to women workers and producers who are members of coffee organizations in Mexico. The training was conducted in two phases: one 16-hour online course for potential trainers from organizations (men and women); and four 16-hour in-person courses for four groups of women producers from the organizations that participated in the first training, held in three coffee-growing states in Mexico (Veracruz, Puebla and Hidalgo).

The *objective* of this study is to generate a profile of women coffee workers and producers in Mexico with respect to their socio-demographic and labour situation and their OSH situation. For the purposes of the study, a coffee worker and producer is defined as a woman who participates in any of the following stages of coffee production: (a) shade management, land preparation and maintenance; (b) planting; (c) processing; (d) harvesting or picking; (e) transport of fruit; (f) wet processing; and (g) dry processing. [3]

This is a qualitative study based on surveys and interviews with 57 women coffee workers

1 Hereafter referred to as the study on OSH drivers and constraints (ILO 2020c).

2 With data for 5,166 producers belonging to the Oaxacan State Coffee Producers Network A. C. (CEPCO).

3 Because of its statistical sample, the study focused more on women producers than women workers, that is day labourers exclusively. However, although the objective was precisely to obtain the profile of women directly involved in coffee production activities, the respondents to the questionnaire and survey also included some women who were not directly involved in these activities but rather in marketing or support functions.

and producers in the coffee-growing states of Veracruz, Puebla and Hidalgo. The three units of analysis are detailed in the methodological section. The sampling was purposive and not random and is therefore not representative of the universe of women coffee producers in Mexico. However, the depth of the survey and the triangulation of the results with in-depth interviews and opinion scales allows us to obtain a clearer picture of who the women coffee producers in Mexico are and as a result to facilitate the design of public policies in this area.

The report is divided into five sections. Section 1 provides a brief introduction to the OSH issues faced by women in the coffee value chain in Mexico, as well as the general objectives of the study; section 2 discusses the methodology employed during the research; section 3 focuses on the demographic and labour profile of women coffee producers and workers; and section 4 focuses on their OSH profile. Finally, section 5 presents conclusions and recommendations for policymakers, both for national actors and actors in the global coffee supply chain.

In addition, annexes 1 to 4 contain the tools adapted and used to collect OSH information on women coffee workers (agricultural), based on the survey of health and working conditions for women coffee workers and producers, an instrument that allows a very complete approach to this type of study.

2. Methodology

The following is a description of the methodological approach used to study the three units of analysis that make up the study:

1. **Socio-demographic and labour profile of women coffee workers and producers, with a focus on OSH.**
2. **Women's participation in coffee-growing organizations in Mexico.**[4]
3. **Perceptions of OSH (knowledge, attitudes and behaviours) in trainers of coffee organizations.**

4 A coffee organization is a group of people who produce coffee and who share a common objective, whether or not they are legally constituted as cooperatives.

Unit of analysis 1

Socio-demographic and labour profile of women coffee workers and producers, with a focus on OSH

This unit of analysis sought to obtain socio-economic information on the specific activities of coffee production, the workforce, exposure to risks, sensitivity and coping capacity.[5] The data collection instrument used was a 95-question survey divided into three sections, adapted from an ILO survey of the health and working conditions of temporary or seasonal coffee workers in Colombia (ILO 2020b), which was conducted by the Vision Zero Fund. Other instruments were also used, including the ENA 2017 questionnaire conducted by the National Institute of Statistics and Geography (INEGI) and the Nespresso AAA Gender Analysis Tool – Ethiopia V9. 0 (Nespresso 2017).

The sample consisted of 57 women who participated in in-person training sessions held in Veracruz, Puebla and Hidalgo.[6] Although the highest percentage of people who produce coffee are located in the states of Chiapas and Oaxaca, these locations were chosen because of the logistical facilities to organize the training sessions in the time of the COVID-19 pandemic. The questionnaire was answered anonymously; the first and third sections of the questionnaire were completed by the participants individually during breaks in the training session, while the second section, which contained the specific OSH questions, was completed by the participants as a group led by the trainer at the beginning of the session.[7]

Unit of analysis 2

Women's participation in coffee-growing organizations in Mexico

Seven interviews were conducted with women members of coffee organizations, seeking to: (a) identify the characteristics of their participation in the work of their organizations[8] and (b) study success stories in terms of their participation and leadership.[9]

5 Vulnerability profiles are defined as the characteristics of specific groups of workers for whom occupational hazards and risks are linked to factors that increase their exposure to such hazards and risks and/or who have low capacity to cope with the consequences of such exposure. For more detail on the methodology of developing a vulnerability profile, see ILO 2018.

6 There were 71 participants in the training sessions, 14 of whom were men, who were therefore not surveyed.

7 The analysis was based on the universe of the 40 questionnaires that were more than 50 per cent completed. The non-response rate per question was 22.7 per cent on average.

8 The section on women members' participation in the work of the organizations was constructed based on inputs from the short version of the Women's Empowerment in Agriculture Index (A-WEAI), developed by the International Food Policy Research Institute.

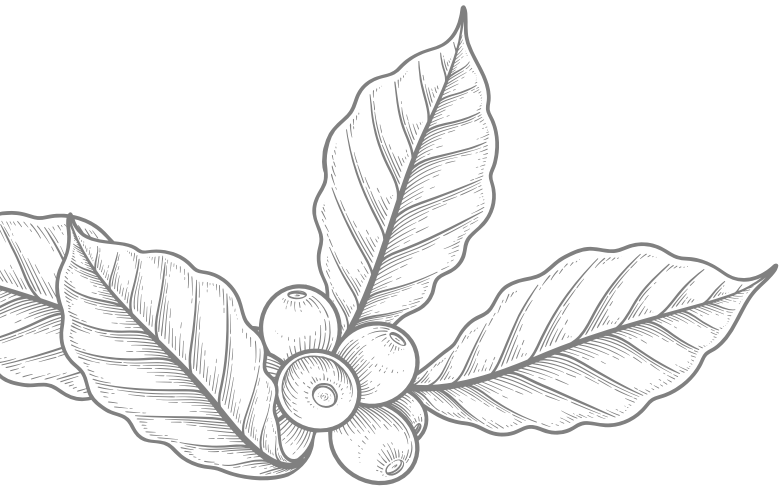
9 The list of persons interviewed is contained in Annex 2; the interview script is contained in Annex 4.

Unit of analysis 3

Perceptions of OSH (knowledge, attitudes and behaviours) in trainers of coffee organizations

This unit of analysis sought to deepen the description of OSH knowledge, attitudes and practices by the participants of a virtual training course for trainers, which preceded the one described in unit of analysis 1. The data collection instrument was an online questionnaire of 31 Likert-type scale items,[10] which was applied at the beginning and at the end of the training; the first round at the beginning had the objective of obtaining information on the current state of the participants, while the second round was designed to obtain formative feedback. The instrument was constructed using as inputs a study by the ILO (2020a) and an unpublished source (ILO unpublished).[11] The sample consisted of 80 people enrolled in the course, 75 per cent of whom completed it.

In short, it should be kept in mind that in order to interpret the results presented in this report and given that it provides a descriptive profile, the main focus of the analysis is not to establish gender gaps but to describe in depth the characteristics of women coffee producers and workers. For this reason, information was not systematically collected for male coffee producers or workers.



10 The Typeform platform was used.

11 See ILO, "Trabajo Decente en la Caficultura Mexicana", chatbot. This technology aims to identify advances and limitations in compliance with national legislation on OSH issues, as well as access to labour rights throughout the national coffee value chain.

3. Socio-demographic and employment profile

The following sections present the socio-demographic and labour characteristics of the women producers who participated in the study. It highlights the fact that these characteristics describe not one but several profiles, depending partly on the different forms of labour participation by women in the coffee sector.

Socio-demographic profile[12]

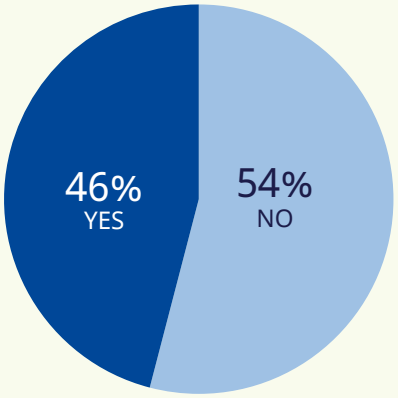
Coffee in Mexico is grown in states with a large share of indigenous people (Aguirre-Cadena 2018; Mexico, CONABIO 2013). The surveys and interviews conducted as part of this study confirmed this fact, as 62 per cent of the women producers identified themselves as indigenous. The producers who participated in the training processes were adult women, second- or third-generation producers with an average age of 41, corroborating the finding in Cárcamo et al. (2007) of an average age of 40 for women coffee producers in Mexico (especially in Chiapas), with a maximum age of 75.

Regarding the level of education of women coffee producers and workers in Mexico, Cárcamo et al. (2007) found that 83 per cent of them are classified as having no schooling and incomplete primary education.

According to the survey conducted for this study, with respect to the marital status of women it is observed that most women coffee producers have a partner (66 per cent), either because they are married or live in a common-law relationship; very few are single (28 per cent) or divorced. This is consistent with the findings of Cárcamo et al. (2007) regarding the high percentage of women with partners (83 per cent) versus 17 per cent who are single, separated or widows.

When asked if they are the head of household, 46 per cent of women producers answered yes. Of those who did not consider themselves head of household, 50 per cent indicated their spouse or partner as the head of household; notably, 27 per cent of those interviewed mentioned their daughter as head of household and 15 per cent their mother. According to the above, about 70 per cent of the households surveyed are headed by a woman, well above the national average of household headship, which stands at 33 per cent according to data from the 2020 population and housing census. It is important to keep this high percentage of female-headed households in mind when interpreting the survey results, as according to ICO (2018), female-headed households face greater constraints than male-headed households, as well as a smaller pool of available labour due to their being smaller households with more dependants or the necessity to perform double workdays.

Figure 1. Percentage of women coffee producers reporting that they are head of household

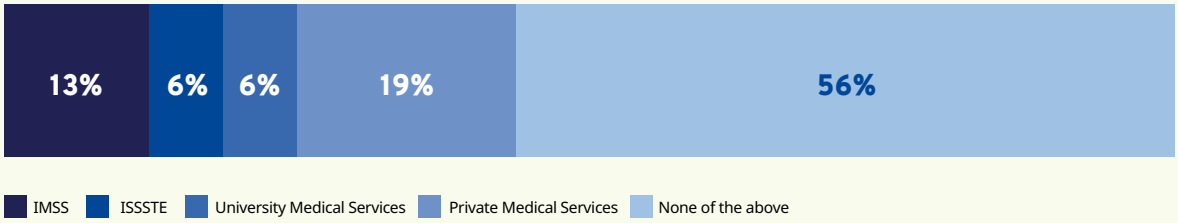


Source: Own elaboration based on the survey of women coffee producers.

According to the study on OSH drivers and constraints (ILO 2020c), access to social security among workers in coffee production is very low. However, 56 per cent of the group of women producers surveyed said they did not have access to social security, while the remaining percentage is split between those who had access to the Mexican Social Security Institute (IMSS), the Institute of Security and Social Services for State Workers (ISSSTE), university medical services and private medical services, as shown in figure 2. Given that as mentioned above social security among workers in the coffee sector is practically non-existent, it is likely that those women producers who do have social security have pluriactivity, which again defines at least two profiles of women producers, in similar percentages: those who have social security and those who do not.

12 The data presented in this section correspond to the results of the producer survey and in-depth interviews; more general secondary information is also considered.

Figure 2. Access to social security by type of institution



Source: Own elaboration based on the survey of women coffee producers.

Job profile

According to the 2020 population and housing census, 4.5 million people in Mexico are engaged in agriculture, 10 per cent of whom are women. Among organized small-scale coffee producers in Mexico, the following profiles of women's occupations may be identified,[13] in order of highest to lowest incidence:

- **Profile 1.** *Wife of a member of a coffee-producing organization, who does unpaid family work, does not own land and does not consider herself a worker.* She participates in domestic and production support work through food preparation, as well as land maintenance, weeding, fertilizing and cutting and drying coffee. It is less common for her to participate in planting and selling coffee.
- **Profile 2.** *Daughter of a member of a coffee-producing organization, member of the household, young, studies and partially supports her parents in coffee production.* She does not own the land and does unpaid family work. She participates in domestic work, land maintenance, weeding, fertilization and cutting and drying coffee. May participate in paid work in the cooperative's nurseries. Less commonly involved in planting and selling coffee.
- **Profile 3.** *Temporary woman migrant day labourer, of Guatemalan origin, who travels to Mexico mainly for the harvest season.* She is an informal wage-earner, hired on a piece-rate basis.
- **Profile 4.** *Woman worker or day labourer; this may be someone from the same community or from a neighboring community who works as an informal wage-earner and is hired on a piece-rate basis.* In Oaxaca, there is also the custom that members of the extended family support the coffee harvest without payment, obliging the beneficiary family to return the favour.[14]
- **Profile 5.** *Woman landowner, member of a coffee-producing organization, who does not participate in its governing bodies (small producer who has typically inherited land from her husband, upon his death or migration, or from her parents).* Although she owns land, she performs the same activities as wives or daughters (Cárcamo et al. 2009) and belonging to the organization does not entail any type of benefit for her. The difference is that she receives money from the sale of coffee and can decide what to do with it, in addition to receiving the support that members receive.

13 Own elaboration based on the results of the survey and interviews.

14 Jurado Celis 2017.

- **Profile 6.** *Woman landowner who participates in the governing bodies of a coffee-producing organization, with the same characteristics as the previous profile but with characteristics that allow her to dedicate time to this participation.* In the highest spheres of participation, there are women with postgraduate degrees, trained in agricultural and feminist studies; there are also women who in principle have a background not linked to coffee production but whose family history in the sector partly defines their participation in it.

Considering the above-mentioned profiles, it is clear that in most cases, women participate in the coffee sector through unpaid family work and informal wage work, with the characteristics of precarious employment associated with that status: reduced access to social security, no maternity benefits, low wages or piecework and extended working hours. This type of labour participation, which considers women's work as "help", makes its value in economic terms invisible (Cárcamo-Toalá 2007; Vázquez 2002). In addition to the unpaid family work specifically related to the stages of coffee production, women carry out almost all of the unpaid family work that accompanies production: preparing food for the family and the workers, domestic work and caring for children and the elderly, among others.[15]

According to the study on OSH drivers and constraints (ILO 2020c), based on data from the Agrifood and Fisheries Information System for the end of 2019, 97.9 per cent of coffee production units in Mexico are smaller than 5 hectares, with the vast majority in the 0.5 to 1 hectare range, while production units in the 2 to 5 hectare range make up only 1.6 per cent of the overall total. The women producers who participated in this study fall mostly within this 1.6 per cent, as they manage plots of land with an average area of 2.88 hectares. In other words, they are in the small production range but are more likely to have better profitability in coffee production.

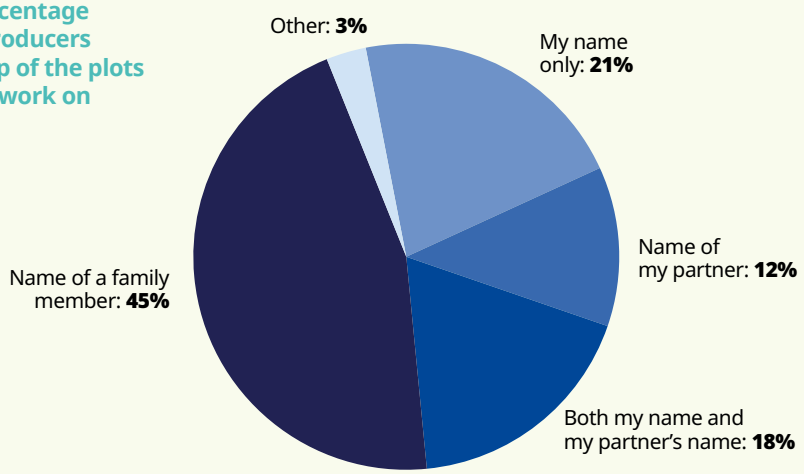
In addition to being able to work directly in the coffee plantation, women producers with areas larger than 1 hectare become employers themselves, since they may need additional labour at least during the harvest. In most cases, this hiring is done informally and on average each producer hires eight people, 43 per cent of them women.[16] These data show the challenges faced by the promotion of OSH in coffee production in Mexico, due to the double roles played by the people responsible for the production units. To this must be added the phenomenon of the unpaid family work that is done by women producers on top of their own paid work: on average, each producer reported the inclusion of two unpaid persons in the production work, 41 per cent of whom were women.

Although women producers report working their plots, in most cases they do not own the land they work. As figure 3 shows, the most common ownership situation (45 per cent of the cases) is one in which the land is in the name of a family member other than the couple. This finding reinforces the importance of the family itself (parents, grandparents) as a catalyst for female participation in coffee. According to the study's survey, in 12 per cent of the cases the land is owned exclusively by a couple, while in 18 per cent it is owned jointly by the woman producer and her partner and 21 per cent of women producers are sole owners of the land they work, so that 39 per cent of women producers have sole or shared ownership of the land, a percentage clearly higher than the national average of women who hold a land certificate accrediting them as *ejidatarias*, which in 2019 was 25.9 per cent (Mexico, INMUJERES 2020a).

15 Jurado Celis 2017.

16 Hiring of workers for the maintenance of the coffee plantation in the last cycle.

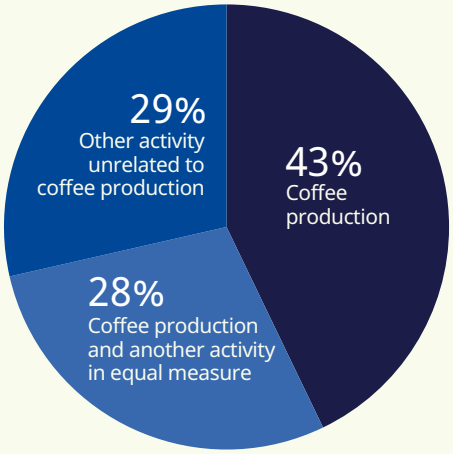
Figure 3. Percentage of women producers by ownership of the plots of land they work on



Source: Own elaboration based on the survey of women producers.

The pluriactivity of rural households engaged in agricultural activities (Carton de Grammont 2009) also has a gender component, as it is men aged 35 and over who have the best access to paid non-agricultural employment. Women, in contrast, tend to be less well positioned in all non-agricultural activities relative to the head of household (De Janvry and Sadoulet 2001). Therefore, individual characteristics and geographic and household location play a determining role with respect to participation in non-agricultural activities. In the case at hand, figure 4 shows that 43 per cent of the respondents have coffee production as their main source of income; 28 per cent indicate that coffee production and another activity are the main sources of income; and 29 per cent mention that their main source of income is other than coffee production. When asked about the characteristics of non-agricultural activities, they mentioned self-employment and non-salaried work activities related to low levels of schooling: handicrafts, embroidery, the sale of banana leaves and tourism services. It should be noted that the sample of this study included a group of experienced women producers, with an average of 20 years of coffee production experience.

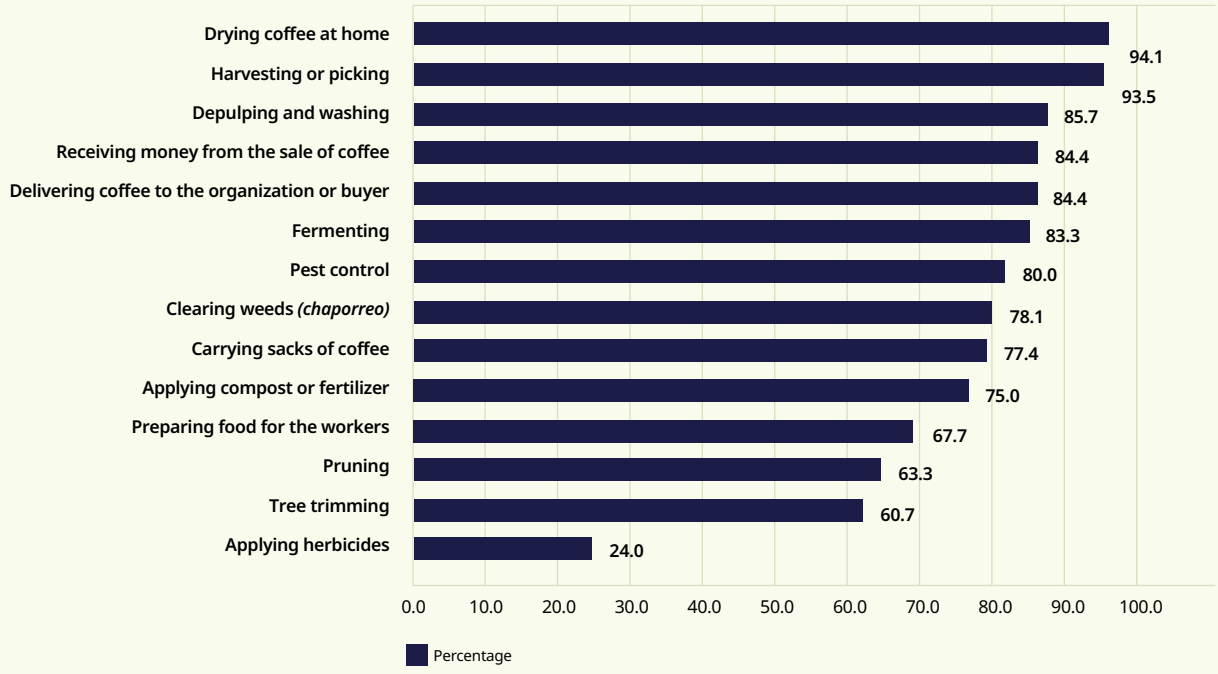
Figure 4. Percentage of women producers by main source of income



Source: Own elaboration based on the survey of women producers.

Lyon et al. (2010) note that coffee production activities are segregated by gender; women's participation is concentrated in the production stages – harvesting, washing and drying – while mechanized activities and marketing are mainly performed by men. They also specifically note that women who participate in certified organic production see their workload increase, given that the work of ensuring the quality characteristics of the coffee is precisely in the production stages, which have a high female participation. Figure 5 shows the percentage of participation of the women surveyed in the different stages of coffee production, either on their own or together with someone else. It may be observed that, with the exception of herbicide application, women have participation rates above 60 per cent. The literature indicates that the activities with the highest participation rates are drying, harvesting, and depulping and washing, in that order. In their role as producer members of organizations, 84 per cent of women producers report that they participate in the receipt of money for the sale of coffee and the same percentage report that they participate in the delivery of coffee to the buyer (that is, in marketing actions).

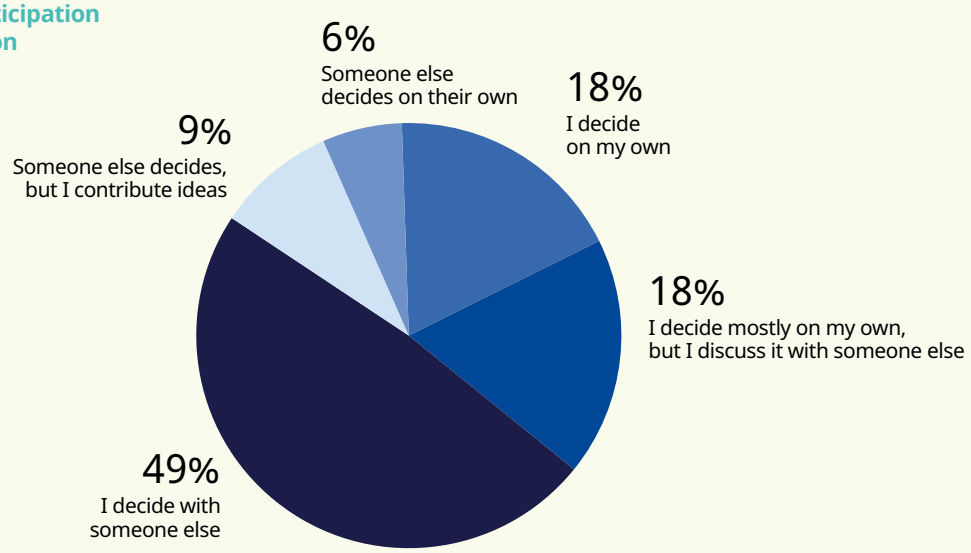
Figure 5. Percentage of women producers' participation in coffee production and commercialization activities



Source: Own elaboration based on the survey of women producers.

With respect to the decision-making processes in coffee production, the survey showed that women do not decide on their own about key processes, such as starting the harvest. Figure 6 shows that 49 per cent of women producers say they decide together with someone else; 18 per cent say they discuss the decision with someone else; 18 per cent say they decide on their own versus 9 per cent who say someone else decides but with their input; and 6 per cent say someone else decides on their own. This adds up to 15 per cent of cases in which the decision to harvest coffee is made by someone else. These percentages should be contextualized with data on household composition: 46 per cent of the women producers identified themselves as the head of household, 54 per cent reported living with their partner and 8 per cent said they live alone.

Figure 6. Level of participation in the family's decision to harvest coffee

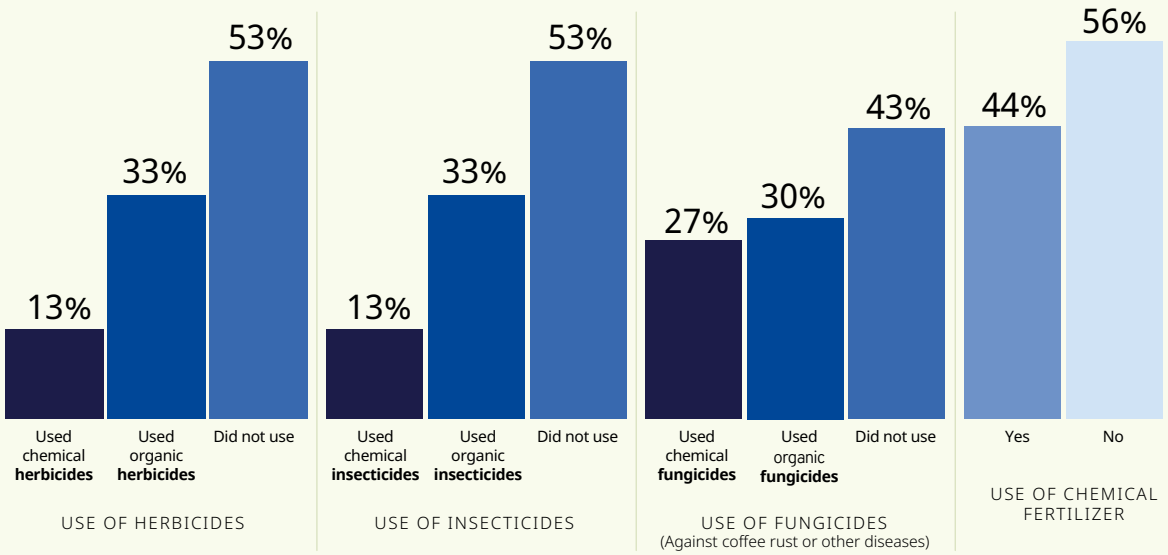


Source: Own elaboration based on the survey of women producers.

Regarding the channels through which women acquire information on coffee production, 45 per cent of the interviewed women named the coffee organization as the main source of information; 21 per cent named the husband or partner; 11 per cent named other producers; and 9 per cent named government technical staff or their parents or other relatives.

A deeper analysis of women's involvement in coffee production involves describing their participation in specific practices, which in turn is relevant to detailing their OSH risk profile. When referring to specific production practices, as shown in figure 7, it is important to consider that the people who participated in the study belonged to organizations involved in organic coffee cultivation. Regarding the application of herbicides, it may be observed that 53 per cent said they do not use them, while 33 per cent said they use organic herbicides or organic insecticides. For the use of fungicides, 43 per cent said they do not use them, 30 per cent use organic fungicides and 26 per cent use chemical fungicides. Finally, 56 per cent of the respondents said that they use chemical inputs or fertilizers.

Figure 7. Percentage of participation in specific coffee production practices



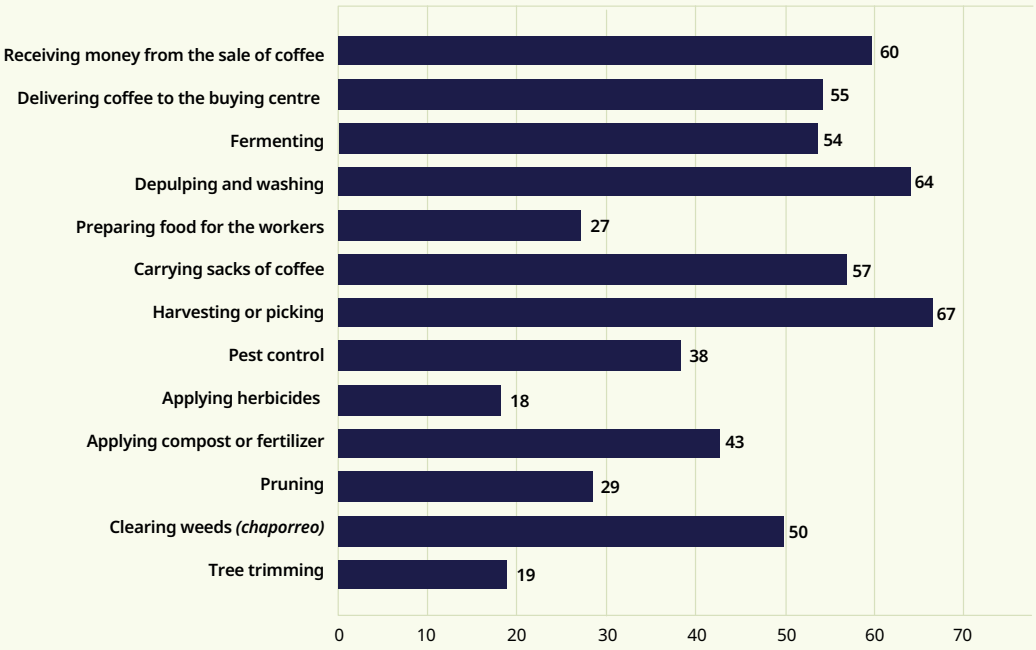
Source: Own elaboration based on the survey of women producers.

Regarding the disposal of chemical product packaging, 88 per cent said that they separate the packaging; 77 per cent that they destroy it; 8 per cent that they wash and reuse it; 8 per cent that they sell it; 4 per cent that they keep food in it; and 4 per cent that they send it for recycling through a government programme that deals with this task.

Women who are pregnant, have recently given birth or are breastfeeding are a group of workers who are particularly vulnerable to some occupational hazards, due to biological changes in their bodies that accentuate some of the hazards present in the workplace and the potential for harm to the health of unborn and newborn babies (ILO/ITC 2011). Some 72 per cent of the women producers interviewed indicated that they had been pregnant at least once[17] and had changed their participation in coffee production activities as a result, which in turn had changed their exposure to risk factors, as shown in figure 8. It should be noted that even while pregnant, women perform activities such as herbicide application, pest control and fertilizer application, which expose them to chemical risk factors with serious potential consequences for their health and that of their babies. At one of the venues, participants made the general comment that pregnancy complications were a common experience.

17 The questions on the experience of motherhood and the breastfeeding period were among those with the highest percentage of non-response, 60 per cent on average. This non-response rate is partly explained by the fact that this block of questions was towards the end of the survey; however, the average non-response rate for blocks of questions that were even further towards the end of the survey was 30 to 40 per cent.

Figure 8. Coffee production and marketing activities that women producers suspended during pregnancy



Source: Own elaboration based on the survey of women producers.

Some 57 per cent of women producers indicated that they went to a public health centre or hospital for the birth of their baby, while 33 per cent went to a private doctor and 10 per cent were attended by a midwife. According to the 2018 National Health and Nutrition Survey (ENSANUT), for localities of less than 15,000 inhabitants the percentage of births attended by medical personnel is 92.7, while 1.6 per cent are attended by nurses and 4.2 per cent by midwives or midwives; the latter percentage is twice as high for women coffee producers, which may be explained by the generally remote geographical location of coffee-growing areas. Some 15 per cent of the women participants reported that they had suffered some complication in their pregnancy as a result of their coffee production activities; in one case, the baby did not survive.

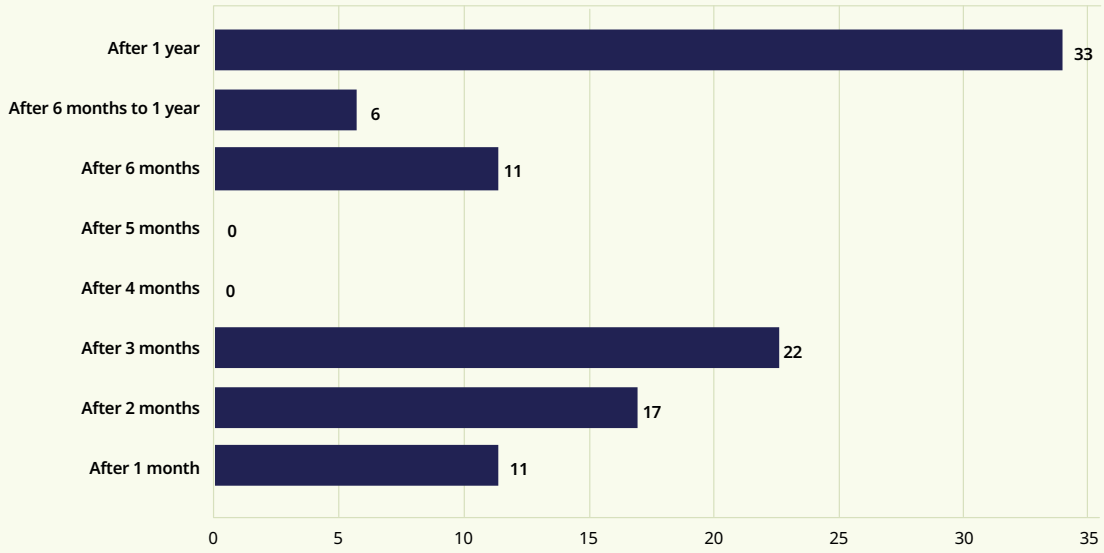
Some working conditions associated with coffee production, such as fatigue, stress and environmental conditions, can reduce the ability to breastfeed and even interrupt lactation in women workers. Of the interviewed women producers who had been pregnant and whose babies had survived, 85 per cent had breastfed them. That percentage is lower than the national average reported by the ENSANUT 2018 survey: 95 per cent nationwide and 96 per cent in rural areas.[18] Regarding the duration of lactation, 37 per cent of those surveyed said that they had breastfed their babies for 1.5 years; 21 per cent for 6 months; 21 per cent from 6 months to 1 year; 10 per cent for 2 years and 10 per cent for more than 2 years. All these percentages are below the national average, because according to the ENSANUT 2018 survey, in Mexico the percentage of women who predominantly breastfed their infants up to 6 months was 40.2 per cent,[19] while the percentage of those who practiced continuous breastfeeding for 12 to 15 months was 46.9 and for 20 to 23 months was 29 per cent.

Some 17 per cent of the women producers said that they returned to full-time work 2 months after giving birth, while 22 per cent returned 3 months after giving birth and 33 per cent after 1 year, as shown in figure 9.

18 ENSANUT results show that breastfeeding prevalence doubled in Mexico between 2012 and 2018, a trend that may partly explain why its prevalence among women coffee producers is below the national average.

19 These indicators are not fully comparable with the data collected in this study, but are presented for reference.

Figure 9. Percentage of women producers by time of return to work after childbirth



Source: Own elaboration based on the survey of women producers.

Profile of women's participation in coffee organizations

The term "coffee organization" in Mexico encompasses a wide range of organizations (legally constituted or not) that bring together about 40 per cent of the country's[20] small producers. Given that women have historically had less land ownership than men, their participation in these organizations as members has been lower, also because of the social and economic barriers that gender roles impose on them (Lyon et al. 2016; Jurado Celis 2017).

Although there are some women-only coffee organizations, their number is limited; women are more likely to participate in mixed organizations. As mentioned in the introduction, the percentage of women members of organizations is estimated to be between 30 and 40 per cent, a trend that is increasing (Lyon et al. 2010).[21]

The increase in women's participation in organizations is a combination of the feminization of poverty (Lyon et al. 2010), generational change and the increase in their level of education.[22] To improve the terms of such participation, organizations such as the IWCA Mexico chapter have emerged, while others such as the Latin American and Caribbean Network of Small Producers and Fair Trade Workers (CLAC) have incorporated gender issues into their work.[23]

20 Estimates provided in the study on OSH drivers and constraints (ILO 202c).

21 Also mentioned in the interviews.

22 The cases collected in the interviews show the key role of education in women's participation.

23 CLAC is the co-owner of Fairtrade International and is the network that represents all Fairtrade certified organizations in Latin America and the Caribbean, as well as other Fairtrade organizations. CLAC's mission is to represent and promote the interests, empowerment and development of its members and their communities. It currently has more than 900 member organizations in 24 countries of the continent (CLAC–Fairtrade 2021).

The IWCA Mexico chapter

The IWCA is an international organization with a presence in 20 producing and consuming countries. The Mexico chapter was created in 2016 as an organization aligned with the philosophy, objectives and strategies of the IWCA. It currently has 18 affiliated organizations, including organizations of producers, marketers, academic organizations and civil associations.

The understanding of women's participation as coffee producers in the IWCA Mexico chapter is based on the recognition that the sustainability of coffee production as an economic activity is not possible without taking into account the sustainability of the natural environment, families and communities. It considers coffee production as a community activity, while recognizing the individuality of each woman as a producer but also as a creator of life, who is closely linked to nature.

Its work is based on five pillars: organizational development and leadership building; community development; education and technical training; asset building; and advocacy and support for gender-sensitive public policies. Its activities focus on raising visibility; networking; developing and empowering; and influencing the creation of an inclusive public agenda.

The objectives of CLAC's gender policy include: (a) to sensitize men and women in small producers' and workers' organizations, national coordinators, product networks, technical staff and boards of directors about the importance of working for gender equity, based on the principles and values of fair trade; (b) to motivate organizations to promote gender mainstreaming in their regulatory frameworks, statutes, policies and budgets, as well as through affirmative actions for women; and (c) to strengthen women's leadership to exercise their rights and responsibilities as partners in small producers' and workers' organizations (CLAC–Fairtrade 2021).

Coffee production organizations show different levels of maturity with respect to the promotion of participation by women producers. At one extreme are organizations that do not have a clear policy of inclusion, do not make any effort in this regard and have no relationship with actors such as CLAC or IWCA. At the other extreme are organizations with decades of experience in this area, with clear policies of inclusion and with close links to the IWCA, for example.[24]

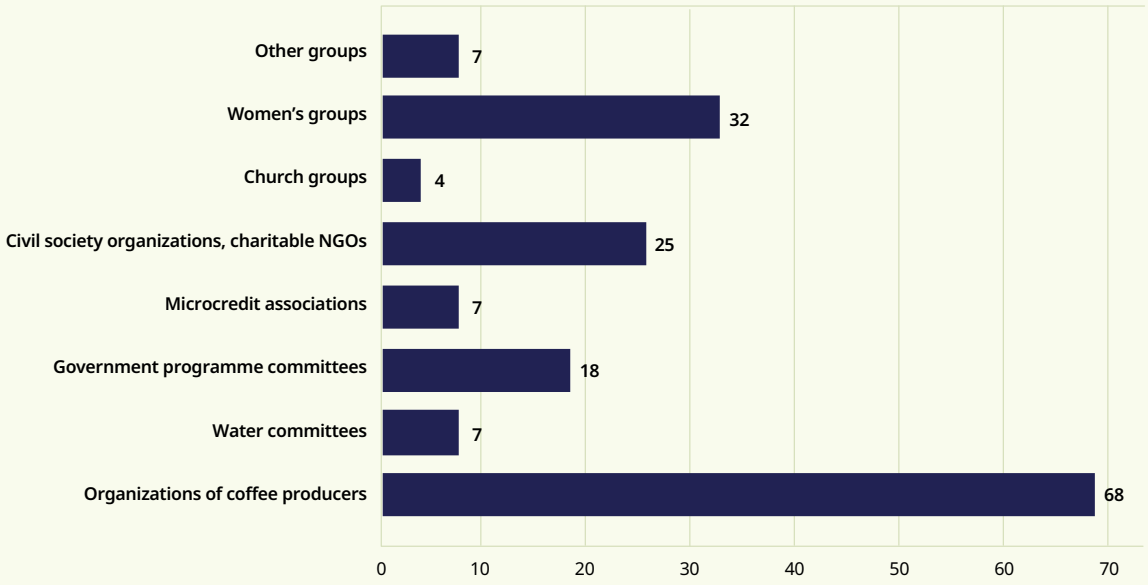
Women's participation in the coffee sector's governing organizations is still in its early stages. One of the interviewees said:

> *I still see the same faces I saw when I was young, nothing but men ... We women are relegated to what is assigned to us because of our condition: the administrative and communication issues, it happens in organizations of all sizes [...] We are not in research, we are in production, but they do not see us.*

As figure 10 shows, 68 per cent of the women interviewed said that they were actively involved in their organizations. Regarding other affiliations, 32 per cent said that they also participated in women's groups, while 25 per cent participated in civil associations or non-governmental organizations; these are leading organizations, promoters of women's participation and empowerment. On the other hand, 58 per cent of the participants said that they organized themselves to obtain some support or service; of the total number of organized women, 55 per cent received technical assistance and 36 per cent obtained some service or support for the purchase of inputs in the last coffee cycle.

24 Information obtained from interviews.

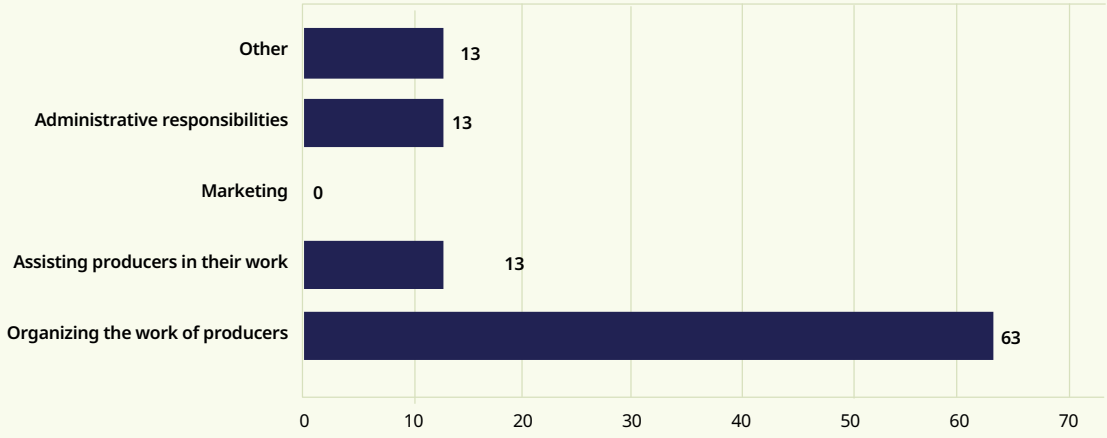
Graph 10. Percentage of women producers by type of organization in which they participate



Source: Own elaboration based on the survey of women producers.

Jurado Celis (2017) emphasizes that there is a problem of access to and control of the management bodies of the organizations in which women participate, as they do so in all areas except at the executive management level and in taking marketing decisions. In this case, 46 per cent of the women producers responded that they were part of a committee or had a specific responsibility in their coffee organization. When asked about the type of activities they perform in such capacities, they report a similar situation to that of the literature, as shown in figure 11.

Figure 11. Percentage of participation of women producers in activities within their organizations



Source: Own elaboration based on the survey of women producers.

According to the study on OSH drivers and constraints (ILO 202c), health and safety commissions in coffee production are almost non-existent; those that do exist are located in large production units, such as coffee farms. Since small producers constitute 98 per cent of the total number of production units, it is a challenge for them to create the participatory space to deal with OSH issues. Organized small coffee production, with its different levels of organizational maturity, presents at least the possibility of establishing such working commissions at the organizational level. This is where the promotion of women's participation in organizational processes becomes relevant, because according to the ILO (2013), in the world of work there is a gender imbalance in OSH decision-making.

The ICO (2018) recognizes that given the time constraints women face in their participation in organizations, it is the organizations that must take a proactive role in facilitating such participation. Among the activities that the organizations surveyed have carried out and in which they have been successful in strengthening women's participation, they mentioned youth leadership programmes; long-term training; actions to recognize women's work when sharing the income from harvests; the promotion of women's participation in the public life of the organizations; and advocacy actions.

> *We had a food security programme that overloaded women with work. When it was completed, we evaluated how much food dependency had been reduced and we found that the families had increased their production and that food dependency had been reduced, but at the cost of an overload of work for the women; [they] were uncomfortable, with symptoms of depression. (interview 2)*

In order to facilitate women's participation in the organizations, it is necessary to take into account the factors that promote or limit such participation. Based on in-depth interviews with seven women with successful histories of participation in coffee organizations, some individual and family characteristics related to such participation may be summarized as follows.

- **Family history.** All the women interviewed are second- or third-generation producers and say that their first contact with coffee was through their parents and grandparents. Incorporation into the family business as an economic unit was a factor in half of the histories collected, either at the beginning of those women's working lives or after some years of experience. The paternal figure, more than the maternal figure, emerges as an example of participation to follow.
- **Land tenure.** Women involved in producer organizations own the land on which they work, although this is not the case for women with public responsibilities or in marketing.
- **Educational level.** In almost all cases, the interviewees had an academic background in business and agriculture-related subjects.
- **Experience in other fields.** For the interviewees who were trained in other fields before joining the family business, the experience gained was perceived as a strength for their subsequent participation in organizations, not only in terms of the skills acquired but also in terms of making contacts and friends.
- **Participation in marketing.** Marketing is positively related to the participation of women producers in their own organizations and also in the coffee sector.

On the other hand, the community factors that are related to participation are:

- **The history of participation of the community of origin itself.** Two of the three interviewees who represented producer organizations said: "It is a very peaceful area, they are very good at organizing themselves." (interview 3). "Something that characterizes us is that in this region [there is] a lot of participation, we have always been organized, here in the municipality there is another organization that markets organic coffee, there are trade organizations." (interview 2)

- **Social cohesion.** Coffee as a crop generates identity processes that in turn generate social cohesion, a necessary ingredient for participation. "Coffee plantations are family, culture, identity, factors that, despite the vicissitudes, still make production continue; there has been an increase in women's participation." (interview 2)

- **Migration.** At the community level, the phenomenon of migration appears as a trigger for women's participation, as explained above.

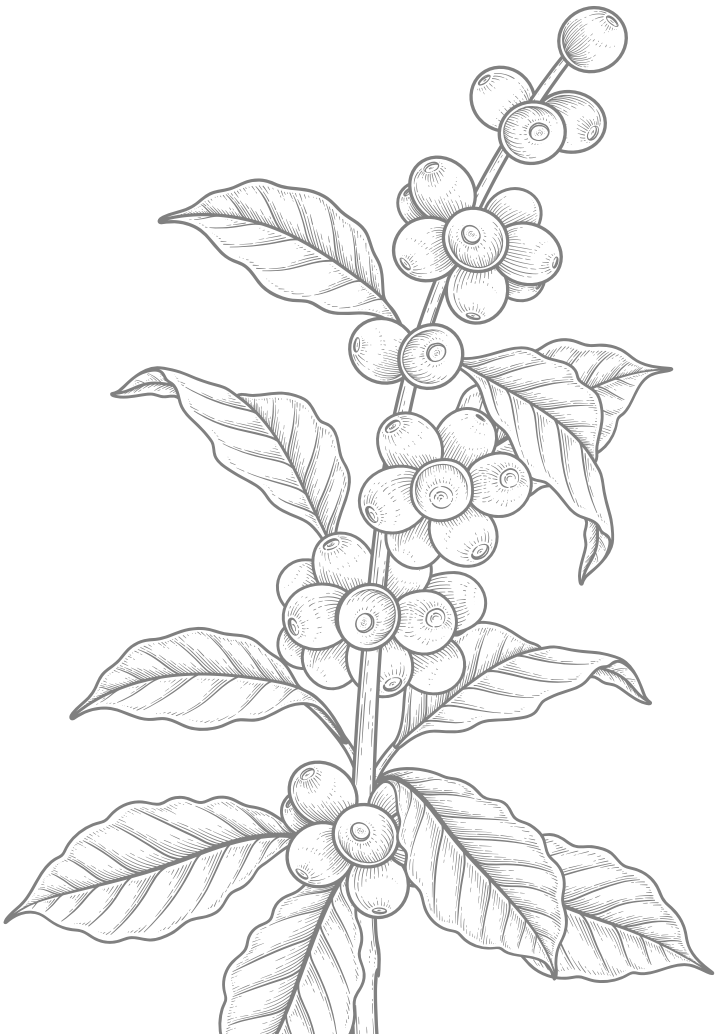
Regarding the barriers faced in their participation histories, these women noted the following.

- **The lack of an authentic policy of inclusion within the organizations.** It is recognized that there is a "manipulation of the subject of women in coffee", that it is a fashionable subject that is often treated superficially, with terms such as "women's coffee" and "coffee with women's hands" for marketing purposes (interview 6). This may be the result of the lack of an awareness process in the organization: "Companies cannot depend on a person or a leadership; there must be a council" (interview 2); that in turn leads to the opening of very limited spaces for participation, without allowing real decision-making. In cases where it was not said that there are organizational policies aimed at strengthening women's participation, the individual will of the male leaders of the organizations is established as a very relevant factor for the promotion of this participation (interview 4).

- **Otherness.** The fact of being a woman is perceived as an advantage when interacting with other women in organizations. In spite of the fact that being a woman is perceived as a strength, it is also considered a weakness to be "another type of woman", non-traditional (interview 6). With male coffee producers, there is an initial barrier that can be overcome through daily work (interview 7). In relationships with men in positions of power, barriers related to harassment are perceived.

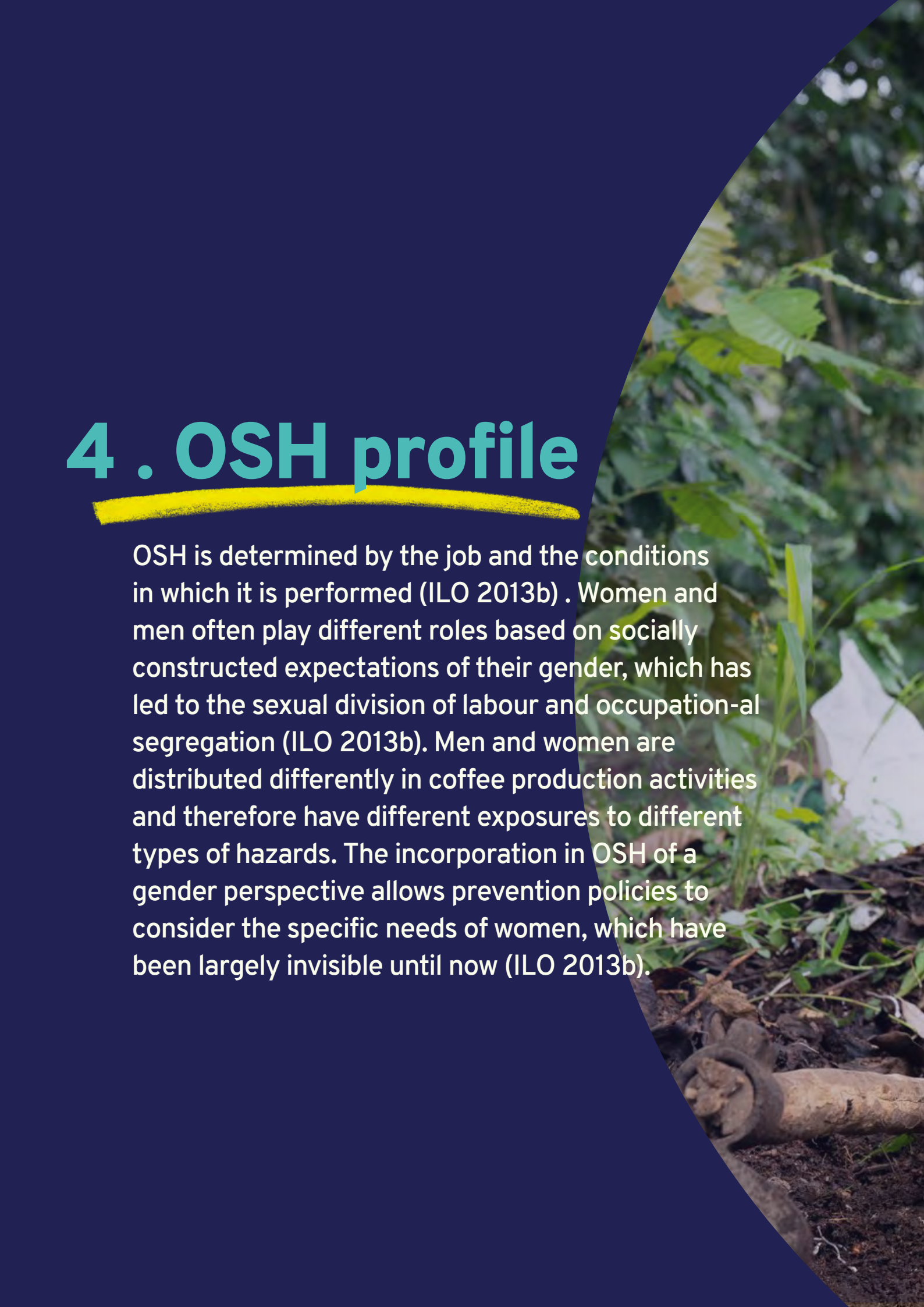
- **Time.** According to Lyon et al. (2016), women coffee farmers see organizational work as a triple burden on their time, after their productive and reproductive work. This limits their possibilities to participate fully in organizational governance; as a result, there are few women leaders at all levels of the coffee business. Therefore, lack of time appears as the key barrier to greater participation in their organizations. According to the survey data, 79 per cent of the women producers who do not participate in any capacity said that this was due to a lack of time, while 84 per cent of those who do participate said that they cannot be more involved due to a lack of time. Indeed, 92 per cent of those women indicated that they would like to be more involved in their organization in the areas of organization, technical assistance, marketing and administration.

Finally, according to the study on OSH drivers and constraints (ILO 202c), it is important to underline that there are no trade union associations in the coffee value chain in Mexico that women producers and workers can join, resulting in the non-existence of collective contracts that can promote better working conditions. On the other hand, women producers' organizations are generally affiliated with both cooperative and producers' organizations that belong to the Mexican Association of the Coffee Production Chain (AMECAFE).



4 . OSH profile

OSH is determined by the job and the conditions in which it is performed (ILO 2013b) . Women and men often play different roles based on socially constructed expectations of their gender, which has led to the sexual division of labour and occupation-al segregation (ILO 2013b). Men and women are distributed differently in coffee production activities and therefore have different exposures to different types of hazards. The incorporation in OSH of a gender perspective allows prevention policies to consider the specific needs of women, which have been largely invisible until now (ILO 2013b).

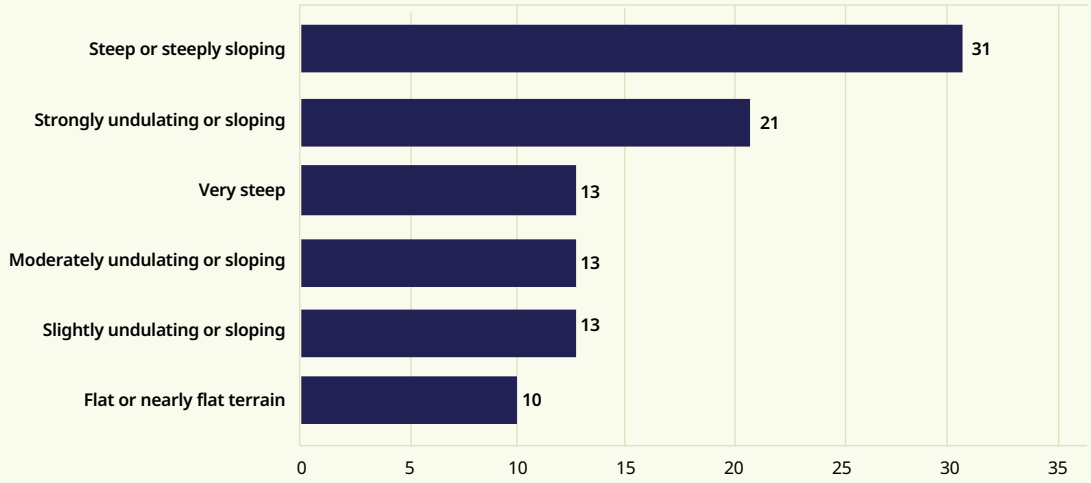


Information on OSH conditions in coffee production is scarce and even more so with respect to the situation of women pro-ducers. The description of the socio-economic and labour characteristics of the survey respondents establishes the context to be taken into account when interpreting the information presented in this section. Above all, it should be considered that there are many different profiles, mainly by age, level of schooling and multiple activities. Another factor to consider is that women, with varying intensity, participate in all stages of production, so that it is important to contextualize their exposure to risk factors in all of these stages.

Risk exposure profile

Regarding the topographical conditions in which they do their work, 60 per cent of the women surveyed said they work on terrain with a significant slope: 31 per cent on steep or steeply sloping terrain; 21 per cent on strongly undulating or sloping terrain; and 13 per cent on very steep terrain. Only 10 per cent reported working on flat or nearly flat terrain, as shown in figure 12.

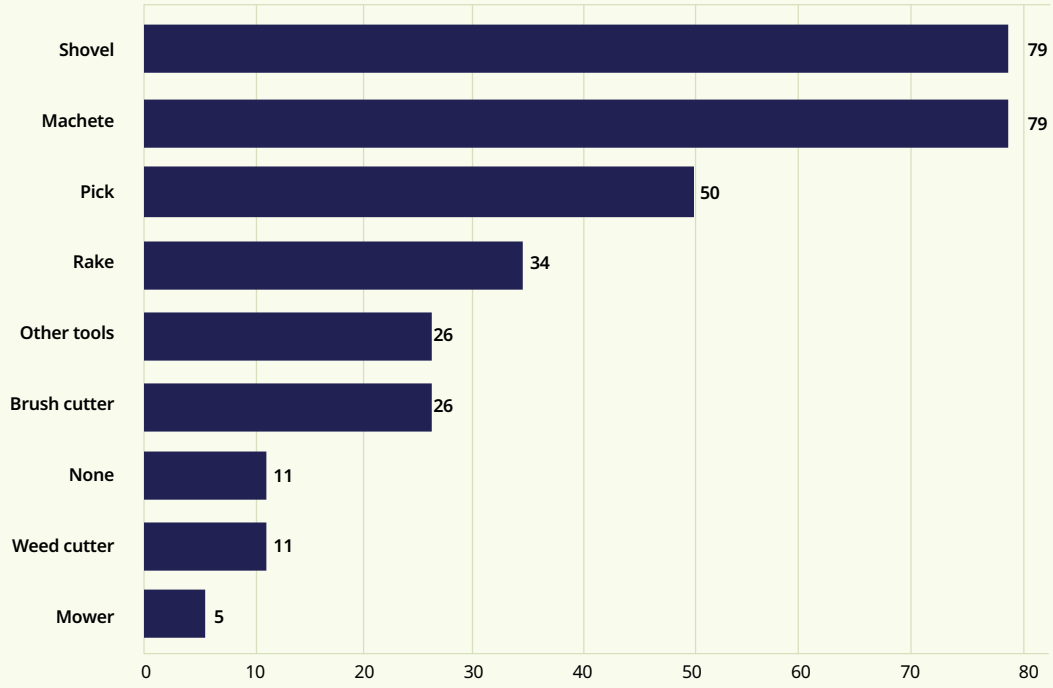
Graph 12. Topographical conditions of the workplace



Source: Own elaboration based on the survey of women producers.

In relation to work tools, the most commonly used are machetes, shovels, picks and rakes, as shown in figure 13. When asked about the condition of these tools, 46 per cent answered that they were in fair condition, 41 per cent said they were in good condition and 13 per cent said they were in excellent condition. According to the study on OSH drivers and constraints (ILO 202c), the use of the machete is generally the most frequent risk factor in coffee production.

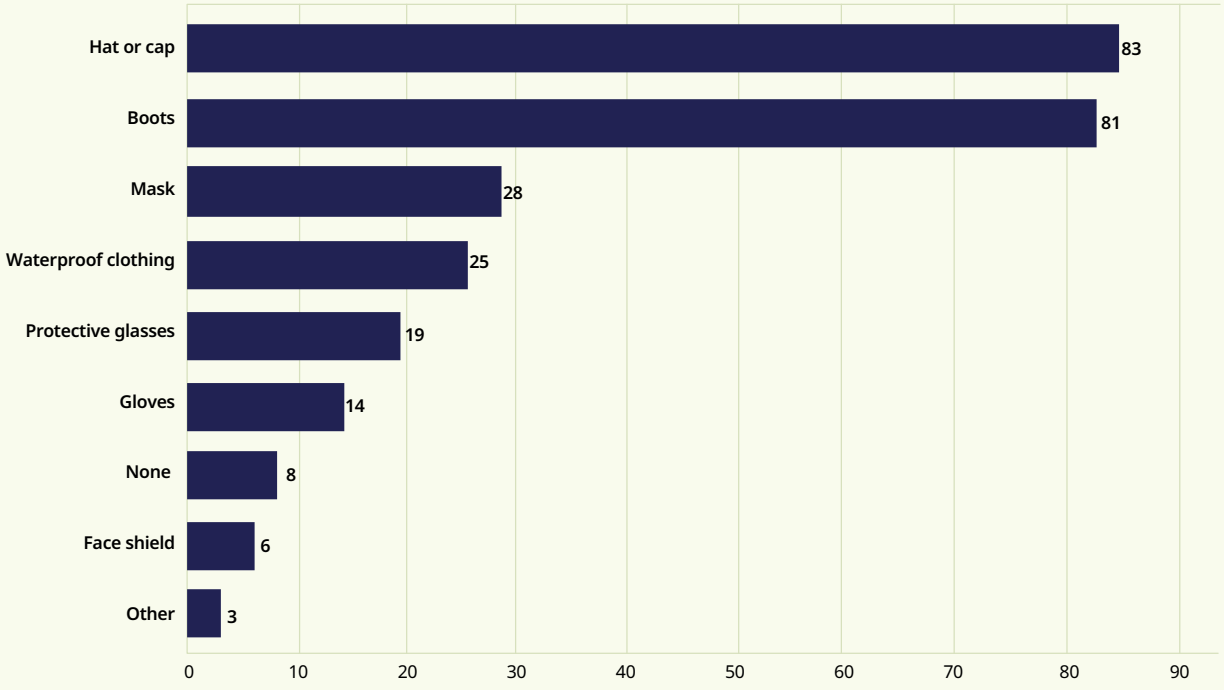
Graph 13. Percentage of use of tools by women producers



Source: Own elaboration based on the survey of women producers.

The use of PPE is common among women producers, with 82 per cent reporting that they use at least one item. The most commonly used items are hats or caps and boots, as shown in figure 14; some 8 per cent reported not using any PPE.

Figure 14. Percentage of use of different items of PPE by women producers

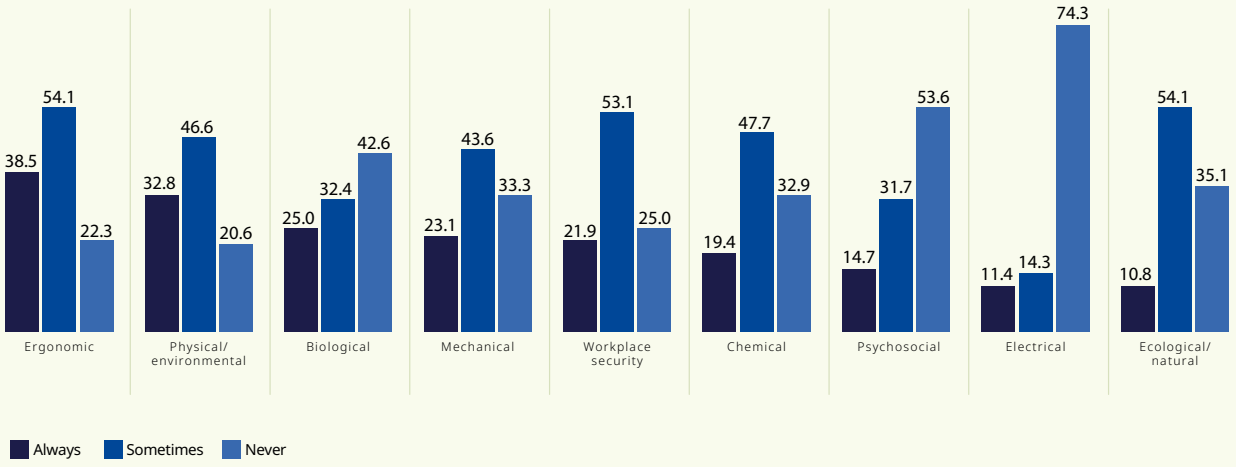


Source: Own elaboration based on the survey of women producers.

It is important to analyse the type of equipment used in the light of the key risk factors to which women producers are exposed. It is notable that for one of the most important risk factors, the machete, there is no widespread use of PPE. In fact, 65 per cent indicated that the PPE they have is neither adequate nor sufficient. It should also be kept in mind that, traditionally, PPE has been designed for the size and shape of the male body (ILO 2013a).

The study on OSH drivers and constraints (ILO 202c) classified the main risk factors by each stage of production, according to the ILO Safe Work methodology. In this classification, the factors considered to be unacceptable [25] were biological, mechanical, chemical, ergonomic, physical and safety-related factors associated with the workplace. When women producers were asked about their frequency of exposure, they noted ergonomic, physical, biological, mechanical, workplace safety, chemical, psychosocial, electrical and ecological factors in order of importance, as shown in figure 15. Therefore, the frequency of exposure to risk factors reported by women producers is different from that reported in the study on OSH drivers and constraints (ILO 202c): here, ergonomic risk factors are those to which producers are the most frequently exposed, whereas in that study ergonomic factors were ranked lower.

Figure 15. Frequency of exposure of women producers by category of risk factors

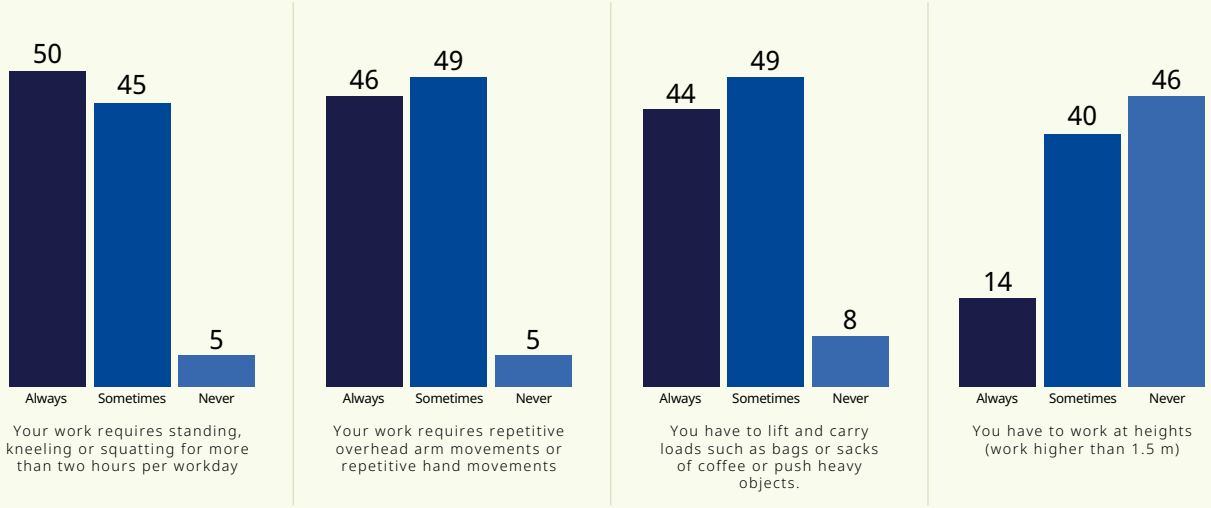


Source: Own elaboration based on the survey of women producers.

25 Mass impacts, fatalities, permanent disabilities (level 5) and extremely serious injuries and occupational diseases (level 6).

On average, 39 per cent of the women surveyed reported always being exposed to ergonomic risk factors; the most frequent risk exposures are standing, kneeling or squatting for more than two hours during the workday; repetitive overhead arm movements or repetitive hand movements; and lifting loads. The least frequent risk exposure is working at heights of more than 1.5 m, as shown in figure 16.

Figure 16. Frequency of exposure of women producers to key ergonomic risk factors



Source: Own elaboration based on the survey of women producers.

Regarding physical-environmental risk factors, 33 per cent on average of the women participants said that they were always exposed to these types of factors. Due to their limited participation in processes involving the use of machinery, the most frequent risk exposure is to high temperatures, humidity and sudden changes in temperature, as shown in figure 17.

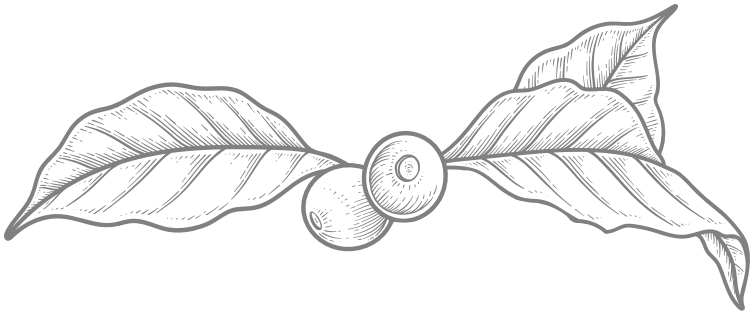
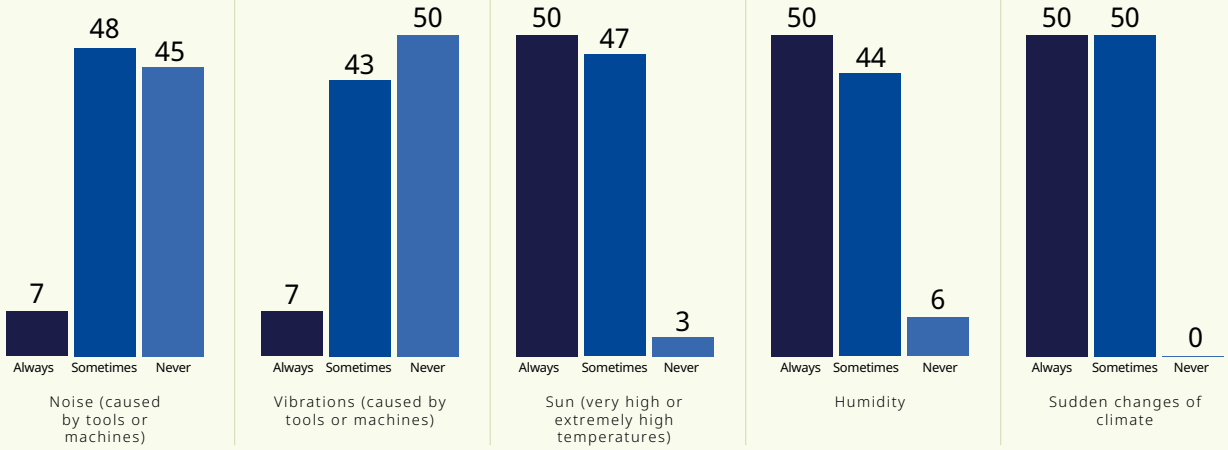


Figure 17. Frequency of exposure of women producers to key physical and environmental risk factors

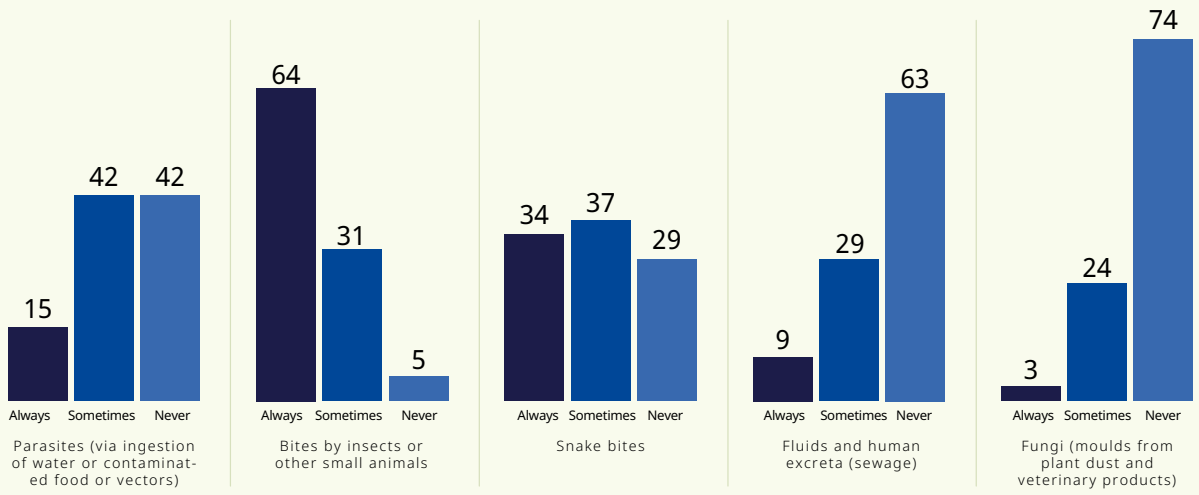


Source: Own elaboration based on the survey of women producers.

Figure 18 shows the frequency of exposure to key biological risk factors. On average, 25 per cent of the women surveyed reported that they are always exposed to these types of factors.

The most frequent risk exposures are to bites by insects and other small animals and to snake bites.

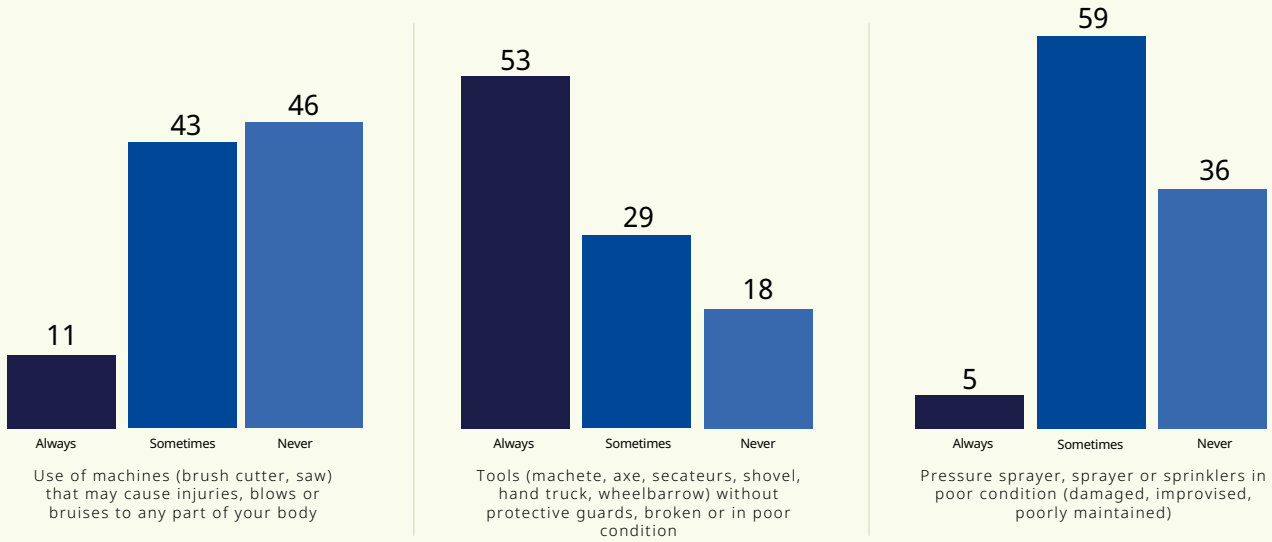
Figure 18. Frequency of exposure of women producers to key biological risk factors



Source: Own elaboration based on the survey of women producers.

In relation to mechanical risk factors, an average of 23 per cent indicated that they were always exposed. The most common risk exposure is to tools, among which machetes and shovels stand out (see figure 13). It is also interesting to observe the high frequency of the category "sometimes" for the risk exposure to pressure sprayers, fumigators or sprinklers in poor condition, as shown in figure 19.

Figure 19. Frequency of exposure of women producers to key mechanical risk factors



Source: Own elaboration based on the survey of women producers.

In relation to chemical risk factors, the most common exposure is to compost mix (36 per cent always), although there is also a high incidence of the sometimes category (44 per cent) for chemicals (fertilizers, pesticides, fungicides and herbicides).

Regarding electrical hazards, 11 per cent of the women interviewed said that they were always exposed to these risks, which include contact or electric shocks, while 22 per cent said they were always at risk due to safety conditions associated with the workplace, such as inadequate tidiness and cleanliness issues. Similarly, 11 per cent reported always being exposed to ecological risks, such as landslides, floods or other natural disasters or emergencies.

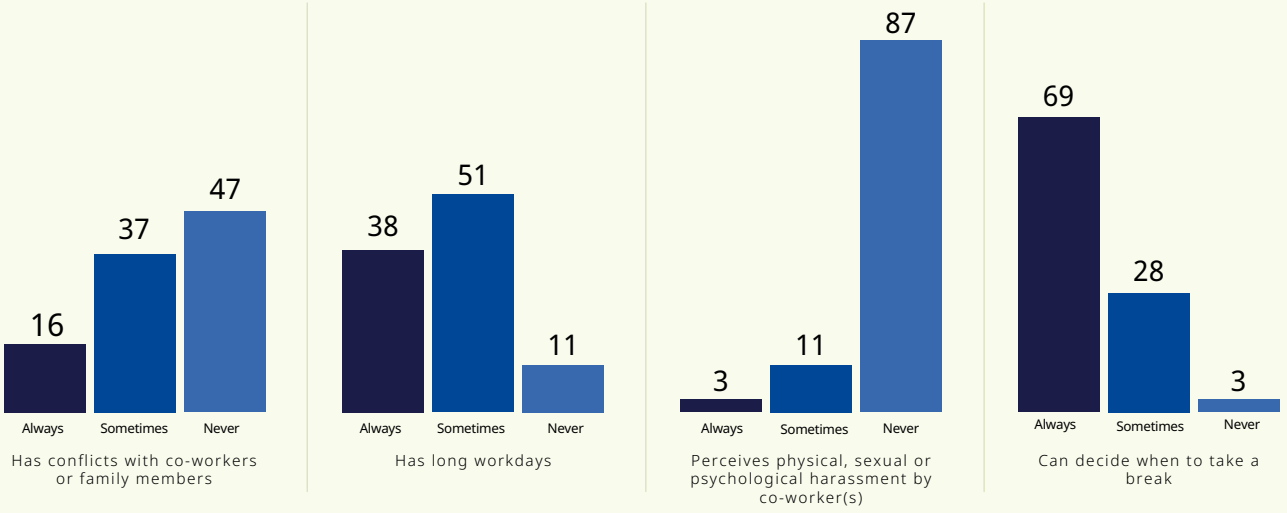
Specialized OSH studies point out that in the organization and internal division of labour there are so-called demands, which may or may not be pathological. The main demands can be classified as psychosocial risk factor, which are lack of control; influence and development at work; lack of social support and leadership quality; poor work compensation; and double working hours (ILO 2013d). Due to the type of work many women do and because of their roles and social structures, they generally face increased psychosocial risks, which can cause work-related stress, burnout, violence, discrimination and harassment. According to the ILO (2013) and as corroborated by the interviews in the study, the implications of these psychosocial risk factors in women include:

- Women entering non-traditional occupations are at particular risk of discrimination and sexual harassment (ILO 2013a).
- Research has found that women's stress levels remain high after work, especially if they have children living at home. Men generally relax quickly at the end of the working day (ILO 2013a).
- The requirements of paid and unpaid work converge and are an element of stress and fatigue that directly affects the deterioration of workers' health, especially because the long working day constitutes a psychosocial risk factor; it also influences ergonomic risks, since one of the factors that increases the risk of musculoskeletal problems is the lack of rest (ILO 2013d).
- The few studies that correlate health and family responsibilities show that while in women there is a relationship between the number of people cared for in the home and the deterioration of health, in men this relationship is not significant. When women combine paid work and domestic or family work, the impact on health is greater (ILO 2013d; ILO/ITC 2011).

In Mexico, the existence of double workdays for women coffee producers has been documented (Álvarez Icaza 2018; Lyon et al. 2016; CEDRSSA 2018). Some 43 per cent of the surveyed women producers spend 8 to 12 hours a day on coffee production, which corresponds to that reported by Álvarez Icaza (2018). On the other hand, 13 per cent reported dedicating 0 to 4 hours a day, while 23 per cent dedicate 4 to 8 hours, which corresponds with the profile of pluriactivity described above. Some 20 per cent of women producers reported dedicating more than 12 hours a day to coffee production. It is important to note that the question referred to the dedication to coffee production in general, although it is known that time allocation varies at each stage of the annual cycle and intensifies during the harvest. To these hours of work must be added the hours dedicated to care work, which determines the final number of hours worked.

As figure 20 shows, long working hours (more than 8) are a risk factor with a high level of exposure, with 89 per cent of the women producers saying that they are sometimes or always exposed to this risk factor. On average, 15 per cent of the respondents say they are always exposed to some psychosocial risk factor.

Graph 20. Frequency of exposure of women producers to psychosocial risk factors

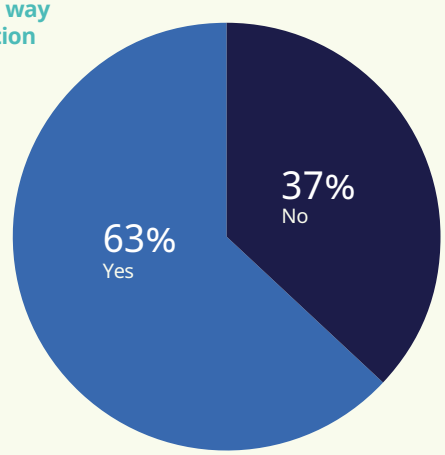


Source: Own elaboration based on the survey of women producers.

The term "gender-based violence and harassment" refers to violence and harassment that is directed against individuals on the basis of their sex or gender or that disproportionately affects individuals of a particular sex or gender and it includes sexual harassment (ILO 2019b). Some 14 per cent of women producers surveyed indicated that they have heard or known of a woman producer who has been subjected to sexual harassment at their workplace, while 3 per cent perceive physical, sexual or psychological harassment from colleagues.

Regarding their perception of safety, 37 per cent of the women producers said that they do not feel safe on the way to and from the coffee plantation. Some 16 per cent of women producers indicated that they had suffered some harm to their health as a result of robbery, aggression or violence while working.

Figure 21. Percentages of women producers who feel safe or unsafe on the way to and from the coffee plantation



Source: Own elaboration based on the survey of women producers.

Occupational accidents and diseases

Given the high level of informality in coffee production, accident statistics are not captured by national statistical systems. In the study on OSH drivers and constraints (ILO 202c), for the specific case of a coffee farm, with data from a five-year period it was reported that:

> *Some 33.5 per cent of the accidents observed involved lacerations, which were caused mainly by machetes during weeding and tree-pruning activities and affected the upper extremities (hands and fingers) and lower extremities (feet and legs); 26.8 per cent involved falls due to the uneven terrain and the work at heights; 23 per cent involved bites or stings by harmful fauna (snakes, insects and other animals); and 17.7 per cent involved pulled muscles or injuries caused by lifting loads and other objects.*
>
> *The data did not record any poisonings by agrochemicals or deaths from occupational accidents or diseases. (ILO 2020c, p. 55).*

The results of the survey with respect to the occupational accidents experienced by women coffee producers are presented below.

Accidents at work

When asked if they had ever in their life had an accident while working in coffee, either at the coffee plantation or at home, 72 per cent of the interviewees said they had. Figure 22 shows the percentages of the types of injuries that women producers experienced while working in coffee, either in the coffee plantation or at home. It can be seen that blows or bruises – and not lacerations as was the case for the farm referred to above – are the most frequent type of injury (65 per cent); sprains, strained muscles or similar injuries are the second most frequent (52 per cent); in third place are heat stroke and lacerations, with 39 per cent each; and finally, 19 per cent report having suffered a superficial injury. This correlates with the high frequency of steep slopes as a workplace and the importance of the physical-environmental and ergonomic risks mentioned above.

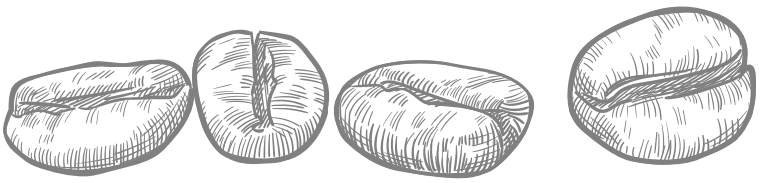
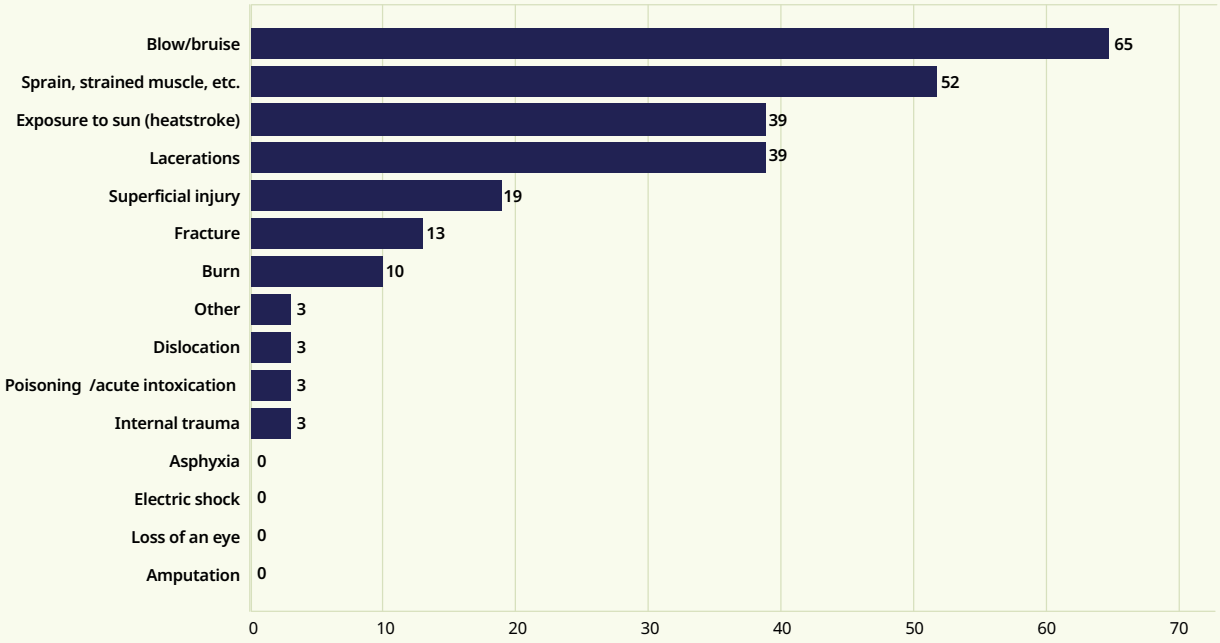


Figure 22. Type of injuries that women producers report having suffered, either at the coffee plantation or at home



Source: Own elaboration based on the survey of women producers.

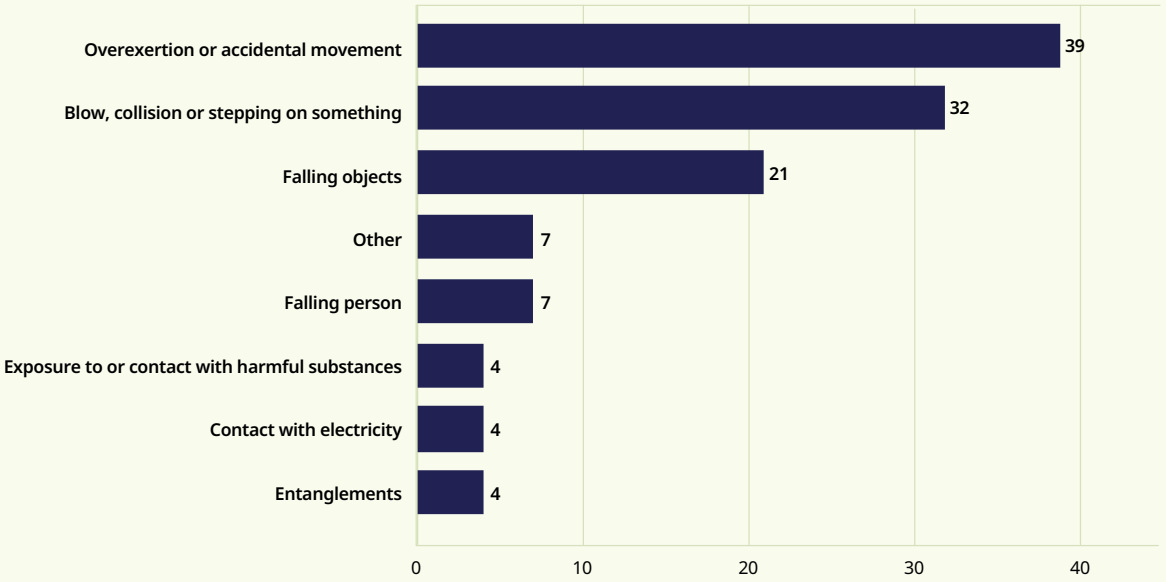
The high accident rate[26] mentioned in the previous paragraph was maintained when women producers were asked about work accidents over the last year: 20 per cent said they had an accident less than 1 month ago; 17 per cent had one 1 to 6 months ago; 30 per cent had one 6 to 12 months ago; and only 33 per cent had not had an accident in the last year. This gives a total of 67 per cent of women producers who said they had an accident in the last year.

Regarding the activities they were performing when the accident occurred in the last year, the two most frequent were weeding and picking coffee, at 34 per cent each, while 24 per cent of the participants indicated that an accident occurred when they were loading, transporting or unloading sacks, with ergonomic hazards being one of the categories with the highest frequency of risk exposure. The movements and positions involved in both activities are also consistent with the body parts most frequently reported as having accidents.

On the other hand, 40 per cent of the women producers said that they were injured by surfaces or furniture in the work environment and 32 per cent by tools or utensils. This finding helps to confirm that the risk factor exposure profiles for men and women coffee producers are different: in addition to tools, the surfaces on which women producers work are a factor that is frequently involved in accidents.

Regarding the type of these accidents, they are most frequently linked to overexertion or a false movement (39 per cent), followed by stepping on, colliding with or being struck by something (32 per cent) and falling objects (21 per cent).

Figure 23. Percentage of accidents by type

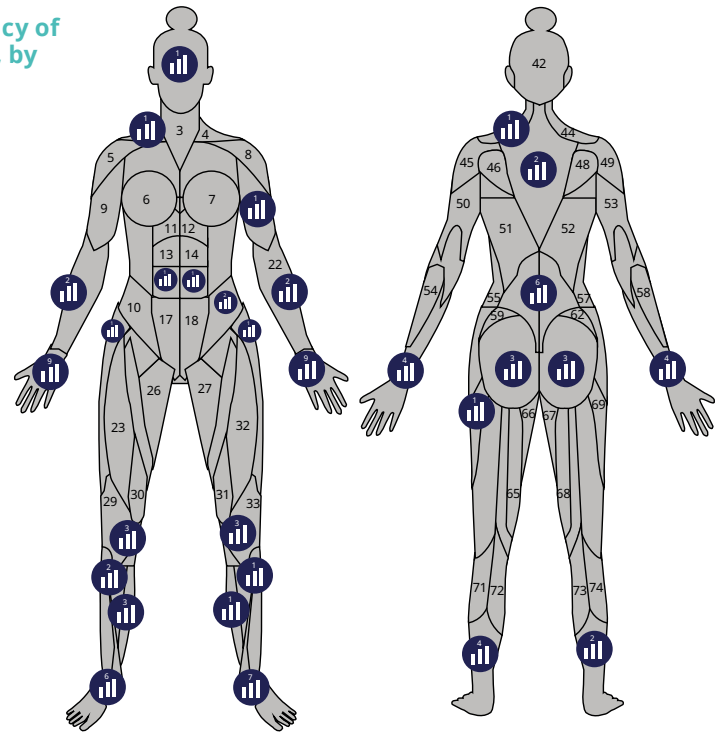


Source: Own elaboration based on the survey of women producers.

On the other hand, 10 per cent of the women producers said that the accident occurred at the beginning of the workday, 59 per cent in the middle of the workday and 31 per cent at the end of the workday.

Diagram 1 shows the frequency with which different parts of the women coffee producers' bodies were affected as a result of accidents, based on the survey. The lower and upper extremities, in particular the hands and feet, as well as the lower back, are the parts of the body most frequently reported to be affected.

Diagram 1. Frequency of reported accidents, by parts of the body

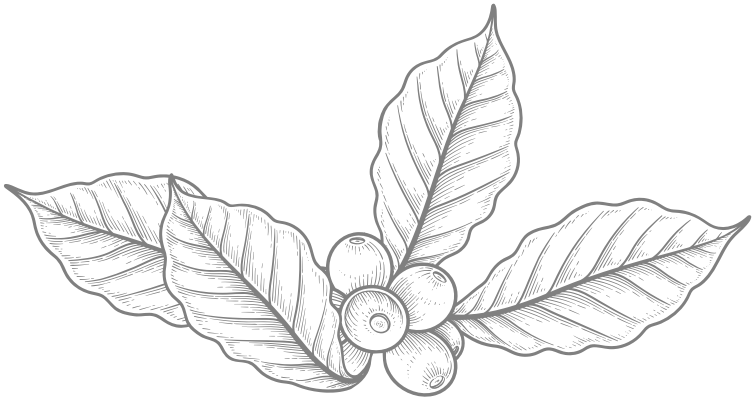


Source: survey of women producers.

The OSH literature indicates that although musculoskeletal disorders occur in both men and women, they do so in different ways. Injuries are more frequent among women and the areas of the body injured are different – for women, the neck–shoulder and dorsal spine areas; for men, the lumbar region, the arms and the knees. These differences may be explained by:

- Working conditions. The task assigned and the interaction with the job is different – both because of job segregation and anthropometric differences, which are often not taken into account – and the workday is longer for women.
- Biological differences. Their smaller size and lesser muscular strength force women to adopt awkward postures.
- Family responsibilities. They prevent the necessary rest after exposure and domestic tasks often affect the same musculoskeletal groups.
- Organizational factors. Fast pace, excessive pressure and surveillance, lack of breaks and rest periods, among others, aggravate the physical burden (ILO 2013c).

The study on OSH drivers and constraints (ILO 202c) reported that accident records are almost non-existent in the small-scale coffee production sector. Of the total number of women producers who had an accident in the last year, 62 per cent reported it – 87 per cent to a family member, 7 per cent to a health centre and only 4 per cent to the organization's management. Of the 38 per cent of women producers who had an accident and did not report it, 67 per cent did not report it because they did not consider it important; 17 per cent did not know they had to report it; 8 per cent mentioned distance as a factor for not reporting it; and 8 per cent mentioned other factors. These results suggest possible approaches to improving occupational accident statistics in smallholder coffee production.



Alterations in health

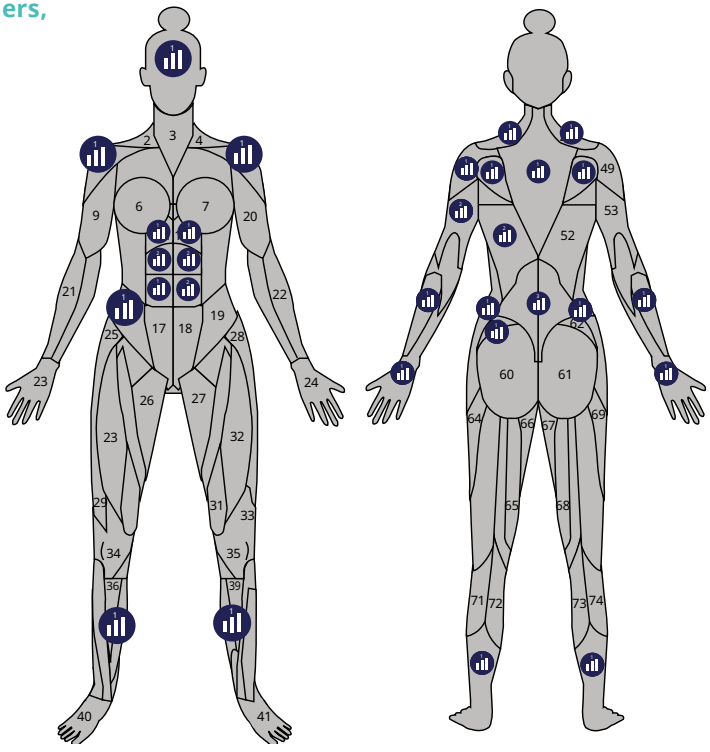
When women producers were asked if they had been diagnosed with any illness by a doctor in the last year, 85 per cent said no but that percentage fell to 76 per cent when asked if they had had any illness in the last year, even if undiagnosed, a difference that may be linked to the difficulty of having effective access to health services.[27]

Of the 24 per cent of women producers who reported that they were diagnosed with a disease in the past year, 27 per cent reported diseases of the muscles, bones and joints and 27 per cent reported diseases of the digestive system and liver.

Again, when asked how many days they stopped working because of their illness, 40 per cent said that they did not stop working because of this diagnosis; 33 per cent said that they stopped working from three to seven days; 13 per cent stopped working up to two days; and 13 per cent stopped working more than one month.

Diagram 2 summarizes the frequency with which the diseases affected each area of the body. It may be observed that the back and stomach are the parts of the body that are most frequently mentioned, which is consistent with the data presented above.

Diagram 2. Frequency of reported health disorders, by parts of the body

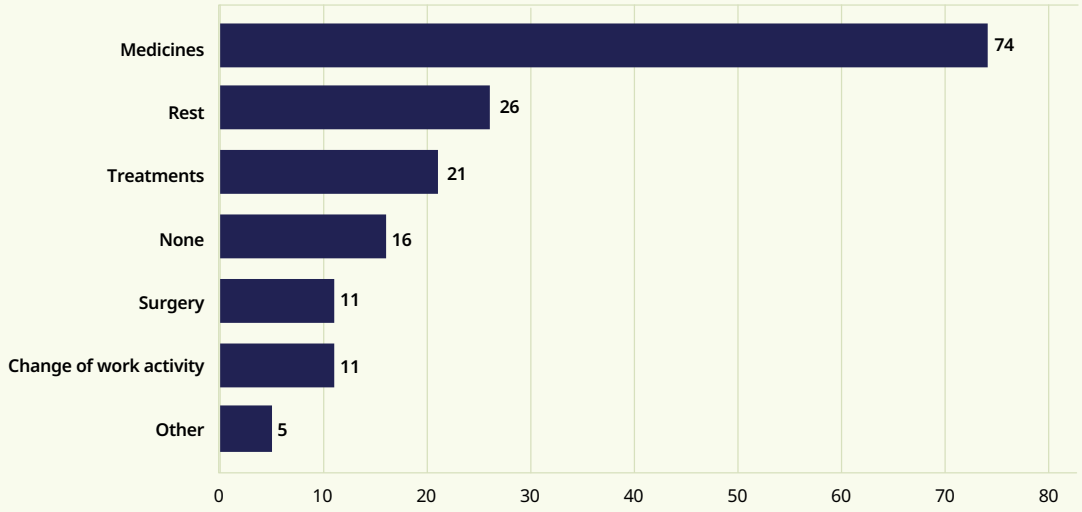


Source: survey of women producers.

Regarding the management of the disease, figure 24 shows that 74 per cent of the women producers did so with med-ication, 26 per cent with rest and 21 per cent with treatments. It should be noted that 11 per cent mentioned a change of work activity as a result of the disease.

27 It is important to note that work-related illnesses were not specifically asked about.

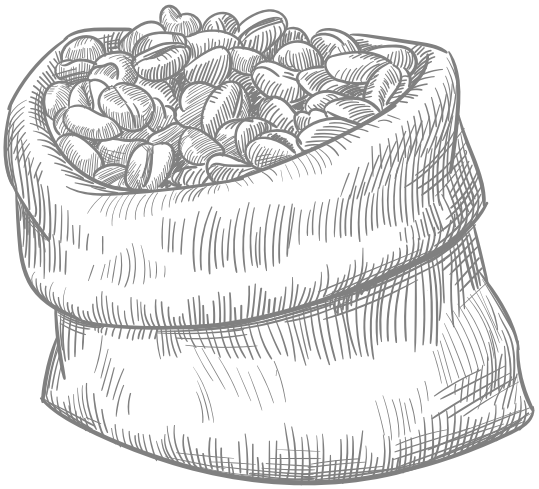
Figure 24. Management of diagnosed and undiagnosed illnesses in the last year



Source: Own elaboration based on the survey of women producers.

Finally, the main medical restrictions that the illness or illnesses they had in the last year caused them were to avoid lifting heavy loads (86 per cent); to avoid maintaining the same posture for more than two consecutive hours (29 per cent) and to avoid contact with chemicals (14 per cent).

It should be noted that these restrictions are related to the description of the areas of the body affected by the disease and to the most common types of diseases, such as muscle, bone and joint diseases.



Sensitivity to risk factors

Informality and lack of social security, even for men and women owners of small coffee production units, place them in a vulnerable position in the face of an accident or health alteration due to work. Given their lower level of involvement as managers of economic units, women have less control over their work environment and therefore fewer possibilities to influence a change in the conditions that determine their sensitivity to risk factors. Therefore, the prevalence of women in unpaid family work and informal wage work may increase their sensitivity to the risk factors described above.

In Mexico, OSH services are not designed to serve people working in agriculture in rural areas[28] and the informal nature of coffee production excludes producers from accessing the services of institutions such as the IMSS.

The women producers who participated in the study are active in the training processes in their organizations. Some 87 per cent said that they had been invited to participate in a training process in the last year and of that number 97 per cent had participated in some training.[29] Despite being producers who are used to participating, when asked if they received training on OSH issues, 92 per cent said that they did not receive any training on OSH issues. The same percentage mentioned that they had not received training courses on the use, maintenance and replacement of PPE to prevent accidents and health problems.

Capacity to respond to an accident or illness at work

One of the main factors that determines a worker's ability to respond to an accident or health disturbance is their effective access to health care. The study on OSH drivers and constraints (ILO 2020c) reported that effective access to health services for coffee producers was very limited. Using data from the 2020 population and housing census, when we look at people who report being employed in agriculture, we find that 11.7 per cent report affiliation with IMSS; 58 per cent report affiliation with Seguro Popular, the Seguro Médico Siglo XXI programme or the Instituto de Salud para el Bienestar;[30] and 26 per cent report no affiliation with any service. According to data from the same census, when asked: "When you have health problems, where do you go for care?", 11 per cent mentioned IMSS; 56 per cent mentioned Seguro Popular or a similar programme; 16 per cent mentioned a private doctor's office, clinic or hospital; 9 per cent mentioned a pharmacy; and 3 per cent mentioned IMSS–Prospera. Although the census retrieves profiles of workers in different agricultural sectors, including intensive agriculture, based on ICO recommendations we may take these data as an approximation of the situation in coffee. However, the study on OSH drivers and constraints (ILO 202c), based on data from the visits that it conducted, estimated that the percentage of IMSS affiliation among coffee producers was practically nil.

When women producers who participated in this study were asked: "Last month were you entitled to a social protection system as part of your work?", 12.5 per cent mentioned IMSS; 6.3 per cent mentioned ISSSTE and the same percentage mentioned university medical services; 18.7 per cent mentioned private medical services; and 56.3 per cent mentioned none of the above. These high

28 This was mentioned in the validation session of the study on OSH drivers and constraints (ILO 202c).

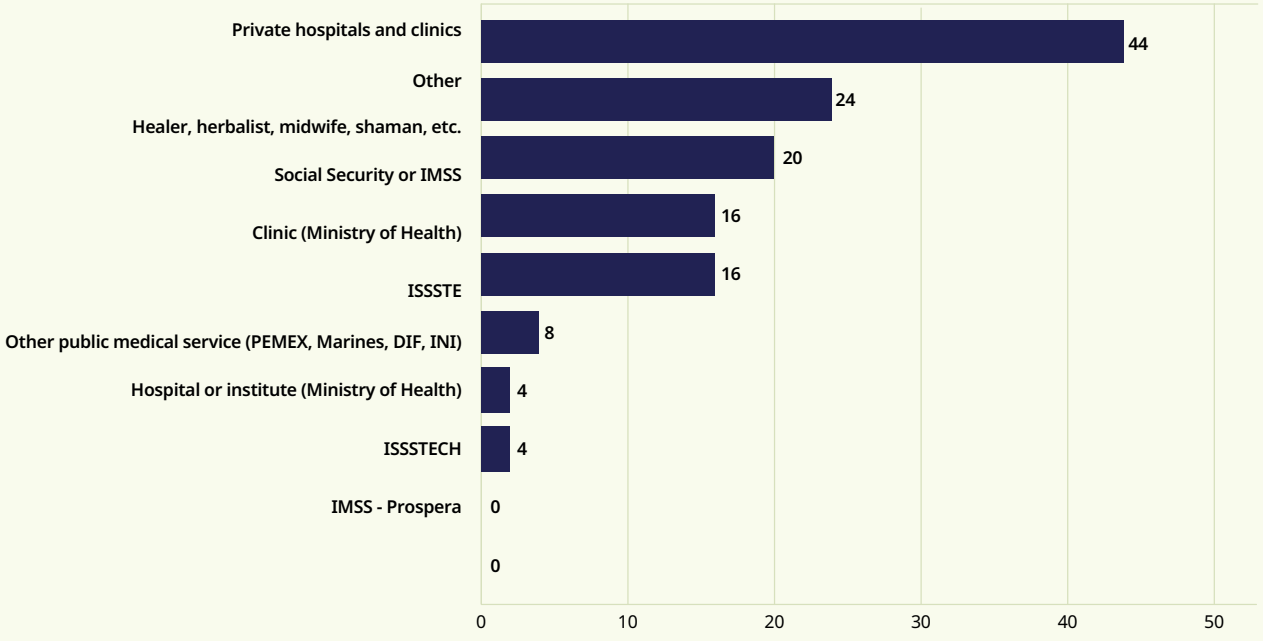
29 The IWCA Mexico chapter estimates that overall, 40 per cent of women working in coffee production are able to access some form of technical training.

30 It is important to remember that this affiliation is only for health services and does not involve other aspects of social security.

percentages of affiliation, compared to what is estimated for the coffee sector, are explained by the pluriactivity of women producers, 57 per cent of whom reported having an activity other than coffee production, while 29 per cent reported that their main source of income was other than coffee production.

Regarding daily access to medical services, 63 per cent of women producers indicated that less than six months ago they had some pain, discomfort, illness or accident that prevented them from performing their daily activities. Of this group, 54 per cent said that they did seek medical attention and of these, 65 per cent received care, mainly in private clinics and hospitals; 44 per cent were treated in public services; and 20 per cent went to a healer, herbalist, midwife or shaman. Similarly, 44 per cent went to either a health centre, hospital or institute of the Ministry of Health, IMSS or ISSSTE, as shown in figure 25. With reference to effective access to health care, 57 per cent of the women surveyed said that it takes them more than one hour to get to a place where they can receive medical services, which shows the barriers they face due to their geographic location.

Figure 25. Type of medical service commonly used (percentage)



Source: Own elaboration based on the survey of women producers.

Referring specifically to access to medical services used at the time their most recent accident, 59 per cent of the participants said that they were treated alone or with their family; 26 per cent went to a health centre or hospital; 7 per cent went to a pharmacy; and the remaining 7 per cent went to a private doctor's office. This pattern of care, mostly outside of public health services, means that the cost of care comes out of the workers' own pockets – 64 per cent of the participants said that they covered the costs of the accident themselves; 36 per cent said that a family member covered the cost; and 4 per cent said that the organization did. Another relevant factor for organized women producers to determine their capacity to respond to an accident or health alteration could be the support in this regard from the organizations to which they belong.

As a result of these injuries, the women surveyed reported that they were off work for an average

of 18 days. When asked whether the accidents or health alterations as a result of their work generated any type of disability, 6 per cent indicated that they suffered a sensory disability and another 6 per cent a motor disability. When asked specifically about the economic disruption resulting from the accident or illness, 48 per cent said they experienced no disruption; 30 per cent said there was a disruption to their family income; and an additional 30 per cent needed a family member to pay for family expenses.

Another factor affecting the responsiveness of institutions is the lack of sex-disaggregated OSH data. Without such data, it is more difficult to identify the hazards and risks and the type of occupational injuries and diseases that specifically affect each sex, making it difficult to develop gender responsive OSH policies (ILO 2013). As mentioned above, for most small producers' organizations, there are no mechanisms for reporting accidents, as only 4 per cent of the women producers surveyed who suffered an accident reported it to the organization of which they are part.

OSH knowledge, attitudes and behaviours towards

The rational model or knowledge, attitude and behaviour (KAB) model is a theory of health behaviour theories based on the premise that an increase in a person's knowledge can produce a change in their behaviour (WHO 2012). Therefore, changes in human behaviour are divided into three successive processes: the acquisition of knowledge, the generation of attitudes and the formation of behaviour. The theory presents the progressive relationship between knowledge, attitudes and behav-iour as follows: knowledge is the basis of behaviour change, while beliefs and attitudes are the driving force of behaviour change.

Applying the principles of the model to this case, it is important to be aware of the knowledge, attitudes and practices of women coffee producers in Mexico so that, starting from there, strategies can be designed to promote OSH behaviours. For the purposes of this study and based on a similar study in Colombia (ILO 2020a), knowledge, attitudes and practices may be referred to as OSH perceptions and defined as follows:[31]

- *Knowledge* is the selected stakeholder's understanding of OSH. This includes general OSH knowledge, recognition of OSH needs, national and company OSH policies and programmes, OSH obligations, their ability to identify hazards, ways to prevent hazards and OSH training.
- *Attitudes* are the selected stakeholders' views and opinions on OSH, as well as on the importance, benefits and barriers to compliance, motivation to adhere to safe and healthy work practices, and OSH awareness and culture. In this sense, attitudes are interrelated with the stakeholder's beliefs and values and can be positive, negative or neutral.
- *Behaviours* are the actual OSH-related practices and actions applied by the actor both individually and collectively. They include the decision to implement a hierarchy of controls, including the protection of machines or other precautionary measures, as well as the use of PPE. Collective prevention actions are contemplated.

31 Based on a study by the ILO (2020a).

The following is a description of the general trends of the KAB questionnaire that is completed at the beginning of the training course for OSH trainers for representatives and technicians of coffee organizations.[32]

Knowledge

All participants link OSH to the prevention of work-related injuries and diseases and the protection and promotion of health and 55 per cent are aware of the existence of OSH-related public programmes. [33] On OSH-related laws and regulations, only 11 per cent reported that they know them very well.

Regarding the knowledge they have to perform specific tasks in the production process in a safe way, it was observed that a significant percentage of participants do not feel safe to perform common practices in coffee production – 21 per cent mentioned not feeling confident to teach someone how to use a machete correctly and 27 per cent did not feel confident to teach other women producers how to handle herbicides or pesticides properly.

Regarding their knowledge of the possible consequences of exposure to different risk factors, 93 per cent linked the use of machetes to injuries; 98 per cent linked lifting loads to back pain; 72 per cent linked the application of agrochemicals to toxic symptoms; and 93 per cent linked snake bites to poisoning. This is despite the fact that only 14 per cent said they had received information on accidents and illnesses related to coffee production, while only 13 per cent said they had received clear and accurate information on how to prevent the injuries, lacerations, poisonings, falls, insect bites and spinal damage that can occur while working in coffee production.

Attitudes

In general, there is a positive attitude towards OSH, the economic benefits it can generate and the need to invest in it. Respondents to the questionnaire express an attitude of not prioritizing production to generate more income over their physical health. They also believe that it is worth investing time and resources in protecting the health of the people they work with, while 73 per cent agree that investing in the prevention of work-related accidents and illnesses pays off in terms of family or economic benefits. However, when asked about their willingness to invest resources to make OSH improvements, 16 per cent said they do not have the resources to do so and 57 per cent were indifferent.

Attitudes towards the risk posed by coffee production are divided, although 70 per cent said they were willing to use special PPE to avoid machete cuts.

Regarding the consideration of risk factors, the OSH profile data indicate that falls and sprains are among the most frequent accidents suffered by women producers. When asked about their attitude towards this factor, 84 per cent agree that the unevenness and slopes of the terrain are a risk to their physical health. On the other hand, 91 per cent agree that snakes or poisonous animals are a risk to their lives.

Finally, when asked if they feel confident when they engage in weeding *(chaporreo)* because they know how to do it, there is a significant percentage of women producers (30 per cent) who do not feel confident about it.

---

32 It is important to note that the same questionnaire was also completed at the end of the training course, which made it possible to measure (for more formative purposes) some changes in the participants' knowledge, attitudes and behaviours.

33 They mentioned: Verifications by the Ministry of Labour and Social Welfare, Handling of agrochemicals and fertilizers, Self-management programme in safety and health at work, Good practices in the handling of agrochemicals, Standard of competence in coffee harvesting, Health at work and application of products that combat rust. International Labour Organization, OSH, Subicafé, Good coffee harvesting practices (Labour Competence Standard ECO272) and PROCODES.

Behaviours

Following the principles of the rational model, one would expect the behaviours reported to be in line with the knowledge and attitudes described in the previous paragraphs. When asked: "Do you take measures to protect people who work with you from accidents while working in the coffee plantation?" or "Do you talk to younger people about your experience with accidents at work to encourage them to take care of themselves?", the responses reflect a positive trend, with 90 per cent taking preventive action.

Regarding specific production practices, 66 per cent report using a leather sheath for their machete; 75 per cent report wearing boots; 84 per cent report wearing a hat; 43 per cent report wearing glasses or a mask; and 50 per cent report wearing cotton clothing. Regarding practices for obtaining medical services in case of an accident, 60 per cent said that they would receive immediate medical attention; 16 per cent do not know what would happen; and 16 per cent think that they will take care of it themselves because it will be difficult to find a doctor.

Some 91 per cent of the women producers surveyed said that with the situation caused by the COVID-19 pandemic they take precautions that they did not take before, in particular by using masks, handwashing and alcohol gel. It was also mentioned that the number of people working at the same time in coffee plantations has decreased. The following five practices were noted:

- From the moment we leave the house, we ask the people who accompany us to the coffee cutting to wear masks, since the transportation is done by tractor and we are in direct contact with them. At lunchtime, we maintain a distance of at least 1 m. Only men do the harvesting in the steepest terrain in order to avoid accidents.
- We no longer share our work materials and tools or our meals; we wear masks on public transport; and we bathe and wash our hands when we get home.
- We talked to workers about how to take care of themselves and their families so that they do not get infected.
- We let the coffee organization know when someone gets sick, including a family member at home, so that we can be on the alert.
- We have better handwashing hygiene.

In short, the model of knowledge, attitudes and behaviours of women coffee producers and workers offers an analytical perspective that helps to understand the challenges of OSH and how to promote some practical and effective measures.

5. Conclusions

The women producers and workers belonging to coffee organizations that participated in the study represent 1.6 per cent of the total number of coffee production units in Mexico that own 1 to 5 hectares. However, two subgroups were identified among these women producers:

1. **The first subgroup has a lower level of education and is strongly linked to coffee as a sole activity, in line with what was described by Cárcamo (2007) and Merlín Uribe et al. (2018) who, for example, in proposing typologies of peasant strategies in organic coffee farming in Chiapas, identify a profile of elderly, labour-intensive women.**

2. **In the second subgroup, we find women producers who combine coffee production with activities in the tertiary sector and who have a higher level of education.**

Regarding the labour profile of the participating women producers, it was confirmed that coffee is an economic activity with labour segregation by sex. Although women participate in all activities of the production process, their participation is concentrated in non-mechanized activities, with a high manual component and related to ensuring the quality of coffee. In line with what Lyon et al. (2010) report, the activity they most frequently perform, either alone or with help, is harvesting or picking, as well as drying coffee at home. The activity they carry out less frequently is the application of herbicides. It is relevant to highlight that activities related to the commercialization of coffee, such as delivering and receiving money for the sale of coffee, are among the most frequent activities performed by this specific group.

Coffee production is not the main source of income for most of the surveyed women producers, who also engage in other primary and tertiary sector activities, such as the sale of handicrafts, embroidery and tourism services. Even so, coffee production occupies much of their time, with the hours dedicated to coffee production ranging from 1.5 to 15 hours per day.

Regarding the participation of women producers in their organizations, while confirming what was reported by the ICO (2018) on the difficulties that women have to actively participate in coffee organizations, it was also observed that certain organizations have different levels of maturity in relation to that issue, highlighting the differences arising from awareness-raising processes in internal inclusion policies. The group of women who were the subject of the study are above average in terms of participation; however, although there are exceptions, the same problem described by Jurado Celis (2017) persists concerning the lack of access to leadership roles.

In-depth interviews indicate that family history, land tenure, educational level, partner support, experience in other fields and marketing management are individual or family factors that promote this participation. In addition, social cohesion, the community culture of indigenous peoples and the migration of men are factors that encourage women's participation in this type of organization. On the other hand and in line with what has been reported in the literature, the time available to women due to the responsibilities they assume in the family is presented as an important barrier to improving this participa-tion. However, this barrier can be reduced in the light of authentic policies of inclusion that address equity in the distribution of care work, as demonstrated in the case of one of the organizations participating in the study.

Comparing the results of the present study with those of the study on OSH drivers and constraints (ILO 2020c) on which it is based, it can be established that there is a differentiated risk exposure profile for women producers compared to that of men producers.[34] Women feel more exposed to ergonomic, physical and environmental risk factors and those associated with workplace conditions (specifically uneven terrain), accidents and illnesses related to these and their consequences; this contrasts with the study on OSH drivers and constraints (ILO 202c), which focused on mechanical risk factors, specifically the use of the machete and accidents linked to this and their consequences.

Regarding the use of PPE, 8 out of 10 women producers report using it; however, when disaggregated by type, the most frequent is the use of a hat or cap and boots, both more than 80 per cent. Given the importance of ergonomic risks for women producers, it would be relevant to conduct further research on additional PPE that could reduce the probability of accidents and illnesses related to this type of risk. In fact, 65 per cent of the women producers indicated that they do not have adequate and sufficient PPE.

An important contribution of this study is to address in some depth psychosocial factors, which, as reported by the ILO (2013d), affect women more than men, especially when coffee production work is combined with domestic work. For women coffee producers, double working hours is the most important psychosocial risk factor in terms of frequency (89 per cent) and consequences, followed by conflicts with co-workers or family members; physical, sexual or psychological harassment

34 This can be stated only in general terms, since neither study has a methodology to establish comparisons by gender or gender gaps.

by co-workers; and finally, not being able to decide on their rest periods. Among other psychosocial risk factors, 37 per cent of the women producers said that they did not feel safe on the way to and from the coffee plantation and 16 per cent indicated that they had suffered some harm to their health due to robbery, aggression or violence while working.

The accident rate reported by the women producers in the last year is 67 per 100, well above the average accident rate in Mexico, which is 2 per 100 workers. In the absence of administrative records on accidents in the coffee sector, let alone disaggregated by gender, the data found should be interpreted as valid only for the group that participated in the study. The most common accidents were blows or bruises and sprains or strained muscles, both linked to ergonomic risk factors. When asked what activity they were doing when they were injured, the most common responses were weeding and picking coffee. The respondents identified overexertion or an accidental movement as the most frequent cause of accidents and said that they were also more frequently injured by the work surface than by tools or utensils. The lower and upper ex-tremities, in particular the hands and feet, are the areas of the body most frequently reported to be affected, as well as the lower back. These findings highlight the need for a differentiated approach to accident prevention for women in coffee production.

With respect to health disorders due to work, 3 out of every 10 women producers had some kind of illness last year, whether diagnosed or not. The most common illnesses were those of the digestive system and liver; the muscles, bones and joints; and diabetes, gastritis or colitis. The back and stomach are the most frequently mentioned parts of the body. Although the question focused on work-related illness, it is clear that the report of illnesses in general was obtained, so that these defi-nitional difficulties should be considered in future data collection exercises.

The informal conditions of organized small-scale coffee production in Mexico and the lack of effective access to health care in rural areas of the country mean that, in the event of an accident or illness, women producers themselves or their families have to cover the costs, although for a specific subgroup of women producers their pluriactivity allows them to have access to social security.

Access to health and safety services adapted to the needs of women producers could help to increase the possibilities of OSH training, which is currently identified as minimal. There is a genuine interest on the part of trainers

and women pro-ducers to continue training on OSH issues, as expressed during the training sessions, suggesting a need for the implementa-tion of simple gender-oriented methodologies in line with ILO methodologies, including self-care issues.

In this effort to increase training options, the support of institutions such as the IWCA is fundamental, as it has a group of women leaders capable of contributing to improving methodologies and implementing training. The biggest challenge for the sector is to provide the IWCA with funding mechanisms that allow it to play a more active role in providing organizations with technical assistance on gender and OSH.

Recommendations for policymakers and technicians

In the context of small rural production units, which make up 98 per cent of all coffee production units in Mexico and in which women producers are at the same time owners, unpaid workers and employers of other workers, public policy recommen-dations for the improvement of OSH with a gender approach should consider this complexity, have an intersectoral approach and rely on the upper links of the value chain, especially at the marketing stage, to generate incentives for sustainable interventions for the improvement of OSH.

- **Global recommendation 1. Apply the OSH producer survey (presented in full in Annex 1), appropriate to the particularities of each country.** For future versions of the survey, it is recommended that its scope be revised, focusing on OSH aspects. It should also be considered that the questions on the experience of motherhood and the breastfeeding period were among those with the highest percentage of non-response, so it is necessary to review their formulation. In addition, it is suggested to include a question on the migration of the domestic partner, due to the importance of this category for the labour profile. Based on the experience of this study, the method of administering surveys to small groups of men and women seems ap-propriate. It is not recommended that they complete the survey on their own. In-depth interviews (see Annex 4) were very useful to triangulate the results obtained by the other instruments.

- **Global recommendation 2. Engage in promoting gender-sensitive OSH at the higher end of the value chain.** Consideration should be given to supporting gender-sensitive OSH improvement interventions because of buyers' interest in these issues. It is recommended to promote a mixed approach that combines the internal strength of organizations and market-generated incentives for the promotion of gender-sensitive OSH.

- **Global recommendation 3. Develop gender-sensitive OSH training methodologies for women producers.** The experience of the training process in which this study was developed shows the importance of gender-sensitive methodologies that are respectful of both women's time and the time dedicated to coffee production and are adapted to the productive reality of women workers. Specifically, an area of opportunity was identified to generate materials that can be used by women producers, such as a guide to identify the main risk factors in a checklist format. It is important to consider that the technical staff of organizations, especially those without inclusion policies, is generally composed of men, who should be included in any OSH training strategy.

- **National recommendation 1. Continue to generate information on OSH profiles for permanent or temporary women wage workers.** Given the distance of small coffee production units from official OSH information systems, timely data collection and analysis exercises are important. As for the previous recommendation, it would seem appropriate to apply surveys to small groups of men and women. Another requirement in this regard is to seek to generate information at the organizational level, promoting the reporting of accidents and their review in OSH committees with the participation of women. This line of work can be strengthened with the help of AMECAFE, CLAC and IWCA.

- **National recommendation 2. Support the process of institutionalization of gender-sensitive OSH in coffee organizations.** Coffee organizations would benefit from establishing policies that promote the institutionalization of OSH, including by conducting risk analyses with a gender perspective; training in OSH with a gender perspective; and addressing issues such as maternity, pregnancy, breastfeeding, violence, harassment and double shifts. On this last point and based on the current efforts of CLAC and IWCA, it is suggested to support processes in producer organizations to establish institutional policies for the empowerment of women that strengthen OSH and are based on the Mexican legal framework that promotes gender equality in all areas.[35] In production organizations, these policies could include the following lines of work: (a) recognizing through publications, the work of women producers, especially in economic units led by men; (b) recognizing and sharing unpaid care activities, as demonstrated by one of the organizations interviewed; and (c) developing protocols for addressing domestic violence, workplace violence and harassment. These recommendations should also consider the specific needs of indigenous women producers.

35 See Mexico, INMUJERES 2020b.

- **National recommendation 3. Strengthen the presence and representation of women producers in sectoral coordination bodies.** It will be difficult to implement all of the above-mentioned recommendations if decision-making spaces and funding for gender-sensitive OSH issues are not guaranteed at the sectoral level.

- **National recommendation 4. Develop remuneration and income studies based on occupational profiles of women in the coffee value chain.** This type of study will make it possible to assess the profiles necessary to determine similarities and dif-ferences – such as the daily, weekly, biweekly or monthly salary of each identified profile.

- **National recommendation 5. Promote and extend social protection for women coffee producers and workers in Mexico.** The lack of information on the part of women with respect to the mechanisms of affiliation and the advantages of affiliation to social security has been confirmed by the study. The absence of health infrastructure in remote rural areas where coffee is produced also represents a huge challenge to making this recommendation effective.

6. Bibliography

Aguirre Cadena, Juan Francisco. 2018. "Producción de café en comunidades indígenas de México: beneficios sociales y ambientales", *Agro Productividad,* 5(2).

Álvarez Icaza, Santiago. 2018. "Calidad de vida en productores de café organizados en Chiapas". Tesis de maestría para el Colegio de la Frontera Sur (ECOSUR).

CAFECOL (Centro Agroecológico del Café A. C.). 2013. Estudio de condiciones y medio ambiente del trabajo infantil en la agricultura del café durante la etapa de la cosecha. Realizado en el centro del estado de Veracruz, México.

Cantú Cantú, Rosa Elena y Gisella Illescas Palma. 2020. *Mujeres en café igualdad para el desarrollo del sector,* marzo. [Presentación en PPT]. México: IWCA México.

Cárcamo-Toalá, Naima Jazíbi. 2007. "Sustentabilidad y género en la caficultura de la región Sierra del estado de Chiapas". Tesis de maestría, Colegio de Postgraduados, Montecillo, Texcoco, México.

Cárcamo-Toalá, Naima Jazíbi, Verónica Vázquez-García, Emma Zapata-Martelo, Austreberta Nazar-Beautelspacher. 2009. "Sustentabilidad, comercio justo y equidad de género. Un estudio comparativo de dos organizaciones cafetaleras de Chiapas", *Sociedades Rurales, Producción y Medio Ambiente*, vol. 9, núm. 18: 109-140.

Carton de Grammont, Hubert. 2009."La nueva estructura ocupacional en los hogares rurales mexicanos" en *La pluriactividad en el campo latinoamericano* editado por Hubert C. de Grammont y Luciano Martínez Valle (coord.) Quito: Flacso Ecuador.

CEDRSSA (Centro de Estudios para el Desarrollo Rural Sustentable y la Soberanía Alimentaria). 2018. Café de alto valor producido por mujeres.

CIF (Centro Internacional de Formación de la OIT). 2011. *Salud y Seguridad en el Trabajo desde la perspectiva de género: Módulo para la formación de hombres y mujeres sindicalistas.*

CLAC (Coordinadora Latinoamericana y del Caribe de Pequeños Productores y Trabajadores de Comercio Justo) - Fairtrade. 2021. Página de inicio de la web de la CLAC.

CONABIO (Comisión Nacional para el Conocimiento y Uso de la Biodiversidad). 2012. Sistemas Productivos Sostenibles y Biodiversidad (SPSB) (página web de la CONABIO).

CONAPO (Consejo Nacional de Población). 2020. "La composición de las familias y hogares mexicanos se ha transformado en décadas recientes como resultado de cambios demográficos y sociales". *Consejo Nacional de Población* (blog).

De Janvry, Alain y Elisabeth Sadoulet. 2001. "Conceptos para un Enfoque de Desarrollo Rural en México y Centroamérica: Desarrollo Regional e Inclusión Económica". s/l: BID.

Einarsen, Ståle, Helge Hoel y Guy Notelaers. 2009. "Measuring exposure to bullying and harassment at work: Validity, factor structure and psychometric properties of the Negative Acts Questionnaire-Revised". *Work and Stress*. 23, núm. 1: 24-44.

FAO (Organización de las Naciones Unidas para la Alimentación y la Agricultura). 2011. "Women in agriculture: Closing the gender gap for development", en *The state of food and agriculture* 2010-11, Roma: FAO.

Gobierno de Chile, Ministerio de Salud. 2001. *Primera Encuesta Nacional de Empleo, Trabajo, Salud y Calidad de Vida de los Trabajadores y Trabajadoras en Chile* (ENETS) 2009-2010.
González, Luz. 2020. *Situación actual de la lactancia materna en México.* México: CINyS, Instituto Nacional de Salud Pública.

Henderson, Thomas Paul. 2019. "La roya y el futuro del café en Chiapas", *Revista mexicana de sociología,* 81(2), 389-416.

Henry, Carla y Jackeline Adams. 2013a. *Spotlight on sexual violence and harassment in commercial agriculture: Lower and middle income countries.* Research Department Working Paper No. 31.

IFPRI (International Food Policy Research Institute). 2020. *MODULE G. Project WOMEN'S EMPOWERMENT IN AGRICULTURE INDEX – A-WEAI Version.*

IMSS (Instituto Mexicano del Seguro Social). 2019. *Memoria estadística 2019.*

INEGI (Instituto Nacional de Estadística y Geografía). 2010. *Censo de Población y Vivienda: Cuestionario básico.*

_____. 2017. *Encuesta de Ingreso Gasto de los Hogares: Cuestionario para personas de 12 o más años.*

_____. 2017a. *Encuesta Nacional Agropecuaria: Cuestionario básico.*

_____. 2018. *Encuesta Nacional Agropecuaria ENA 2017: Conociendo el campo de México.*

_____. 2020. *Encuesta Nacional Agropecuaria ENA 2019: Cuestionario básico.*

_____. 2021. *Censo de Población y Vivienda 2020.*

INMUJERES (Instituto Nacional de las Mujeres). 2020. "Las mujeres y el acceso a la tierra", *Desigualdad en Cifras,* año 6, Boletín 5, mayo.

_____. 2020b. *Programa Nacional de Igualdad entre Mujeres y Hombres, PROIGUALDAD 2021-2024.* México: INMUJERES.

INSP (Instituto Nacional de Salud Pública) e INEGI. 2019. *Encuesta Nacional de Salud y Nutrición 2018: Principales resultados* [PPT].

International Trade Center. 2008. «Women in coffee», en *International Trade Forum Magazine,* núm. 3-4.

IWCA (International Women Coffee Association). 2021. Página de inicio de su sitio web.

Jurado Celis, Silvia Nuria. 2017. "De la parcela a la mesa. El trabajo de las mujeres en torno a la pequeña producción de café en Oaxaca, México", *LAT, Revista Latinoamericana de Antropología del Trabajo,* vol. 1, núm. 1.

Lyon, Sarah, Josefina Aranda Bezaury y Tad Mutersbaugh. 2010. "Gender equity in fairtrade-organic coffee producer organizations: Cases from Mesoamerica", *Geoforum* 41 (93-103).

Lyon, Sarah, Tad Mutersbaugh y Holy Worthen. 2016. "The triple burden: the impact of time poverty on women's participation in coffee producer organizational governance in Mexico", *Agriculture and Human Values,* vol. 34, núm. 2, junio: 317-331.

Merlín Uribe, Yair, Fabien Charbonnier, Armando Contreras-Hernández, Obeimar Balente Herrera Hernández, Lorena Soto-Pinto. 2018. "Tipología de estrategias campesinas en la caficultura orgánica de la Sierra Madre de Chiapas", *Ecosistemas y Recursos Agropecuarios*, 5(15): 411-423.
Nazar-Beutelspacher, Austreberta, Emma Zapata-Martelo, María del Rosario Ayala-Carrillo, Blanca Suárez-San Román. 2014. "Fecundidad, trabajo infantil y migración de jornaleros(as) agrícolas del café en el espacio transfronterizo México-Guatemala", *Ra Ximhai,* vol. 10, núm. 7: 117-132.

Nespresso. 2017. *Working together for gender equality. Methodology, results, and actions.* s/l: Nespresso.

OIC (Organización Internacional del Café). 2018. *Igualdad de género en el sector café*, ICC, 121-5.

OIT (Organización Internacional del Trabajo). 2013a. *10 Keys for Gender Sensitive OSH Practice: Guidelines for Gender Mainstreaming in Occupational Safety and Health.* Documento de trabajo. Ginebra: OIT.

_____. 2013b. "La perspectiva de género en salud y seguridad en el trabajo", *Género, salud y seguridad en el trabajo. Hoja informativa 1.*

_____. 2013c. "Condiciones de trabajo, riesgos y género", *Género, salud y seguridad en el trabajo Hoja informativa 2.*

_____. 2013d. "La organización del trabajo y los riesgos psicosociales: una mirada de género", *Género, salud y seguridad en el trabajo. Hoja informativa 3.*

_____. 2013e. "El hostigamiento o acoso sexual", *Género, salud y seguridad en el trabajo. Hoja informativa 4.*

_____. 2013f. "Salud reproductiva, protección del embarazo y lactancia", *Género, salud y seguridad en el trabajo. Hoja informativa 5.*

_____. 2015. "La dimensión de género: integración de la perspectiva de género en las políticas de SST". Análisis, 16 de marzo.

_____. 2018. La seguridad y salud en el trabajo en las cadenas mundiales de valor: *Kit de inicio - Evaluación de los incentivos y las limitaciones para mejorar la seguridad y salud en el trabajo en las cadenas mundiales de valor y formular intervenciones,* Ginebra: OIT.

_____. 2019. Documento final del estudio de CdV del café con enfoque de empleos verdes, género y empleo juvenil a nivel local, Chiapas (fases: mapeo y análisis). Documento borrador.

_____. 2019b. C190 - Convenio sobre la violencia y el acoso, 2019 (núm. 190).

_____. 2020a. *Accidentes y enfermedades laborales, percepciones y buenas prácticas en el sector cafetero colombiano,* Colombia: OIT.

_____. 2020b. *Condiciones de trabajo y de salud de las personas que realizan actividades temporales o estacionales en cultivos de café,* Colombia: OIT.

_____. 2020c. *Incentivos y limitaciones para la mejora de la seguridad y salud en el trabajo en la cadena mundial de valor del café de México. Estudio de caso,* México: OIT.

_____. 2020d. *Vision Zero Fund - Shared Responsibility for Safer Supply Chains.* Sitio web de Vision Zero Fund.

_____. 2020e. *Convenios y recomendaciones.*

_____. 2020f. "Propuesta chatbot". Documento borrador.

_____. 2020g. *Safe and healthy working environments free from violence and harassment.* Ginebra: OIT.

_____. 2021. "Inteligencia artificial a disposición de los caficultores mexicanos", Noticia, 28 de enero.

_____. 2021a. "Género y seguridad y salud en el trabajo", *Hoja informativa.*

Osorio, Martha, Anna Laven, Rebecca Morahan, Ambra Gallina, Katarzyna Jaskiewicz y Lisanne Oonk. 2019. *Changing the terms of women's engagement in cocoa and coffee supply chains.* Roma: FAO (Food and Agriculture Organization of the United Nations), KIT Royal Tropical Institute of the Netherlands and Twin.

Patton, Michael Quinn. 2002. *Qualitative Research and Evaluation Methods*, tercera edición, Thousand Oakes, California: Sage Publications.

Robles-Santana, María Aránzazu. 2018. "Acercamiento a la histórica migración de mujeres indígenas Mam de Guatemala a las fincas cafetaleras de Chiapas (México). Análisis de su situación actual", *Jangwa Pana*, vol. 17, núm. 3: 360-381.

Rojas Wiesner, María Luz. 2018. "En el borde: ser trabajadora agrícola inmigrante en Chiapas", en *Carta Económica Regional*, año 30, núm. 121, enero-junio.

Sánchez Juárez, Gladys Karina. 2015. *Los pequeños cafeticultures de Chiapas. Organización y Resistencia frente al mercado.* Chiapas, México: Universidad de Ciencias y Artes de Chiapas y CESMECA (Centro de Estudios Superiores de México y Centroamérica), colección Thesis, núm. 4.

Specialty Coffee Association of America. s. f. *A blue print for gender equality in the coffeelands.* S. l.: SCAA White paper.

Vázquez García, Verónica. 2002. *¿Quién cosecha lo sembrado? Relaciones de género en un área natural protegida mexicana.* México: Colegio de Postgraduados en Ciencias Agrícolas: Plaza y Valdés.

WHO (World Health Organization). 2012. *Health education: theoretical concepts, effective strategies and core competences.* El Cairo: WHO Regional Office for the Eastern Mediterranean.

____. 2016. *Gender equality, work and health: a review of the evidence.* Suiza: WHO.

Zapata Martelo, Emma María, Blanca Suárez San Román, Naima Jazíbi Cárcamo-Toalá, 2012. "Tierra y migración: formas en las que participan las mujeres", en Esperanza Tuñón y Martha Luz Rojas (eds.), *Tierra y Migración*. San Cristóbal de las Casas, México: ECOSUR, COLEF, COLMICH, CIESAS: 241-273.

Annex 1. Survey of health and working conditions for women engaged in temporary or seasonal coffee production activities

Introduction

- The International Labour Organization (ILO) is conducting a survey that aims to describe the profile of women mem-bers of coffee-growing organizations, in particular the situation and challenges they face in terms of health and safety in coffee production.
- This survey includes questions about you, about your work in coffee production and about your involvement in the organization.
- Your name will not be asked for in the survey and data will not be shared with your organization.
- You can end the survey at any time.
- Would you like to participate in this survey? Yes/No

Signature: _____

SECTION 1. Socio-economic profile

A. Identification

First we are going to ask you some general information about yourself. Circle the answer that best describes your situation.

1. Are you a coffee producer?

1. Yes
2. No

2. How old are you in years? _____

3. What is your marital status?

1. Single
2. Married
3. Free union
4. Separated or divorced
5. Widow

4. According to your culture, do you consider yourself indigenous?

1. Yes
2. No

5. What is the last level of education you completed?

1. Preschool
2. Primary
3. Secondary
4. High school or equivalent
5. Technical training
6. Bachelor's degree or equivalent
7. Master's or postgraduate degree
8. None

6. Do you use a cell phone?

1. Yes
2. No

7. What applications did you use in the last week? Check all that you use

1. Faceboook
2. Whatsapp
3. Internet
4. Text message
5. None

B. Family nucleus

Now we will ask you a few questions about the family you live with.

8. In your home live ...

1. Your partner and you
2. Your partner, you and your children
3. You and your children
4. Extended family: includes parents, children, grandparents, aunts, uncles, cousins and other relatives by blood or marriage
5. You live alone
6. Other (specify) _____

9. Are you the head of your household?

1. Yes (go to question 11)
2. No

10. Who are you as the head of household?

1. Spouse or partner
2. Daughter
3. Granddaughter
4. Daughter-in-law
5. Mother
6. Mother-in-law
7. Other (specify) _____

C. Access to health and social security

The next block of questions asks if you have social security and what types of health services you use regularly.

11. Last month you were entitled from your job to

1. Social Security Medical Services (IMSS)
2. Medical Services (ISSSTE)
3. Medical Services (ISSSTECH)
4. Medical Services (PEMEX)
5. Army or navy
6. University medical services
7. Private medical services
8. None of the above

12. When was the last time you suffered any pain, discomfort, illness or accident that prevented you from carrying out your daily activities? Give the approximate date, it does not have to be exact.

_____

13. On that occasion, did you seek care?

1. Yes
2. No (go to question 17)

14. Did you receive care?

1. Yes (continue to question 15)
2. No (go to question 17)

15. Where were you seen? Check all the places you were seen at that time.

1. Health centres (Ministry of Health)
2. Hospital or institute (Ministry of Health)
3. Social security or IMSS
4. IMSS-Prospera
5. ISSSTE
6. ISSSTECH
7. Other public medical service (PEMEX, defence, navy, National System for Integral Family Development, National Institute for Indigenous Peoples)
8. Private practices and hospitals, pharmacies
9. Healer, herbalist, midwife, alternative healer, etc.
10. Other (specify) _____

16. How long did it take you to get to the first place you were seen?

1. Less than 1 hour
2. From 1 to 3 hours
3. More than 3 hours

17. Why did you not seek medical care? Check all that apply

1. Nowhere to go for care
2. Had no money
3. Not given the medicine needed
4. Medical unit was not open
5. No doctor available
6. Prevented from doing so by a household member
7. Did not have time
8. There was no one to take her
9. Did not want to/felt it was unnecessary
10. Self-medicated or self-prescribed
11. Other (specify) _____

SECTION 2. Occupation characteristics in the production unit with OSH approach

A. Women's occupation in coffee and domestic work

We have finished with the general questions about you and your family. Now we will ask you about your occupation as a coffee producer.

18. In this coffee cycle that began in October of last year, how many plots of land are you managing in total?

_____

19. How many hectares are these plots of land in total?

20. Under what name is the title deed to these lands?

1. My name only
2. My partner's name
3. Both my name and my partner's name
4. The name of a family member (specify which family member) _____
5. Other (specify) _____

21. What is the main source of income for your family?

1. Coffee production
2. Coffee production and another activity in equal measure
3. An activity other than coffee production. Which one? _____

22. How many years have you been producing coffee? _____

23. On average, how many hours a day do you spend on coffee production? Include the time you spend on activities such as cooking food for workers, cleaning drying areas or other work in support of coffee production.
_____ **hours**

Now comes a series of several questions about the specific activities you perform in coffee production

24. Mark the option that comes closest to how you are involved in coffee production activities:

• Tree trimming	**Alone/ With help / I don't do this activity**
• Weeding *(chaporreo)*	**Alone/ With help / I don't do this activity**
• Pruning	**Alone/ With help / I don't do this activity**
• Applying compost or fertilizer	**Alone/ With help / I don't do this activity**
• Applying herbicides	**Alone/ With help / I don't do this activity**
• Pest control	**Alone/ With help / I don't do this activity**
• Harvesting or picking	**Alone/ With help / I don't do this activity**
• Carrying sacks of coffee	**Alone/ With help / I don't do this activity**
• Preparing food for workers	**Alone/ With help / I don't do this activity**
• Depulping and washing	**Alone/ With help / I don't do this activity**
• Fermenting	**Alone/ With help / I don't do this activity**
• Drying coffee at home	**Alone/ With help / I don't do this activity**
• Delivering coffee to the organization or buyer	**Alone/ With help / I don't do this activity**
• Receiving money from the sale of coffee	**Alone/ With help / I don't do this activity**

25. What is your level of involvement in the decision to prune the family's coffee plants?

1. I decide **on my own.**
2. I decide **mostly on my own,** but I talk it over with someone else
3. I decide **together with someone else**
4. Someone else decides, **but I contribute ideas**
5. Someone else decides **on their own**

26. What is your level of involvement in the decision to harvest the family's coffee?

1. I decide **on my own.**
2. I decide **mostly on my own,** but I talk it over with someone else
3. I decide **together with someone else**
4. Someone else decides, **but I contribute ideas**
5. Someone else decides **on their own**

27. What is your level of involvement in making the decision to make a large family expense (for example, purchase of supplies, sheet metal for roofing, etc.)?

1. I decide **on my own.**
2. I decide **mostly on my own,** but I talk it over with someone else
3. I decide **together with someone else**
4. Someone else decides, **but I contribute ideas**
5. Someone else decides **on their own**

28. The following questions are about some practices in coffee production. In the last coffee cycle...

Did you use herbicides:

1. chemicals?
2. organic?
3. did not use

Did you use insecticides:

1. chemicals?
2. organic?
3. did not use

Did you use fungicides (against rust or other disease):

1. chemicals?
2. organic?
3. did not use

Did you use chemical fertilizers?

1. Yes
2. No

Did you separate the packaging (cans, bottles, bags, sacks, sacks) of insecticides, herbicides or fertilizers?

1. Yes
2. No

Regarding the packaging...

1. ... I wash them and reuse them
2. ... I sell them
3. ... I keep food or water in them
4. ... I destroy them _____

29. Who is your main source of information on coffee production issues?

1. Spouse or partner
2. Parents or other relatives
3. Organization
4. Other producers
5. Government technical staff
6. Buyer's technical staff
7. Other (specify)

B. Labour, wages and salaries

We are done with the questions about your activities in the café. Now I would like to ask you about the people who worked with you in the last coffee cycle (2019–2020).

30. How many people worked with you (paid) in the maintenance of the coffee plantation during the whole cycle? _____
Of this total, how many were women?

_____

31. In total, how many people did you hire for the October 2019–March 2020 harvest?
_____ **How many were women?** _____

32. How many of your family members helped you with the maintenance of your coffee plantation without receiving a salary or wage? _____
How many were women?

_____

C. Risk exposure profile

In this section we are going to ask you about your exposure to the main risks to your health in coffee production.

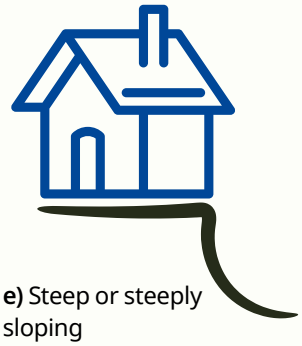
33. Of the images below, which best describes the place where you usually work? (see figures)

a) Flat or nearly flat terrain

b) Slightly undulating or sloping

c) Moderately undulating or sloping

d) Strongly undulating or sloping



e) Steep or steeply sloping

f) Very steep

34. Specify which tools you use for your daily activities in coffee production

1. Machete
2. Mower
3. Brush cutter
4. Weed-cutter
5. Rake
6. Shovel
7. Spade
8. None
9. Other (specify) _____

35. What is the condition of the work tools you currently use?

1. Excellent
2. Good
3. Acceptable
4. Poor
5. Don't know

36. Do you use any PPE, such as a hat, safety glasses, face shield, mask, boots, etc.?

1. Yes
2. No (if no, go to question 40)

37. What PPE do you use? Check all that apply

1. Hat or cap
2. Protective lenses
3. Face shield
4. Mask
5. Waterproof clothing
6. Gloves
7. Boots
8. Other (specify) _____
9. None

38. Do you consider your PPE to be adequate and sufficient?

1. Yes
2. No (if yes, go to question 40)

39. Have you received training in the use and maintenance and replacement of PPE to prevent accidents and damage to your health?

1. Yes
2. No

40. In your work in the coffee plantation, how exposed do you consider you are to the following risks? Mark with "x"

	Always	Sometimes	Never
Biological			
Parasites (via ingestion of contaminated food or water or vectors)			
Bites by insects and other small animals			
Snake bites			
Human fluids and excreta (sewage)			
Fungi (moulds from plant dust and veterinary products)			
Physical–environmental			
Noise (caused by tools or machines)			
Vibration (caused by tools or machines)			
Sun (high or extreme temperatures)			
Humidity			
Sudden changes in temperature			
Chemical			
Chemicals (fertilizers, pesticides, fungicides, herbicides)			
Organic compost mix			

Ergonomic			
Your job requires you to stand, kneel or squat for more than 2 hours during the workday.			
Your job requires repetitive overhead arm movements or repetitive hand movements.			
You have to lift loads (bags or sacks of coffee), carry them or push heavy objects.			
You have to work at heights (work at heights over 1.5 m).			
Mechanical			
Use of machines (brush cutters, saws) that can cause injuries, blows or bruises to any part of your body.			
Tools (machete, axe, scissors, shovel, crowbar, wheelbarrow) without protective guards, broken or in poor condition.			
Pressure sprayer, sprayer or sprinkler in poor condition (damaged, improvised, not maintained)			
Electric			
Electric contact or shock			
Workplace safety			
Inadequate tidiness and cleanliness			
Ecological/natural			
Landslides, floods or other natural disasters or emergencies			
Psychosocial			
Conflicts with co-workers or family members			
Long working hours			
You experience physical, sexual or psychological harassment from your peers.			
You can decide when to take a break			

We are done with questions about your exposure to risk factors. Now we are going to ask you about other topics related to risk factors and your care.

41. Have you received training on issues related to occupational safety and health?

1. Yes
2. No

E. Accidents at work

Thank you for your patience in answering, we know this is a long survey. Now we will ask you more questions about the accidents you have suffered while producing coffee.

42. Have you ever in your life suffered an accident while working in coffee production, either at a coffee plantation or at home?

1. Yes
2. I have never had an accident (go to question 58).

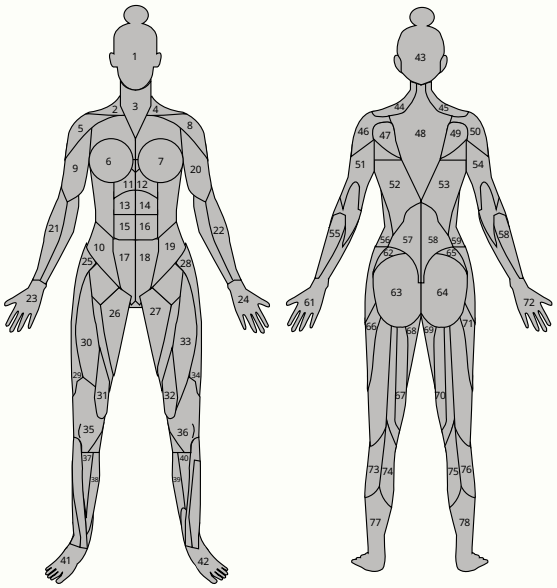
43. What type of injuries have you suffered while working in coffee production, either at a coffee plantation or at home? Check all that apply.

1. Superficial trauma
2. Blow/bruise
3. Sprain, strained muscle, etc.
4. Internal trauma
5. Amputation
6. Loss of eye
7. Poisoning/acute intoxication
8. Effect of electricity
9. Burn
10. Fracture
11. Dislocation
12. Cut
13. Sun exposure (sunstroke)
14. Choking
15. Other (please specify) _____
16. None

44. In the last year, when was the last time you had an accident while working with coffee, either at the coffee plantation or at home?

1. Less than 1 month ago
2. Between 1 and 6 months ago
3. Between 6 and 12 months ago
4. I have not had an accident in the last year (go to question 58).

45. What parts of your body were affected by your most recent accident? Look at the picture below and write below the numbers that represent the parts of your body that were affected by your accident.



46. Have you ever had to interrupt your work because of any of these injuries?

1. Yes, permanently
2. Yes, on a temporary basis
3. No

47. Has the injury left you with any limitations?

1. Yes
2. No

48. The occurrence of the accident was:

1. At the beginning of the work
2. In the middle of the workday
3. While finishing work

49. What activities were you engaged in at the time of the accident?

1. Weeding
2. Controlling pests
3. Pulping
4. Administrative activities
5. Planting
6. Picking coffee
7. Drying coffee
8. Loading, transporting or unloading bags
9. Fertilizing
10. Pruning
11. Storing coffee
12. Other (please specify) _____

50. What type of work tools or equipment did you injure yourself with?

1. Machines and equipment
2. Means of transport
3. Tools, implements or utensils
4. Materials or substances
5. Sun exposure
6. Work environment (surfaces, furnishings)
7. Animals (live or animal products)
8. Other (please specify)

_____

51. The accidents you have had were caused by:

1. People falling
2. Falling objects
3. Stepping on, colliding with or being struck by something
4. Entanglement
5. Overexertion or accidental movement
6. Contact with electricity
7. Exposure to or contact with harmful substances
8. Other (please specify)

_____

52. Did you tell anyone about the work accident you had?

1. Yes (go to question 54)
2. No (go to question 53)

53. Why didn't you report it? (after answering, go to question 58)

1. Fear
2. Ignorance
3. Retaliation
4. Did not consider it important
5. Distance
6. Other (please specify)

_____

54. To whom did you report it?

1. To the organization's managers
2. To the health centre
3. To a relative
4. Other (please specify)

_____

55. Where were you treated for the work-related accident you had?

1. Health centre or hospital
2. Self or family
3. Pharmacy or drugstore
4. Private practice
5. Healer
6. Other (please specify)

_____

56. How many days did you miss from your trade or occupation because of the accident? _____ **days**

57. Who bore the costs of the work accident you had? Check all that apply

1. Self
2. A relative
3. Your organization
4. An insurance provider
5. Other (please specify)

_____

D. Alterations to health

Now we will ask you about any illnesses or health problems you have had in the last year.

58. In the last year, has any doctor diagnosed you with any illness?

1. Yes
2. No (go to question 61)

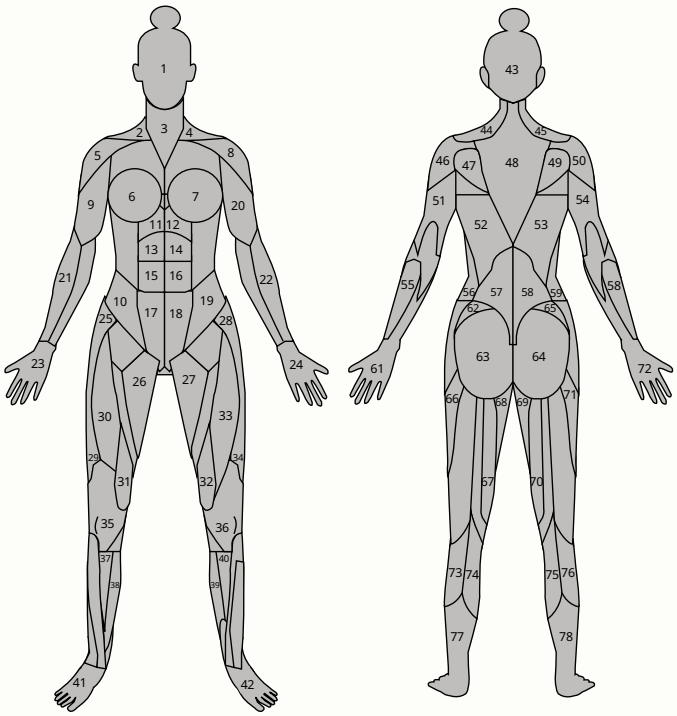
59. What type of illness?

1. Infectious or parasitic
2. Cancer
3. Mental
4. Eye
5. Ear
6. Cardiovascular and cerebrovascular system
7. Respiratory system
8. Digestive system and liver
9. Muscles, bones, joints
10. Genitourinary system
11. Intoxications
12. Others (please specify) _____

60. How many days did you miss from work because of illness?

1. Less than or equal to 2 days
2. Between 3 and 7 days
3. 1 month
4. More than 1 month
5. None

Which part of the body is affected by this disease? Look at the picture and write down all the numbers that apply.



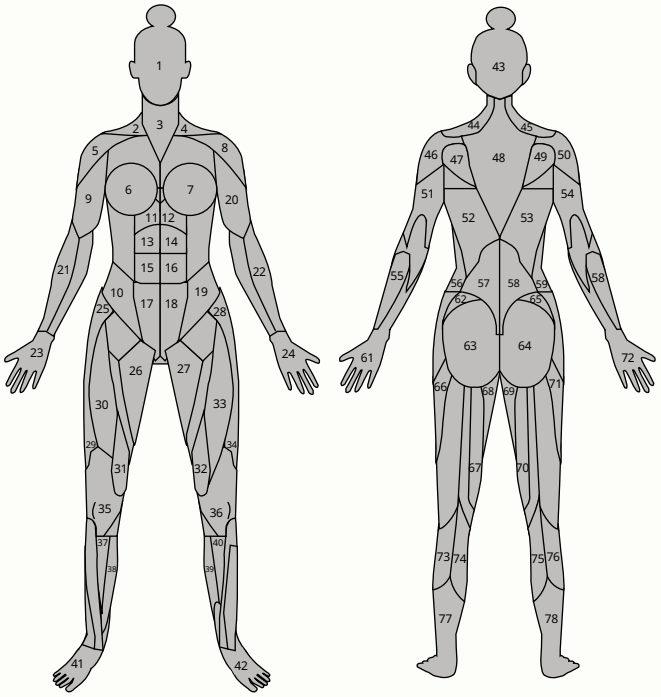
61. In the last year, have you had any other type of illness that has not been diagnosed (you did not go to the doctor but you know you are sick)?

1. Yes
2. No (go to question 65)

62. Which illness is it?

_____

Which part of the body is affected by this undiagnosed disease? Look at the picture and write down all the numbers that apply.



63. What management did you or have you given to the illness or illnesses you have had in the last year, whether diag-nosed or undiagnosed by a doctor?

1. Medications
2. Rest
3. Therapies
4. Change of work activity
5. Surgeries
6. None
7. Other (please specify)_

_____

64. What medical restrictions did the illness or illnesses you had in the last year cause you?

1. Avoid contact with chemicals
2. Avoid heavy lifting
3. Avoid direct sun exposure
4. Avoid maintaining postures for more than two consecutive hours
5. Other (please specify)

_____

6. None

E. Consequences of accidents and occupational ill health

In the next block of questions we are going to ask you about the consequences of accidents and health impacts caused by your work.

65. Have accidents or health alterations resulting from your work in coffee production caused you any type of disability?

1. Sensory
2. Motor
3. Mental
4. None
5. I have not had an accident or work-related illness (go to question 67).

66. What were the financial implications for your family as a result of the accident or health impairment it caused?

1. Alteration of family income
2. Displacement (leaving the area)
3. A relative had to assume the family's expenses
4. Sale of property
5. Other (please specify) _____
6. None

F. Maternity and breastfeeding

Now we are going to ask you what your job was like when you were pregnant (if you were ever pregnant) and what your job is/was like when your children were young. If you have never been pregnant, the questionnaire will direct you to section G, question 80.

67. Have you ever been pregnant?

1. Yes
2. No (go to question 76)

Now please tell us about your last pregnancy.

68. In your last pregnancy, did you suspend any of these activities at the coffee plantation to take care of your health? Check all the activities you suspended when you became pregnant the last time.

1. Tree trimming	**Yes**	**No**
2. Weeding *(chaporreo)*	**Yes**	**No**
3. Prune	**Yes**	**No**
4. Apply compost or fertilizer	**Yes**	**No**
5. Apply herbicides	**Yes**	**No**
6. Pest control	**Yes**	**No**
7. Harvesting or picking	**Yes**	**No**
8. Loading coffee bags	**Yes**	**No**
9. Preparing food for workers	**Yes**	**No**
10. Depulping and washing	**Yes**	**No**
11. Fermenting	**Yes**	**No**
12. Drying at home	**Yes**	**No**
13. Delivering coffee to the buying centre	**Yes**	**No**
14. Receiving money from the sale of coffee	**Yes**	**No**
15. I didn't do any of these activities before I got pregnant.		

69. In your last pregnancy, did you experience any health complications from your activities in coffee production or other work?

1. Yes (please specify)

   _____

2. No

70. How did you attend the birth of your baby in your last pregnancy?

1. With a midwife in my home or a family member's home
2. At the health centre or public hospital
3. With a private physician
4. In the social security that I am entitled to because of my job
5. I had a miscarriage before my baby was born (go to question 74)
6. I am still pregnant (go to question 76)

71. Did your baby survive?

1. Yes
2. No (go to question 76)

72. Did you breastfeed your baby?

1. Yes
2. No (go to question 76)

73. How many months did you breastfeed your baby during this last pregnancy?

1. 1 to 6 months
2. 6 months to 1 year
3. 1.5 years
4. 2 years
5. More than 2 years

74. How many months after you became pregnant did you return to work on a regular basis at the coffee plantation?

1. After 1 month
2. After 2 months
3. After 3 months
4. After 4 months
5. After 5 months
6. After 6 months
7. After 6 months to 1 year
8. After 1 year

75. Once you returned to work on a regular basis at the coffee plantation, who took care of your son or daughter?

1. Spouse or partner
2. Mother or father
3. Mother-in-law
4. Other family member
5. Other (please specify)

G. Violence and harassment

We are almost finished, there are two more blocks of questions to go. In this section we would like you to share with us, if you wish, your opinion about situations of harassment or violence in your work.

76. How often have any of these situations happened to you?

Situation	How often does this situation happen	What person or person behaves that way with you?
1. They ignore her as if she is not present at the organization's meetings (if she does not participate in meetings, leave blank)	Never	
	Rarely	
	Sometimes	
	Almost always	
	Always	
2. Not allowed to speak at meetings of the organization (if not participating in meetings, leave blank)	Never	
	Rarely	
	Sometimes	
	Almost always	
	Always	
3. They criticize your work in coffee production	Never	
	Rarely	
	Sometimes	
	Almost always	
	Always	
4. They put obstacles in your way so that you cannot do your work (if you do not participate in meetings, leave blank).	Never	
	Rarely	
	Sometimes	
	Almost always	
	Always	

77. In the last coffee production cycle, have you heard or known of any women producers who have been subjected to sexual harassment (obscene comments, persistent sexual advances) by other producers or members of the organization?

1. Yes
2. No

78. Do you feel safe commuting to and from the coffee plantation?

1. Yes
2. No

79. Have you suffered any damage to your health as a result of robbery, assault or violence while at work?

1. Yes
2. No

SECTION 3. Participation of women members in the organizations

Now I am going to ask you about your participation in groups, associations or organizations in your community. These can be formal or informal and traditional groups.

80. Do you actively participate in an advocacy group or organization?

1. Men and women producers
2. Water committee
3. Government programme committees
4. Microcredit organizations
5. Civil associations, NGOs, charities
6. Church groups
7. Women's groups
8. Other (please specify)

81. In the last coffee production cycle, did you organize with other producers to obtain any support or service?

1. Yes
2. No

82. In the last coffee production cycle, did you get any service or support for:

1. Buying supplies?	**Yes**	**No**
2. Receive technical assistance?	**Yes**	**No**
3. Other (please specify) _____		

83. In the last three years, have you been invited to participate in any training of any kind?

1. Yes (continue to question 84)
2. No (go to question 87)

84. Have you participated in any training in the last three years?

1. Yes (go to question 85)
2. No (go to question 86)

85. What was the topic of the training you participated in?

1. About coffee
2. About occupational safety and health
3. About something else (please specify)

86. Why did you not participate?

87. Do you participate in any committee or position in your coffee organization?

1. Yes (please specify) _____
2. No (go to question 95)

88. What activities do you perform in this position?

1. Organization of producers
2. Providing technical assistance to producers
3. Marketing
4. Organizational management
5. Other (please specify) _____

89. What difficulties have you encountered in the performance of your duties? Please specify below.

90. Why don't you participate?

1. Lack of time
2. They don't give me space to participate
3. I do not agree with the way the organization's leadership works
4. I am not interested
5. Other (please specify) _____

91. Would you like to be more involved in your producer organization?

1. Yes
2. No (end survey)

92. In what areas would you like to be more involved in your organization?

1. In the organization of producers
2. In providing technical assistance to producers
3. In marketing
4. In the administration of the organization
5. Other (please specify) _____

93. Why do you feel that you are not more involved in your organization so far?

1. Lack of time
2. They do not give me space to participate
3. I do not agree with the way the organization's leadership works
4. Other (please specify) _____

Name of the coffee organization to which you belong:

_____

Municipality and state where you live:

_____

Annex 2. List of people interviewed[36]

1. Representative of a group of women producers, Puebla.
2. Representative of a group of women producers, Veracruz.
3. Representative of a group of women producers, Hidalgo.
4. Area manager, coffee buying company.
5. Public servant specializing in agricultural issues.
6. Owner of a trading company.
7. Staff member of an NGO responsible for providing assistance on technical and quality issues.

36 The number on the left corresponds to the interview number referred to in the text.

Annex 3. Knowledge, attitudes and practices questionnaire

This questionnaire seeks to understand the knowledge, attitudes and practices of women in coffee-producer organizations concerning their safety and health as coffee producers. You will not be asked for your name or the name of your organization and the information you provide will be used for research purposes only. This questionnaire is also not intended to rate or evaluate your performance in the course. Do you agree to participate in this questionnaire? It will take about 10 minutes.

First we are going to ask you about what you have heard and know about health and safety in coffee production. Select the option that comes closest to what you think.

1. **If someone was talking about producing coffee and said that it has to be done in a safe and healthy way at work, I would think they were referring to:**

   a) Increasing production
   b) Supervising my activities in order to achieve work objectives
   c) Preventing work-related injuries and diseases and the protection and promotion of the health of workers

2. **I know about government programmes that help prevent accidents or illnesses caused by coffee production (for example, programmes for handling agrochemicals, machetes and lifting sacks or other loads):**

   a) Yes, I have heard of such programmes, but I have never seen them work (go to question 4).
   b) Yes, I am familiar with such programmes because I have seen colleagues who have them or have participated in them myself (go to question 3).
   c) I have never heard of any of these programmes (go to question 4).

3. **In my organization or workplace there is an occupational health and safety programme:**

   a) Yes, we have one
   b) No, I have never heard of that
   c) I am not sure

4. **I know the laws and regulations that, as a producer, I have to follow to prevent people who work with me from having accidents or illnesses from their work in coffee production:**

   a) Yes
   b) No

5. **I have received information about the accidents and illnesses that I can have as a coffee producer:**

   a) Yes
   b) No

6. **I can teach other women producers how to correctly use the machete to weed:**

   a) Yes
   b) No

7. **I can teach other women producers how to handle herbicides or pesticides so that they do not put their health at risk:**

   a) Yes
   b) No

8. **Match the following risk factors with the possible effects of their use:**

a) Use of machete	Poisoning
b) Lifting loads	Cuts19.
c) Application of agrochemicals	Toxic contamination
d) Snake bites	Back pain

9. I have received clear and accurate information on how to prevent the occurrence of injuries, cuts, toxic contamination, falls, insect bites and spinal damage that can occur when working in coffee production:

(a) Yes
(b) No

Those are all the questions about what you know. Next we will ask you your OPINION about safety and health at work. Select a number from 1 to 5, where 5 means you strongly agree with what the statement says and 1 means you strongly disagree.

10. My priority is to produce more coffee to make more money; my health and physical integrity come second:

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

11. It is worth investing time and resources in protecting the health of the people who work with me:

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

12. If I invest in trying to prevent work-related accidents and illnesses, that investment will bring me family or economic benefits:

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

13. It is very difficult to be able to take steps to protect people who work with me from accidents and illness because I do not have the resources to do so:

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

14. The activities I do in coffee production are actually low risk for my health and that of my family:

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

15. I feel confident when I am weeding because I know how to do it correctly:

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

16. I am willing to wear special protection over my clothing to prevent machete cuts:

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

17. Snakes or poisonous animals are a risk to my life:

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

18. The unevenness and slopes of the terrain are a risk to my physical integrity:

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

Thank you very much, now we will ask you about ACTIONS you take or BEHAVIOURS you have in your work in coffee production.

19. Do you take steps to protect the people who work with you from accidents while working at the coffee plantation? (If your answer is greater than 1, go to question 20; otherwise, go to question 21).

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree.
4. Agree
5. Strongly agree

20. Are the preventive measures you take part of an occupational health and safety programme?

1. Yes
2. No

21. Do you talk to younger people about your experience with workplace accidents to encourage them to take care of themselves?

1. Yes
2. No

22. Now that there is COVID-19, in producing coffee you ...

1. Keep working as before
2. Take some precautions that you did not take before.

23. Do you have a machete that you use to work at the coffee plantation?

1. Yes
2. No

24. Does your machete have a leather sheath?

1. Yes
2. No

25. Do you reuse agrochemical and fertilizer containers for other uses?

1. Yes
2. No

26. If you are bitten by a snake, spider or other poisonous animal, what would you do?

1. Receive immediate medical attention
2. Treat yourself because it would be difficult for you to find a doctor
3. Don't know
4. Other

While you are at the coffee plantation ...

27. Do you wear boots?

1. Yes
2. Sometimes
3. I don't wear boots at the coffee plantation

28. Do you wear a hat, cap or anything to protect you from the sun?

1. Yes
2. Sometimes
3. I don't wear a hat or cap

29. Do you wear safety glasses or a mask/face shield?

1. Yes
2. Sometimes
3. I don't wear safety glasses or a mask/face shield

30. Do you wear gloves?

1. Yes
2. Sometimes
3. I don't wear gloves

31. Do you wear cotton clothing?

1. Yes, I take care that it is cotton
2. I wear any clothes

Thank you very much for taking the time to answer this questionnaire. We know that every minute counts in the harvest. Your answers are very valuable and you will be able to obtain the results of the study from your organization.

Annex 4. Interview script

Introduction

The International Labour Organization (ILO) is conducting a study whose objective is to describe the participation profiles of women members of coffee-growing organizations. By studying these profiles, the aim is to identify the factors that limit or facilitate women's participation in these organizations. Drawing on your work in the organization, we invite you to participate in an interview in which we will ask you about your experience as a coffee producer since you were a child, about your current work and your participation in your organization. All the data you provide will be treated confidentially and will be used only for the purposes of the above-mentioned study. The data you provide will not be given to us under your name but under a pseudonym and will not be shared with your organization. You are free to answer or not to answer the questions in this interview.

Would you like to participate in this interview? Yes/No
Do you consent to the use of your data for the stated purpose? Yes/No

Signature:

Please share with us the information in as much detail as possible, to the best of your recollection.

I. Family

1. We will start with a memory exercise: At what age do you remember when you started participating in coffee production? What activities did you take part in?
2. Who would you say taught you how to work in coffee production? What generation of producers would you be?
3. Did you think it was dangerous and were you afraid of anything?
4. Did you receive any remuneration?
5. Did you go to school at that time? Up to what grade? Did you finish elementary, middle or high school? Why did you leave school?
6. We would like to talk about the present time. Are you married or single? Do you have children?

From here, adapt the questions in the family section to the situation of the interviewee, depending on whether she is married, married with children or single.

Single

7. How do you participate in your family's coffee production?
8. Does anyone in your family help you with household activities, such as cooking or cleaning, while you are working in the fields?
9. Tell us how you have been paid since you started this work. Have you saved anything? Or did you invest it all in the family? Or did you invest it all in your plot/land?
10. Does your family (parents, siblings, others) make comments about your participation in the organization/cooperative? What kind of comments?

Married without children

7. When you were married, did you participate in the work in the fields, did you help out?
8. How do you participate in coffee production now?
9. Does anyone in your family help you with household activities, such as cooking or cleaning, while you are working in the fields?
10. Tell us how you have been paid since you started this work. Have you saved anything? Or did you invest it all in the family? Or did you invest it all in your plot/land?
11. Does your family (parents, siblings, others) make comments about your participation in the organization/cooperative? What kind of comments?

Married with children

7. When you were married, did you participate in the work in the fields, did you help out?
8. Once you became pregnant and had children, did you stop working in the fields? For how long?
9. How did you manage to work in the fields when you were pregnant? And how did you manage when your son or daughter was born?
10. When your children were very young, did you like to take them with you to the fields? Did you think they might get hurt by something?
11. How do you participate in coffee production now?
12 Does anyone in your family help you with household activities, such as cooking or cleaning, while you are working in the fields?
13. Tell us how you have been paid since you started this work. Have you saved anything? Or did you invest it all in the family? Or did you invest it all in your plot/land?
14. Does your family (parents, siblings, others) make comments about your participation in the organization/cooperative? What kind of comments?
15. Would you like your daughters to continue working in coffee production or what would you like them to do?
16. Do your children go to school? Do they help out in the fields? How many hours a day?

II. Work

1. Who organizes the work in the field and how?
2. Do you carry heavy things? Who helps you?
3. Do you think you could get hurt by something? By what? How do you take care of yourself?
4. If someone has an accident, where do they go for help?
5. Have you used fertilizers and pesticides? How do you use them? How did you learn to use them?
6. Do you use a machete every day? How do you use it?
7. How much time do you work on your coffee plot? (Adjust according to the situation.) Does it give you time to take care of your children? Does it give you time to do anything else?
8. Please describe to me an average workday, from the time you wake up until you go to bed. What do you usually do?
9. Do you know how the organization sells coffee? What do you think about that?
10. In your case, who sells the coffee to the organization/cooperative? You or someone else?
11. Have you worked anywhere else besides in the fields? For how long? Tell me about your experience.
12. Have you ever thought that you could have a better job than working in the fields? Why?
13. Do you think you will be able to own more land someday? Own a business? Do you think that would be difficult?
14. Has working in the field made you more respected? By whom?

III. Community

1. Among the women who work with coffee, do they share information, lessons learned, advice?
2. Have other women invited you to participate in organizations? Has this helped you to improve your income from working in the fields?
3. If you had a problem, would your community help you? Who?
4. Can you tell us if the community has taught you anything about coffee production?
5. Do you have friends who help you and whom you help with work in the fields or with household chores? How do you help each other?
6. What made you get involved in the community?
7. Does your community cooperate to improve coffee production? How?
8. Do you feel obligated to participate in your community's activities?
9. Has the community provided you with support for any of your problems?
10. Have you learned from your community anything that is valuable to you? What?
11. Has participating in the community made you feel more respected, more listened to? How did that feel?

IV. Social organization

1. When did you decide to get involved in the organization?
2. Did anything happen that made you think that the organization could help you or that you could learn something from the organization?
3. What are your current tasks in the organization?
4. How long have you been doing these tasks? What did you do before? How many years have you been involved in the organization?
5. What things have they taught you in the organization?
6. Is there anything that makes it difficult for you to participate in the organization?
7. Has the organization given you information to prevent you from getting hurt or having an accident in the field?
8. In the organization, who makes the decisions, mainly men or mainly women?
9. In what way does the organization help you that your community or family does not help you?
10. Did the organization improve its income during the years you have participated in it?
11. Since you have been involved in the organization, do you feel more recognized by the community and your family?
12. Is there anything you would like to do in the organization that you cannot? (If yes, ask next question.) What prevents you from doing it?
13. If you were to invite more women to participate in the organization right now, what would you say to them to get them on board?
14. Has participating in the organization made you feel more respected, more listened to? How?

VISION ZERO FUND

Vision Zero Fund
Labour Administration, Labour Inspection and Occupational Safety and Health Branch

International Labour Organization
Route des Morillons 4 CH-1211 Geneva 22 Switzerland

ilo.org/vzf
vzf@ilo.org

Current and Past Donors

Federal Ministry for Labour and Social Affairs
Federal Ministry for Economic Cooperation and Development
This project is funded by the European Union
Sweden Sverige
Norad
SIEMENS Ingenuity for life
Liberté • Égalité • Fraternité RÉPUBLIQUE FRANÇAISE
UKaid from the British people

International Labour Organization | SAFETY + HEALTH FOR ALL

The Vision Zero Fund is part of Safety & Health for All, an ILO flagship programme building a culture of safe, healthy work.

9 789220 357859