



Participation and role of women in the Latin American dairy sector

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Table of contents

I. PARTICIPATION AND ROLE OF WOMEN IN THE LATIN AMERICAN DAIRY SECTOR

1. Introduction

Latin American and Caribbean women in the agricultural sector.

2. Participation and role of women in dairy production.

Level of women's participation in the agricultural and dairy sector in Latin America.

The role of women on dairy farms in the region.

Box: Perception survey on the role of women on dairy farms in Latin America.

3. The role of rural women in the development of the dairy chain: Obstacles, opportunities and challenges for Latin America.

General aspects

Challenges and opportunities for women in the Agricultural Sector

Empowerment and participation of rural women in the dairy sector

4. Participation and roles of women in dairy manufacturing. Selected cases.

5. Comparison with the international context.

II. EXPERIENCES AND PERCEPTIONS OF WOMEN IN DAIRY FARMING: RESULTS FROM A SURVEY AND FOCUS GROUPS.

1. Introduction

2. Quantitative study results

Socio-demographic profile

Ownership.

Women's role in dairy farms.

Participation in decision-making

Salaries and compensations

General profile of women in the Latin American dairy industry: a comprehensive overview through infographics
Barriers and future challenges
Women's opinions – SWOT analysis

3. Women on dairy farms in Latin America – Results of the qualitative study

Comparative analysis
Cross-sectorial analysis
Intersectional findings
Reflections

III. FINAL CONSIDERATIONS

1. References

2. Other references consulted

Appendix 1. Statisticals For the Years 2002 - 2012 – 2022

Appendix 2. Infographics on women associated with dairy farms with more than 50 milking cows



Table 1. Number of dairy farmers in Latin America and the Caribbean (2022 estimates) and production per farm.

Infographic 1. Information on population, rural employment and women's participation in the rural and dairy sectors in selected countries.

Table 2. Work in dairy farming, Rio Grande do Sul, Brazil.

Figure 1. Argentina. Gender contribution to operational and management tasks in dairy farming.

Table 3. Argentina. Gender composition and average distribution of hours worked (%) by labor category, for small and large farms

Table 4. Colombia. Gender participation in different tasks in milk production.

Figure 3. Uruguay. Women's role in dairy farming for family members and hired labor.

Figure 4. Uruguay. Gender participation of family members and hired labor in different milk production tasks.

Table 4.a. Barriers, challenges and opportunities for women's participation in agriculture and dairy in Latin America. South American countries, ranked by their importance in regional milk production.

Table 4.b. Barriers, challenges and opportunities for women's participation in agriculture and dairy in Latin America. Central American countries, ranked by their importance in regional milk production.

Table 5. Participation of women in dairy manufacturing in Latin America.

Figure 5. Sociodemographic profile of women involved in dairy farming in Latin America, as a percentage of responses obtained (relative frequency).

Table 6: Sociodemographic profile of women involved in dairy farming in Latin America, according to dairy farm size strata, as a percentage of responses obtained (relative frequency).

Figure 6. Type of relationship between women and dairy farms (a) and types of ownership of land (a).

Figure 7: Type of relationship between women and dairy farms according to farm size.

Figure 8. Women's participation in work on dairy farms and off the farm, by hours per week worked, as a percentage of responses (relative frequency).

Figure 9. Type of tasks performed according to frequency of execution (a) and skills in the use of digital platforms for management (b), in % of responses (relative frequency).

Figure 10: Type of operational tasks performed by women and frequency of execution, according to dairy farm size strata, in % of responses (relative frequency).

Figure 11: Types of productive and economic management tasks performed by women and frequency of execution, according to dairy farm size strata, as a percentage of responses (relative frequency).

Figure 12: Women's participation in investment and production decision-making processes on dairy farms, % of responses (relative frequency).

Table 7: Women's participation in investment and production decision-making processes on dairy farms, by farm size, as a percentage of responses (relative frequency).

Figure 13. Forms of compensation/remuneration for women's work according to dairy farm size, in % of responses (relative frequency).

Infographic 1. Women on Latin America dairy farms. Regional overview

Infographic 2. Women on Latin America dairy farms. Regional overview by farm size. Range of milking cows fewer than 25 cows

Infographic 3. Women on Latin America dairy farms. Regional overview by farm size. Range of milking cows 25 to 50

Figure 14. Access restrictions (a) and future challenges (b) reported by women, as a percentage of responses (relative frequency).

Figure 15. Access restrictions reported by women according to dairy farm size strata, as a percentage of responses (relative frequency).

Figure 16. Future challenges reported by women according to dairy farm size strata, as a percentage of responses (relative frequency).

Table 8. Interpretation of the main testimonies, with a summary of common perceptions and regional differences for each thematic area.

Table 9: Selected quotations reflecting the most significant experiences and reflections of the participants, in the first person.



I. Participation and role of women in the Latin American dairy sector

INTRODUCTION

Latin American and Caribbean women in the agricultural sector.

Latin America and the Caribbean (LAC) has a population of 656 million, or 8.3% of the world's total, but a much smaller share of the population lives in rural areas (3.6%). In this sense, Latin America is clearly an "urban" continent, in contrast, for example, to the situation in Africa, which has 17.6% of the world's total population and 22.7% of its rural population. This is reflected in the academic and political interest that has been generated by the situation and role of women in agriculture in different regions of the world. For example, a recent publication by the Food and Agriculture Organization of the United Nations (FAO, 2023) focuses strongly on the situation in Africa and to a much lesser extent in Asia, while the case of rural women in Latin America is treated only marginally.

However, according to the Inter-American Institute for Cooperation on Agriculture (IICA) [1] there are 58 million "rural" women who not only play a critical role in food production, but are also responsible for caring for their families and maintaining the environment. Moreover, when employment figures are analyzed, the importance of women's role in the region's agri-food chain is even greater. According to the above-mentioned FAO study, although participation in rural on-farm employment is relatively low (around 25%), it rises to almost 50% when employment in off-farm agri-food systems (AFS) is taken into account (on average, 36% of workers in Latin American agri-food chains -agrifood systems- are women).

The structure of the agricultural sector in the region is very heterogeneous, ranging from large agribusiness and livestock companies to millions of small semi-subsistence farmers with little link to markets. Between them, particularly in the southern countries of the region, there is an important class of capitalized family farms ("farmers"), where the owners are essentially involved in the management of their farms. This structural diversity is crucial in explaining the role of women in Latin American agriculture, as will be shown in the following sections in the case of dairy production.

General characterization of dairy production and industry in Latin America and the Caribbean, with special emphasis on the different types of dairy farms in the region.

According to the latest available information (year 2022), cow's milk production in LAC was 86.8 million tons [2]. The main producing countries are Brazil, Mexico, Argentina and Colombia, which together account for almost 75% of total production.

The Pan American Dairy Federation (FEPALE) [3] estimates that there are around 2.9 million milk producers in the region, taking into account only the 19 countries that account for 98% of regional production. As shown in Table 1, 60% are specialized milk producers, while the rest are "dual-purpose" (milk and meat) producers. It should be noted, however, that the total is not the sum of the first two, because in some cases (notably Brazil) includes what we might call non-commercial or 'backyard' production.



Table 1. Number of dairy farmers in Latin America and the Caribbean (2022 estimates) and production per farm.

Country	Specialized producers	Dual purpose farms	Milk Producers	Milk production (thousand liters/yr)	Milk production (liters/farm/day)
Argentina	10.191	---	10.191	11.904.142	3.200
Brasil	308.319	455.355	1.129.743	35.647.495	86
Chile	2.800	---	2.800	2.284.942	2.236
Colombia	125.326	271.474	396.800	7.421.000	51
Costa Rica	12.974	14.973	27.947	1.202.892	118
Ecuador	41.731	186.888	228.619	1.867.490	22
México	154.045	160.029	314.074	13.497.999	118
Panamá	3.000	---	3.000	179.469	164
Paraguay	5.000	---	5.000	558.738	306
Rep. Dominicana	9.568	23.973	33.541	860.771	70
Uruguay	3.094	---	3.094	2.286.703	2.025
Bolivia	77.477	---	77.477	569.107	20
Perú	240.000	---	240.000	2.246.936	26
Venezuela	88.000	---	88.000	2.524.250	79
Nicaragua	2.733	133.954	136.687	1.436.684	29
Honduras	5.459	96.622	102.081	691.734	19
El Salvador	---	---	224.000	364.597	4
Guatemala	103.000	---	103.000	525.447	14
Total	1.823.976	8.886.439	2.934.415	86.070.396	---

Source: FEPALE Observatory based on national sources and Faostat milk production data.

Considering that the region produces around 230 million liters per day, this means that the average producer in the region is quite small, with an average production of 75-80 liters/day (for comparison, the average production in the United States, for example, is around 30 times higher).

However, the average is not a good measure to characterize the population as a whole, because the heterogeneity of sizes is very important, especially in some countries which produce the largest share of the regional volume of milk (Brazil, Mexico, Argentina, etc.). In addition, a process of concentration of primary production can be observed in the different countries, with an increasing percentage of production coming from the larger farms (with higher production volumes).

In terms of employment and the role of women, different types of dairy farms can be distinguished in the region. Firstly, in virtually the whole of the Southern Cone (Chile, Argentina, Uruguay and, to some extent, Paraguay), the average farm unit produce between 1,000 and 4,000 liters per day, they are commercial production units with a predominance of hired labor, and women can play two different roles, either as employees for milking or other tasks (calf rearing, etc.), or as owners or family members, by participating in the management of the farm. This type of role is also found in large specialized farms in Mexico and some other countries in the region (mainly Brazil, Costa Rica and Colombia).

On the other hand, there is the "peasant family" type of production, typical of countries such as Brazil, Peru, Colombia and several Central American countries, with daily production in the order of 50 to 500 liters (between 5 and 50 cows), run by family labor, in which women can have two productive roles, depending on whether they are part of the working team with the rest of the family, or whether they are responsible for running the farm when the man has a paid job outside the farm.

A question here is whether the role of women in the farm is conditioned by their marital status. Although there is no an easy answer for this question, we may argue that in large holdings women's role is more related to their ownership status, being sole owners or family members (daughters, spouses). In the case of the peasant type of farms, the position of the woman in the farm is indeed related to her marital status, with two distinctive roles. As family member, with a small participation in the day-to-day operation, or alternatively, as it was mentioned above, when the husband has an off-farm job, and the woman takes responsibility for the operation and management of the farm.

Regarding the other key link in the dairy chain in Latin America, according to information compiled by FEPALE's Observatory of the Dairy Chain in Latin America and the Caribbean, based on national sources, there are +6500 dairy manufacturers in the region and between 20,000 and 30,000 artisanal processors, who also provide between 50 and 70% of direct employment in the chain, including a significant participation of women (this would be the extra-agricultural employment in the agrifood chain, as reported in the FAO report, op. cit.).

PARTICIPATION AND ROLE OF WOMEN IN DAIRY PRODUCTION

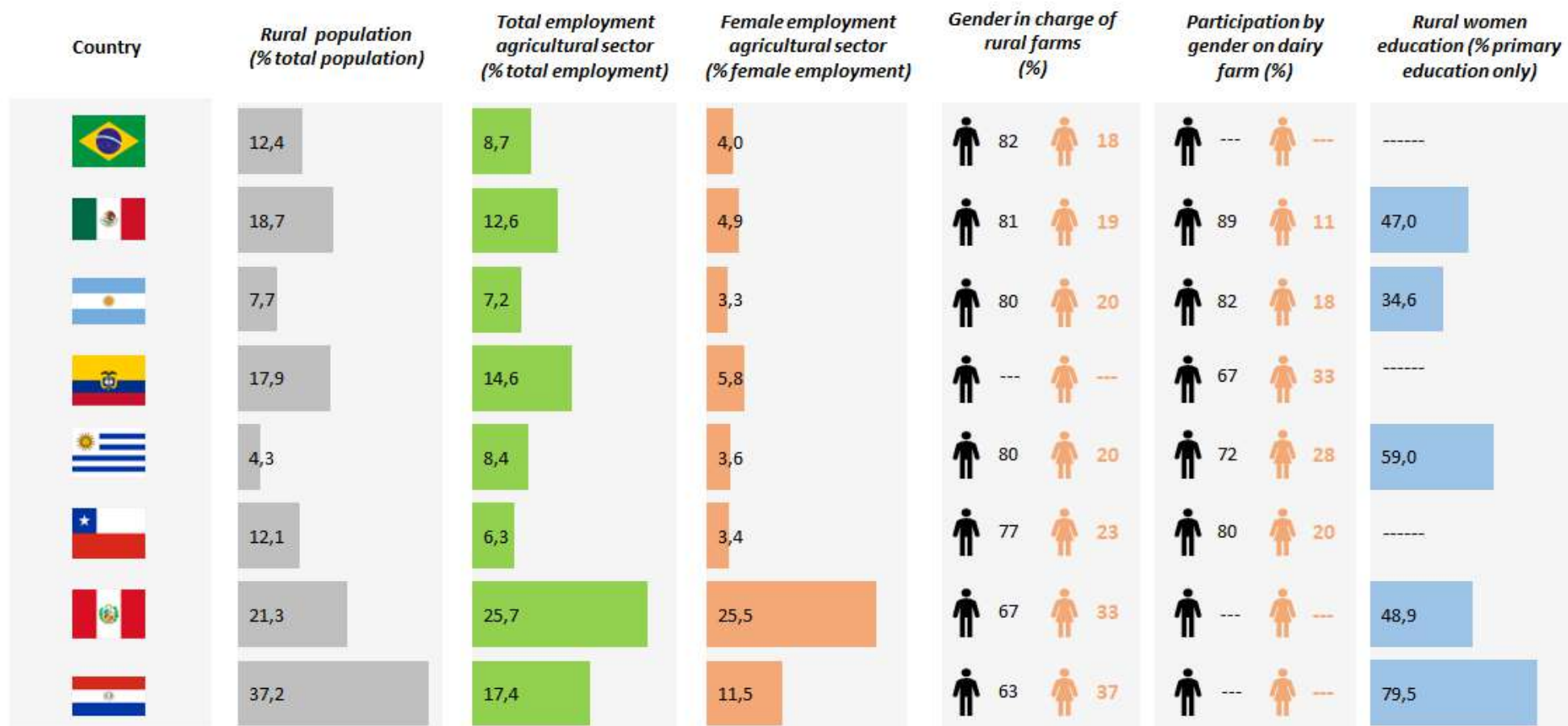
Level of women's participation in the agricultural and dairy sector in Latin America

This is a preliminary report based on a few available statistics, bibliographic sources and consultations with sectoral references. The information gathered in this way is heterogeneous and not easily comparable between countries. Nevertheless, Infographic 1 presents information on women's participation in the dairy sector in some countries of the region, including data on population, rural employment and women's educational attainment. The countries are arranged according to their importance in regional milk production.

In general, there is a direct relationship between the presence of women on farms and the percentage of the rural population, and an indirect relationship with the highest level of education attained.



Infographic 1. Information on population, rural employment and women's participation in the rural and dairy sectors in selected countries.



Source: Own research based on data obtained <https://datos.bancomundial.org/indicador>, agricultural censuses and studies on women on dairy farms. Dashed lines indicate that specific information for a country was not available.

In Brazil, the main milk producer in the region, 18.2% of the livestock farms surveyed in 2017 were managed by women, a percentage that varied by geographical region of the country. The region with the highest presence of women corresponded to the Northeast, where more than half of the livestock establishments were managed by women (53.8%), followed by the Southeast (16.5%), the South (10.4%), the Center-West (10.2%) and the North (9.2%). The large difference in women's participation in the northeast may be explained by the small size of dairy farms in this region, where men usually take off-farm jobs to supplement farm incomes, and thus women replace them in their farm roles. This inverse relationship between size and participation may well replicate in other countries of the region as well.

A similar situation is registered in Mexico, with a level of female participation in agricultural farms of 19.4%, according to data from the 2022 agricultural census. At the state level, information from Jalisco, the main milk producer (20.9% of the national total), where the presence of women is 10.6%, could be used as a reference.

In Argentina and Uruguay, about 20.5% of farms were managed by women, according to data from 2018 and 2020, respectively. Regarding the presence of women in the dairy sector, the available information comes from sectoral surveys in both countries. According to this data source, in Argentina, 18.1% of farm labor was provided by women, while in Uruguay this figure rises to 28%. A distinctive feature of both South American countries is the origin of the female labor force, which is predominantly family-based in Uruguay and non-family-based in Argentina.

The case of Chile is similar to Argentina and Uruguay, with values of 23% and 20% for the rural and dairy sectors, respectively. In Colombia, 33% of dairy holdings linked to a local industry are managed by women. Finally, data for the whole agricultural sector in Peru and Paraguay show that 33.4% and 37% of agricultural holdings are managed by women, respectively.

As a summary, and based on the evidence presented, it can be argued that women's participation in agriculture and dairying in Latin America varies from country to country, but tends to be relatively high in regions with a larger share of rural population and small (peasant) farms. On the other hand, information on the specific participation of women in the dairy sector remains limited and heterogeneous, highlighting the need to improve data collection and analysis in this area.

The role of women on dairy farms in the region

Research on the role of women in dairy production has increased in recent years, albeit unevenly across Latin American countries. In general, studies have found evidence of a relationship between the type of work performed by women and the size of the farm, as well as socioeconomic characteristics such as residence (on or off the farm), association with the property (family or non-family), age and level of education.

Brazil.

The information available for Brazil corresponds to a survey conducted in Rio Grande do Sul, one of the most important states in terms of milk production. In this state, an exploratory [4] study showed differences in the tasks performed by women on farms according to the type of dairy farming: modern (more than 20 l/milking cow/d), transitional (12 to 20 l/milking cow/d) and traditional (less than 12 l/milking cow/d). Women in the modern group tend to be younger and have a higher level of education, which determines their high participation in the management¹ of the activity, participation in training and purchase of inputs. However, they also spend part of their time on operational tasks, although with less intensity since they have employees to assist them (Table 2).

Women in the transitional group are also young, but have a lower level of education. In these cases, they devote most of their time to operational work on the farm (3 to 6 hours per day), performing tasks such as milking, cleaning and feeding. In this group, men take the lead in management tasks, such as contacting technicians and purchasing inputs, while women play a secondary role.



¹ In general, “managerial farm jobs” focus on planning, organizing, and overseeing operations, while “operational” jobs are hands-on roles that involve the physical labor of running the farm. In between these two broad categories, there are what may be called “clerical or administrative jobs”, including accounting support, purchases, banking operations, etc., which we include within the management category, otherwise indicated.

Table 2. Work in dairy farming, Rio Grande do Sul, Brazil.

Role of women in dairy farming by type of system (%)		Modern	In transition	Traditional
Length of time allocated to dairying	Up to 3 hours/day	9,1	23,8	28,0
	From 3 to 6	63,6	61,9	68,0
	More than 6 hours/day	27,3	14,3	4,0
Operational tasks performed	Milking	19,0	0,0	0,0
	Milking and cleaning	63,6	42,8	36,0
	Milking, cleaning and feeding	27,3	52,4	52,0
	Milking, cleaning and processing	0,0	0,0	12,0
	Feeding	9,1	0,0	0,0
	Feeding and cleaning	0,0	4,8	4,0

Source: Based on Spanavello et al. 2020.

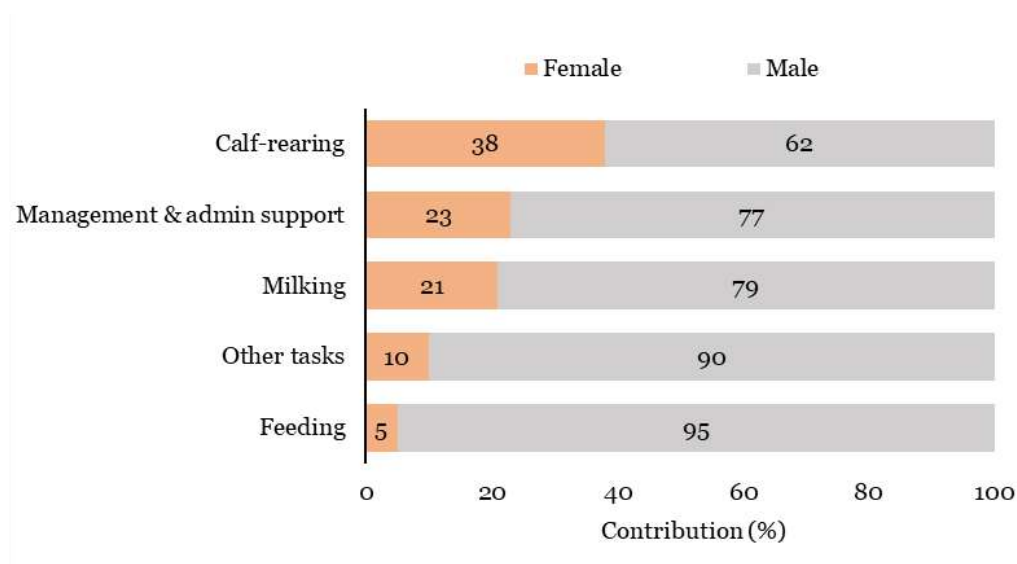
Finally, women associated with traditional farms are older and have limited education. In these cases, their daily work includes milking, cleaning, feeding and producing by-products such as cheese, which identifies them with the other groups of women. In terms of management, the husbands are in charge of the administrative tasks, while the women focus on the operational tasks of the farm.

Argentina.



Information for Argentina comes from a representative national survey of dairy farms [5]. As seen in Figure 1 below, including both family members and hired personnel, the tasks of women on dairy farms include firstly calf rearing and secondly management and administrative support, and milking, while feeding tasks are mostly done by men.

Figure 1. Argentina. Gender contribution to operational and management tasks in dairy farming.



Source INTA, Dairy Sector Survey 2022-2023

The survey also points that the size of the farm influences the role of women. As shown in Table 3, on larger farms they specialize in management and administrative functions, while on smaller farms they also take on operational tasks. In turn, women with family responsibilities tend to devote more time to managerial and administrative tasks and salaried women to operational tasks.

Table 3. Argentina. Gender composition and average distribution of hours worked (%) by labor category, for small and large farms

Small farms (average of 65 cows)	2.91 Labor-units - 59.8% total labor from owner and family members					
	Male			Female		
	Owners	Family	Non family	Owners	Family	Non family
Operational tasks (%)	62	88	100	45	77	100
Management tasks (%)	38	12	0	55	23	0

Large farms (average 349 cows)	6.86 Labor units - 25% total labor from owner and family members					
	Male			Female		
	Owners	Family	Non family	Owners	Family	Non family
Operational tasks (%)	30	51	99	14	23	97
Management tasks (%)	70	49	1	86	77	3

Source INTA, Dairy Sector Survey 2022-2023

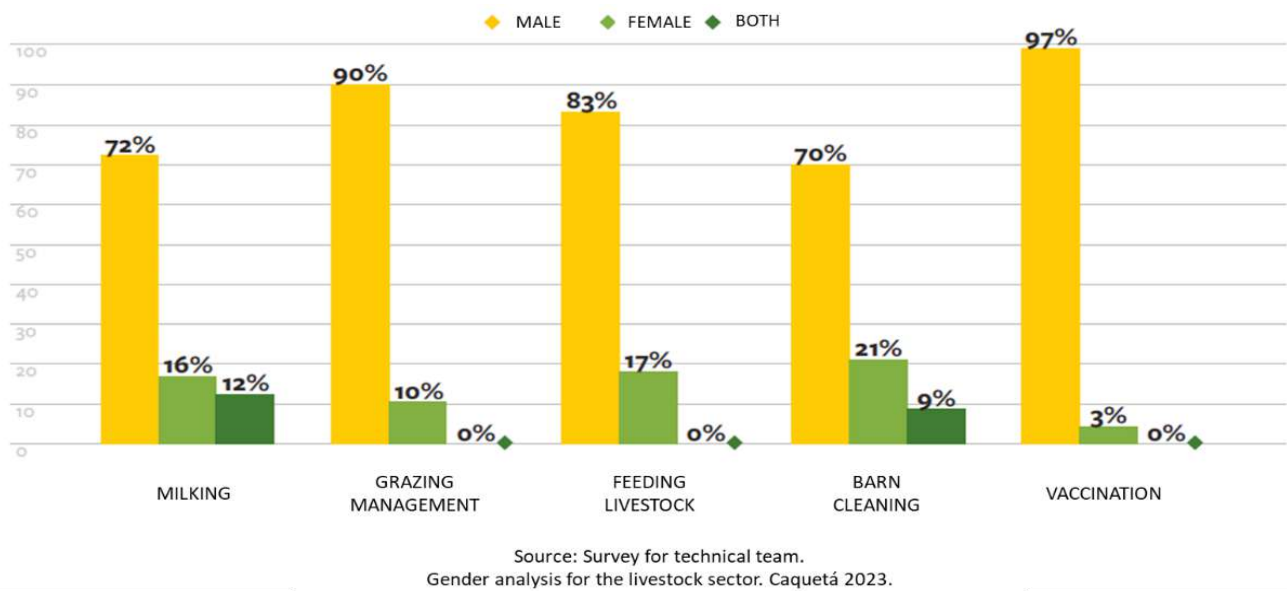
Table 3 also shows that the role of women within the farm depends on whether they are owners or belong to the owners family as spouses or daughters. It is clear that in the first case

(owners) their concentration on managerial (including administrative) tasks is greater in comparison with the case where they are family members.

Colombia.

In the case of Colombia, a study conducted in the department of Caquetá, in the south of the country, describes different realities of the role of women in local dairying depending on the size of the farm [6]. In small and medium-sized farms, where milk production is based on pasture and manual milking, where family work predominates, and where men are mainly responsible for production, women are usually seen in a supporting role in the production process, cleaning stalls, feeding cattle and milking (Figure 2). According to the authors of this study, this pattern of division of labor reflects a traditionally segmented approach, with women performing less visible or valued tasks.

Table 4. Colombia. Gender participation in different tasks in milk production.

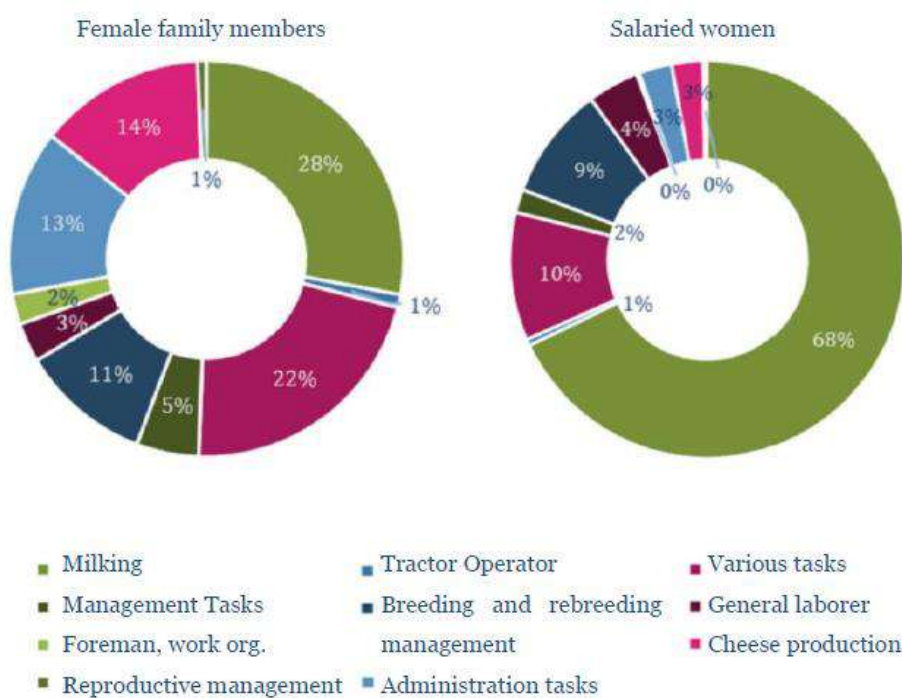


In the larger, business-oriented farms, it is man who runs the business and makes decisions. Women’s participation follow traditional roles, shaped by culture, but the trend towards smaller families, and particularly in the larger farms, facilitates the participation of women, mostly in managerial roles. The few women who are in charge of the livestock business make decisions about their farm and usually hire labor to carry out the heaviest livestock activities.

Uruguay.

In Uruguay, a study of women's work in the local dairy [7] shows that women spend most of their time on milking tasks, especially salaried women (Figure 3), but their role also extends to other activities such as cheese making and administrative support. In fact, in terms of type of task, both cheese-making and administration fall mainly to this gender (Figure 4).

Figure 3. Uruguay. Women's role in dairy farming for family members and hired labor.



Source: INALE - 2014 Dairy Survey

Figure 4. Uruguay. Gender participation of family members and hired labor in different milk production tasks.



Source: INALE - 2014 Dairy Survey

The study on women in the Uruguayan dairy industry also describes the participation of family and salaried women, and according to the productive orientation of the farms, distinguishing between artisanal cheese dairies and farms oriented to the commercialization of raw milk, and within the latter group, family and non-family farms. In the artisanal cheese dairies, 42% of the workers are women, almost all of them family members, who are mainly responsible for the production of cheese. On the other hand, in the dairy farms, the women of the family are mostly in charge of administration, breeding and rearing and other functions, while the salaried women concentrate on milking.

Nicaragua.

Finally, in Nicaragua [8], the work dynamic involves all family members who collaborate in different stages of production, including pasture and livestock management. In general, milking is mainly carried out by adult family members, both women and men, and women in particular are responsible for most of the milking activities, such as hygiene, cleaning and handling the equipment, as well as managing the family resources.

In summary, women play an important role in farm tasks, especially in countries where less specialized, family-based dairy farms with rural residences predominate. As farms grow in size and move towards entrepreneurial livestock systems, women are becoming more influential in tasks related to the productive and economic management of the farm, especially women associated with the owning family.

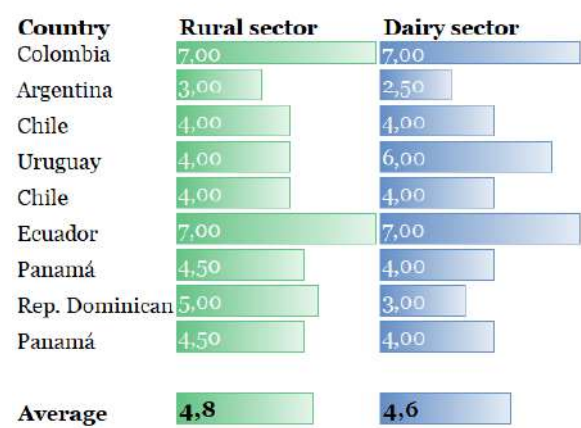


Box: Perception survey on the role of women on dairy farms in Latin America.

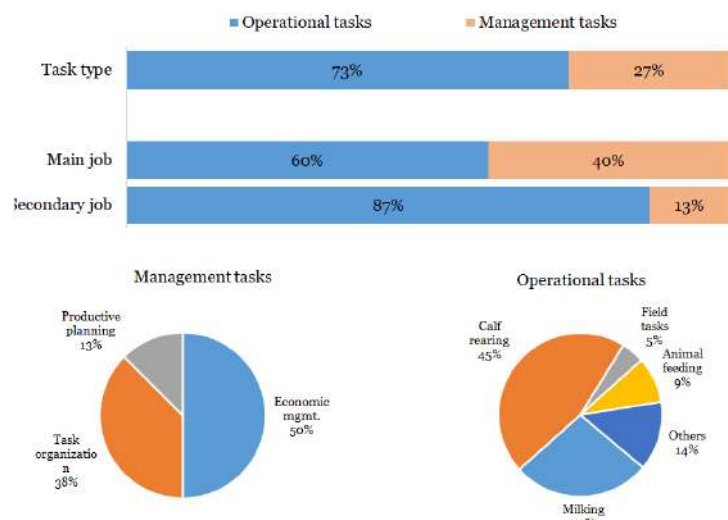
The perception of the role of women in the dairy sector in each country was studied through a survey which was answered by 15 institutions associated with FEPALE from 9 Latin American countries. The aggregated results show a high correlation between perception and reality (according to the information presented in the previous sections), both in terms of the level of participation of women in the sector and the roles they play, where operational tasks are more important than management tasks.

In addition to the level of participation and the role played by women in the local dairy, respondents also expressed their level of agreement with various statements related to the inclusion of women in the sector. One of the recurring themes in discussions of gender is the difficulty of balancing family and work. Responses on this point were mixed, with a high percentage of participants disagreeing with this statement. On the contrary, there is a consensus on the importance of women's networks to strengthen their presence in the sector, and on the potential that the incorporation of technology on farms has to improve both working conditions and women's participation in this productive sphere.

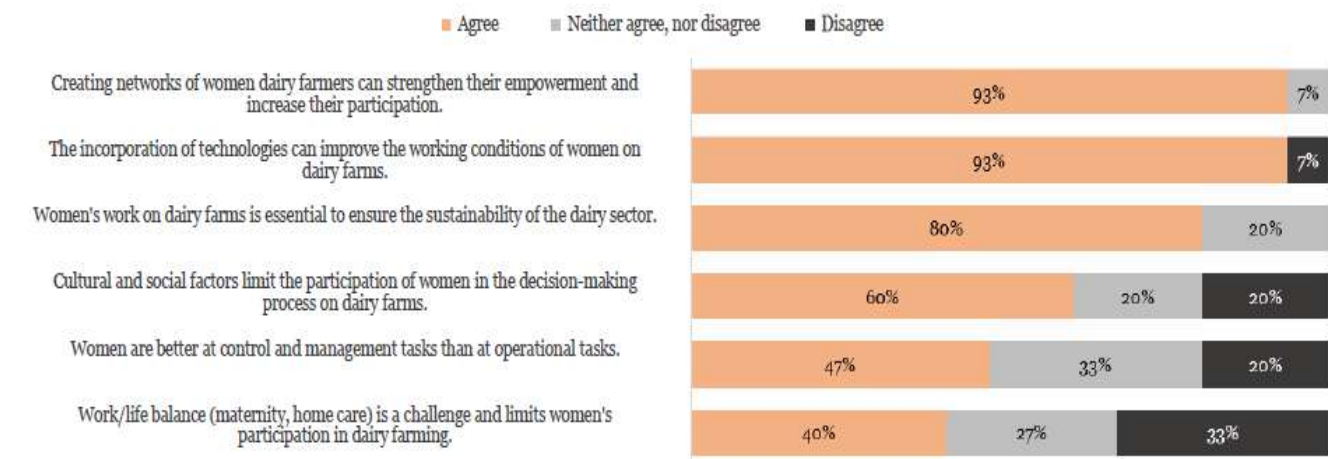
According to your perception: How would you rate the level of women's participation in the rural sector in general and in the dairy sector in particular? Scale 1 (none) to 7 (very high)



What do you consider to be the most important tasks carried out by women on dairy farms in your country?



Please indicate your level of agreement or disagreement with the following statements about women's participation in the dairy industry



THE ROLE OF RURAL WOMEN IN THE DEVELOPMENT OF THE DAIRY CHAIN: Obstacles, opportunities and challenges for Latin America

General aspects

In Latin America, rural women play an important role in production systems, including the dairy sector, in terms of job creation, community roots and local economic development. Women are actively involved in various stages of the dairy chain, from production management to marketing. However, their work is often not recognized or fairly remunerated, reflecting structural gender inequalities. Despite these barriers, women have proven to be key agents of change and innovation, promoting sustainable practices and leading community initiatives that strengthen the region's dairy sector.



According to FAO [9] and REDLAC (2023), these women face barriers related to traditional roles and gender inequalities, but also show resilience and innovation. This table details the barriers, challenges and opportunities by country, allowing local and regional specificities to be identified, as well as key areas for developing inclusive and sustainable public and public-private

linkages. Below is a summary table of key countries with dairy development, analyzing their barriers, challenges and opportunities.

Table 4.a. Barriers, challenges and opportunities for women's participation in agriculture and dairy in Latin America. South American countries, ranked by their importance in regional milk production.

South American countries	Barriers	Challenges	Opportunities
Brazil	Limited access to land.	Overcoming of cultural and structural barriers.	Inclusive community organizations
	Persistent gender inequalities.	Equitable access to technical and financial resources.	High demand for specialty dairy products
	Inadequate infrastructure.		
Argentina	Less importance of family milk production.	Promote technical and technological education.	Growing markets for differentiated products.
	Overload of tasks.	Increase women's representation.	Inclusive collaborative networks.
	Infrastructure problems.	Integrate ICT (information and communication technologies) in the sector.	Focus on sustainability.
	Limited representation in trade unions.		
Colombia	Impact of the armed conflict on access to and control over land.	Protect displaced rural women and ensure their safe return.	Peace processes that open space for inclusive agricultural policies.
	Under-representation in community organizations and agrarian decision-making processes.	Ensure equitable participation in agrarian reform and rural development projects.	Support networks and access to international resources to strengthen their economic position.
Venezuela	Economic instability that limits access to basic dairy inputs.	Strengthen domestic milk production by providing incentives to small producers.	Increasing domestic demand for affordable dairy products.
	Lack of recognition of women in the dairy sector.	Design financing programs that are accessible to women producers.	Development of sustainable local practices led by women.
	Institutional instability and economic policy distortions.		
Uruguay	Secondary roles in decision making.	Overcoming the lack of gender policies in the rural sector.	Dairy cooperatives and inclusion programs.
	Unequal access to resources and training.	Redistribution of domestic responsibilities.	Growth in local dairy markets.
Chile	Unequal access to credit for women in the dairy sector.	Promote integration into inclusive dairy cooperatives.	Growing interest in international markets for Chilean dairy products.
	Lack of specific support programs for women-owned family dairies.	Promote technical training programs in management and marketing.	Opportunity to be a leader in sustainability in regional dairy production.
Bolivia	Unequal access to land due to traditional practices and lack of legal recognition.	Promote joint land titling.	Strengthening indigenous movements that defend women's rights.
	Persistence of patriarchal norms that limit women's participation in community and political processes.	Implement measures to reduce gender inequalities in access to productive resources.	Recognition of collective and individual rights through agrarian reform.
	Inequality in land distribution, even after agrarian reform.		
Paraguay	Limited access to land ownership.	Design inclusive public policies.	Agricultural technology training programs.
	Cultural and social discrimination.	Increase women's representation in business organizations.	Sustainable production and local value chains.

Source: prepared by authors from various sources cited in bibliography.

Table 4.b. Barriers, challenges and opportunities for women's participation in agriculture and dairy in Latin America. Central American countries, ranked by their importance in regional milk production.

Central American Countries	Barriers	Challenges	Opportunities
México	Gender norms that perpetuate the sexual division of labor.	Include women in marketing strategies.	Implementation of technology programs with a gender perspective.
	Price instability and global quality standards.	Strengthen local support networks.	Sustainable and resilient practices.
Nicaragua	Concentration of land that hinders the development of women-owned dairies.	Strengthen women-led dairy value chains.	Abundant natural resources for sustainable practices.
	Limited access to markets and distribution channels.	Develop infrastructure to link rural producers to urban markets.	International recognition as an emerging dairy producer.
Costa Rica	Legal and social restrictions that prevent equal access to land.	Reform legal frameworks for equitable land tenure.	Recognition as a producer of quality dairy products.
	Lack of access to modern technology for the production of dairy products.	Increase training in sustainable dairy production practices.	Expansion of cooperative networks involving women in dairy production.
El Salvador	Lack of access to modern dairy technology.	Train women in good agricultural practices and dairy management.	Local demand for sustainable dairy products.
	Lack of specialized programs in sustainable dairy production.	Establish inclusive marketing networks for dairy products.	Interest in artisanal dairy products in international markets.

Source: prepared by the authors on the basis of various sources cited in the bibliography.

Challenges and opportunities for women in the Agricultural Sector

- Unequal access to new technologies: As the agricultural sector modernizes and goes digital, rural women are excluded from the benefits that these innovations can bring. Lack of access to digital technologies and training in new tools limits their competitiveness in an increasingly dynamic sector. In some countries in the region, the lack of training programmes in agricultural technology also puts women at a disadvantage compared to men, who tend to have greater access to these resources.
- Unpaid work overload: Rural women carry out a significant proportion of the work involved in agricultural production, but this work is not always paid or recognized. In addition, they often have to carry out household chores, leaving less time for personal and professional development. This work overload limits their ability to participate fully in productive activities and decision-making processes on the farm.

- **Green jobs and sustainability:** The increasing focus on sustainability and green agriculture has created new opportunities for rural women. Sustainable agriculture and circular economy projects are opening “new areas of interest” which may allow an enlarged role of women in the promotion of environmentally friendly farming practices. These approaches also open up new marketing opportunities for organic and local products, which are often more profitable. A similar argument can be advanced for the case of the new wave of technical change and digitalization, which opens new opportunities for women’s participation, not only within the farm but also along the value chain (e-commerce, etc.).
- **Diversification of productive activities:** In the case of women dairy farmers in Argentina and Uruguay, diversification of production, such as adding value to milk, has enabled women to take a leading role in the production of artisanal cheeses and other by-products. This diversification offers new opportunities to strengthen women's economic autonomy and increase their visibility in the market.
- **Cooperatives and support networks:** In countries across the region, cooperatives and support networks for rural women are promoting inclusion and economic empowerment. In Uruguay, dairy cooperatives have facilitated access to training and finance for women milk producers. In Paraguay, public policies that support women's participation in productive activities have strengthened their capacity to market their products collectively.
- **Gender-sensitive public policies:** Across Latin America, efforts to implement inclusive public policies are opening new avenues for rural women. Programmes such as the Distance Education and Rurality Network (REDYR) in Argentina and other international seminars have enabled thousands of rural women to acquire new skills, strengthen their leadership capacities and participate in decision-making processes.

In summary, rural women in Latin America face many challenges, ranging from structural and cultural barriers to economic and educational constraints. However, the agricultural sector also offers important opportunities for their inclusion and empowerment. Through digitalization, sustainability, diversification of production and inclusive public policies, rural women can access new markets, increase their economic autonomy and assume leadership roles in agriculture. Changing the reality of rural women in Latin America requires a comprehensive approach that promotes gender equality, supports their access to resources

and fosters regional cooperation to overcome historical barriers that have limited their participation in the agricultural sector.

In addition to the ideas presented above, there is a clear trend in the organization of society and farming in Latin America which includes the following features (as an stylized fact): migration to the cities, smaller families and changes in farm dynamics, with a substitution of managerial and administrative (clerical) indoor activities for the traditional operational outdoor tasks, and this new “environment” may create additional opportunities for women’s participation and development within the (dairy) farm.

Empowerment and participation of rural women in the dairy sector

Based on the available literature on the situation of rural women in Latin America, the following are some ideas for promoting women's empowerment and participation in the dairy sector.

- Increase visibility of women's roles: Rural women play key roles as food producers, environmental managers and community leaders. However, they face structural discrimination and unequal access to productive, financial and technological resources.
- Address barriers that limit access of women’s to decision making capacity: The limited participation of women in trade union and political decision-making is a constant. In several countries, cultural and social barriers persist that prevent their inclusion in these spaces and limit their influence on public policies.
- Develop and promote targeted education and training programs: Technical, technological and leadership training programs have a transformative effect on the empowerment of rural women. Initiatives such as REDLAC's Rural Women Leaders Schools are a key example of this transformation.



- Promote organizational change: It is argued that women-led networks and cooperatives help build resilience and increase participation in local and international markets. These initiatives promote gender equality and strengthen the economic sustainability of rural communities.
- Integrate multidimensional approaches in policy development: Implementing policies with a gender and intersectionality approach is seen as an important contribution to addressing the multiple inequalities faced by rural women. This includes recognizing their economic, social and environmental autonomy as pillars of development.

Based in the ideas presented above, we present here a series of ideas which, if properly implemented, could lead to the improvement of empowerment of women in the dairy sector:

1. Facilitate their access to productive resources:

- Ensure equitable access to land and finance for rural women through specific credit and land tenure formalization programs.
- Facilitate the transfer of modern technology adapted to the needs of small and medium producers.

2. Increased importance of organizational development:

- Promote the creation and strengthening of women-led cooperatives to facilitate access to sustainable markets and financial support.
- Include women in the leadership of trade organizations through inclusive policies

3. Technological innovation and digitalization

- Develop digital literacy and technology transfer programmes to improve productivity and resource management.
- Establish digital platforms for marketing sustainable dairy products.

4. Education and Training

- Develop technical training programmes in sustainable management, leadership and business management with a gender perspective.
- Implement training initiatives in circular economy and value chains.

5. Transformative Public Policies

- Formulate inclusive policies that include comprehensive care systems to reduce the burden of unpaid work.
- Promote awareness-raising campaigns that promote gender co-responsibility in productive and domestic activities.

One final comment regarding the challenges which remain and the opportunities which are open to women in milk production can be stated in terms of “external perceptions”, including statistical reporting. In this sense, when a survey asks about “the owner” or “the farmer”, there implicitly a narrow view of farm organization which in some way exclude women. As an alternative to the prevailing practice, we can mention the case of USDA (US Department of Agriculture) which reports women's participation in different farm activities, distinguishing between primary and secondary roles (in terms of physical labour). In addition, it allows for more than one person to be counted as “farmer”, which has led to an increase in the name of woman to be counted as such.

PARTICIPATION AND ROLES OF WOMEN IN DAIRY MANUFACTURING. Selected cases.

Sustainability reporting has become an important tool for companies to transparently communicate their social, environmental and economic performance. These reports provide detailed information on various aspects, including the gender policies implemented by organizations, reflecting their commitment to gender equality, inclusion and equity.

In Latin America, various dairy companies publish annually the progress and actions taken on this issue, which provide an overview of women's participation in the sector, as can be seen in Table 5. The companies included in the table have been ranked according to the relative importance of each country in milk production at the regional level. It is worth noting that multinational dairy companies such as Lactalis, Nestlé, Danone, Saputo and Savencia, among others, also operate in Latin America, but their sustainability reports are aggregated and not specific to this region.

Table 5. Participation of women in dairy manufacturing in Latin America.

Dairy Industry	Country	Year Report	Participation of women %	
			Total, personal	Managements / administrations
Grupo Lala (Vigor/Itambé)	Brasil	2023	34,8	26,0
Grupo Lala	México	2023	21,0	27,0
Mastellone	Argentina	2022	10,7	22,0
Alpina	Colombia	2023	26,0	40,9
Conaprole	Uruguay	2022-23	21,0	16,0
Dos Pinos	Costa Rica	2023	17,0	33,0

Source: prepared based on sustainability reports published by the dairy industries.

Women represent on average 21.8% of the total workforce, with a maximum of 34.8% at Lala [10] in Brazil and a minimum of 10.7% at Mastellone [11] in Argentina. If only management and administrative positions are taken into account, women's participation improves to an average of 27.5%.

Most of these industries also report on their activities to empower women and make them more visible. This is the case of Alpina Dairy Products [12], which, through its Hilos de fuerza programme, in partnership with the Avon Foundation and the Colombian League Against Cancer, organized a walkway in honor of women who have recovered from breast cancer, which was attended by more than 200 people.

In Costa Rica, Dos Pinos [13] has also been working on gender parity policies through different actions such as the application of the Human Rights Management System with regional scope, plans for gender equality and people with disabilities, the implementation of INTEG038 systems with a focus on gender to achieve the certification of the National Women's Institute in 2026, the signing of the Intention for Gender Parity in Costa Rica and a Diagnostic Plan for 2023.

In Argentina, the Mastellone dairy company held gender talks on Women's Day in 2022 and implemented a protocol against violence and harassment in the workplace.

With regard to equal pay, some reports give the ratio of women's and men's basic salaries and remuneration. For example, at Conaprole [14] in Uruguay, the difference in the calculation of basic salary is 7% in favor of men, and reaches 11% in the confidential category. In Mastellone,

they have a remuneration policy that includes compensation for internal equity, so they do not differentiate remuneration by gender among their employees.

This is also reported by Alpina, where the average pay ratio between men and women, by geographical area and job category, was 138%. This means that men earn the same salary as women and 38% more. In this respect, Alpina clarifies that the difference in pay is due to the characteristics of each geographical area and to legal restrictions related to the handling of heavy loads within the company, which by their nature require men to carry them.



Finally, in the case of Lala, the information provided on remuneration indicates that in unionized positions, salaries are determined without distinction of gender, based on the tabulators established in the collective agreement. In the case of non-unionized positions, the wage administration policy is based on the company's organizational culture, mainly on the values of "We deliver results" and "We grow through meritocracy", which establish that job performance is the

fundamental factor for differentiation and wage growth in the company.

Another area of interest is within the actions taken by dairy manufacturers are the programs designed to improve and promote the participation of women in farming activities. Just to mention two examples of these types of programs, one of them is implemented by Colanta, a cooperative which is the largest dairy manufacturer in Colombia, under the name of "Women in Agribusiness" (Mujeres en Agronegocios), which includes basically training activities carried jointly with the National Service of Rural Training (SENA). Another example, without a specific name, but with similar approach, is the case of Conaprole, also a cooperative, in Uruguay, which has specific gender organized training activities for family and hired women associated with their farmers members.

COMPARISON WITH THE INTERNATIONAL CONTEXT

The participation and role of women in global dairy farming is determined by the diversity of production structures, legal norms and cultural patterns in different countries and regions. However, there are some patterns that allow us to group the more developed regions of the Northern Hemisphere and Oceania on the one hand, and Africa and South Asia on the other.

As it was already mentioned, in the case of the United States, the Department of Agriculture reports [15] women's participation in different farm activities, distinguishing between primary and secondary roles (in terms of physical labour). The former refers to the person who is responsible for the day-to-day management of the farm, while the latter refers to people who are involved in management but not in day-to-day operations.

In the case of dairy farming, the participation of women is 58.3%, i.e. there are more women than men in the activity, but the majority (54.2%) are engaged in operational tasks and only a small percentage (4.1%) have management (ie, decision making) responsibilities. Of all the activities reported, dairying has the highest ratio of operational to managerial activities.

In the case of the European Union, the participation of women in agricultural activity, including dairying, is generally lower than that of men, except in Latvia and Lithuania (the average ratio is 29% of women's participation, taking into account the proportion of farm managers, year 2016) [16]. Although there is a general pattern of lower female participation in the southern countries of the Union, there are also northern countries with a high predominance of men in agricultural activity (in the case of the Netherlands, more than 90%).

Dairy farms in New Zealand and Australia can also be considered "family farms", and the participation and role of women follows a pattern very similar to that of European dairies and the more traditional segments of US dairies. In the case of New Zealand in particular, although the number of women in the dairy chain is increasing (from 26% to 30% in recent years), there are still gender gaps in income, with differences of -38% and -21% for women employed in the primary link and in the dairy industry, respectively [17].

One of the issues that can be seen with some clarity in the New Zealand case is that the retention rate of women is lower than that of men, so they gain less experience and responsibility, making it more difficult to reduce the income gap. This is an issue that was also reported in the EU case, and

hence the importance of certain initiatives, such as pregnancy and maternity support programs, that facilitate the retention of women in the dairy business.

In the case of Australia, the situation is very similar, with women's participation lower than in the economy in general, but higher than in other very specific activities, such as construction or mining. For the dairy sector, a work of the Bureau of Agricultural Economics (ABAREs) reports the participation of women in dairy production, distinguishing between owners, skilled workers, unskilled workers and family members (working), registering values of 34, 24, 31 and 45% respectively [18].

A recent FAO study reports on the status of women in the global agri-food chain [19]. Although it does not focus exclusively on dairy farming, it refers to the case of livestock in general, and highlights that the role of women varies significantly depending on the species, with an inverse relationship between women's participation and the profitability of the activity.

There are also differences in the role of women at different stages of the chain: while they tend to be responsible for daily management (milking) and animal care, their role in selling products may be less important. This reinforces another general characteristic in developing countries, which is that men's participation tends to be greater in the more market-oriented segments, while women's role is more prominent in subsistence and self-consumption economies.



However, the same study notes that women's participation tends to be higher in informal marketing chains, but given the structure of the dairy sector in developing countries, it is highly likely that there is some underestimation of women's participation in the dairy chain.

In contrast to dairies in the more developed countries, which, despite their differences, have certain relatively homogeneous national patterns, in the developing countries it is possible to find a dual organization of dairy production, with a significant population of very small semi-subsistence farms, where women are responsible for taking care of the household, which often includes milking one or two cows, which makes it possible to cover the family's food needs and, in certain cases, to sell some by-products produced at home. On the other hand, in the more specialized dairy segment, with large farms that use hired labor, women's participation tends to be relatively lower.

II. Experiences and perceptions of women in dairy farming: results from a survey and focus groups.

INTRODUCTION

Based on these observations in the first, primary data was collected to provide greater empirical support for the topic. A quantitative study based on a regional survey was conducted targeting women involved in the operation of dairy farms, whether as owners, family members, or workers. A total of 511 responses were received from women in Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, Guatemala, Mexico, Panama, Paraguay, Peru, the Dominican Republic, Uruguay, and Venezuela. The analysis was carried out at the regional level and corrected for possible statistical biases using weighting factors, and was complemented by a stratified analysis according to the size of the dairy farm.

A caveat has to be made regarding the sample used, which is mostly composed by “commercial farms”, that is, productive units of different sizes whose output is intended for sale through private manufacturers and/or cooperatives. It means that a large group of Latin American milk producers, mostly those peasant farms which may sell part of their production to local cheese makers or even make some processing on their own, or those which produce for self-consumption, are (at least) under-represented. Nevertheless, we consider that the sample is very representative of the volume of milk produced in the region.

The quantitative approach was supplemented with qualitative exploration through focus groups. In this context, three meetings were held, with 13 women participating from Uruguay, Bolivia, Chile, Paraguay, Argentina, Panama, Ecuador, Colombia, Peru, and Brazil. They had a diverse background. While some were active dairy farmers, with participation in farm organizations, most of them were professionals working in dairy cooperatives and manufacturing companies, or even government animal health service (one case). The goal here was to have a more general view of women participation and role from outside the farm.

QUANTITATIVE STUDY RESULTS

Socio-demographic profile

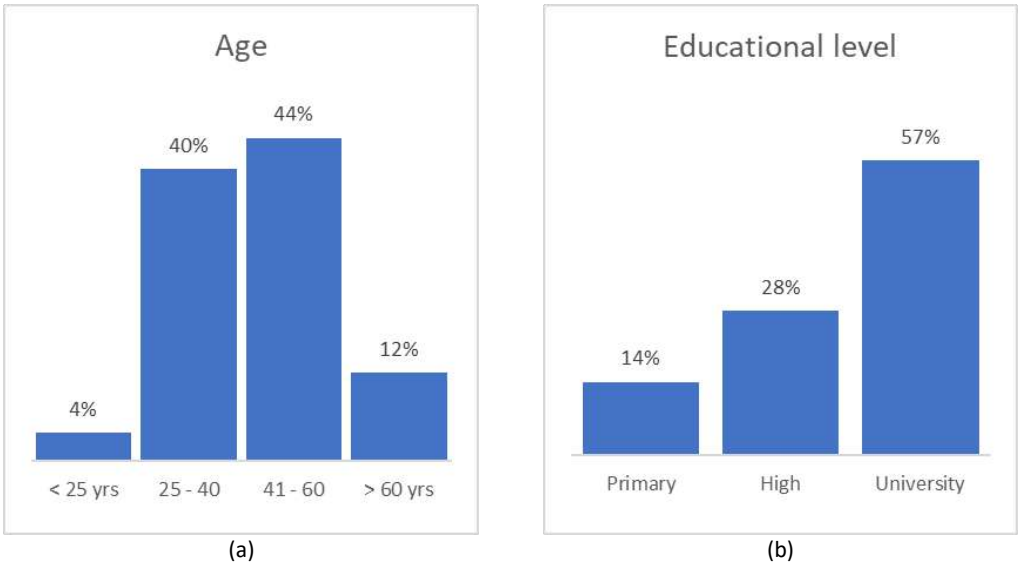
The women involved in dairy farming who responded to the survey represent a diverse range of generations and educational backgrounds. The average age is between 40 and 45, though most are between 25 and 60. There is also intergenerational participation: 4% are under 25, and 12% are over 60 (Figure 5.a).

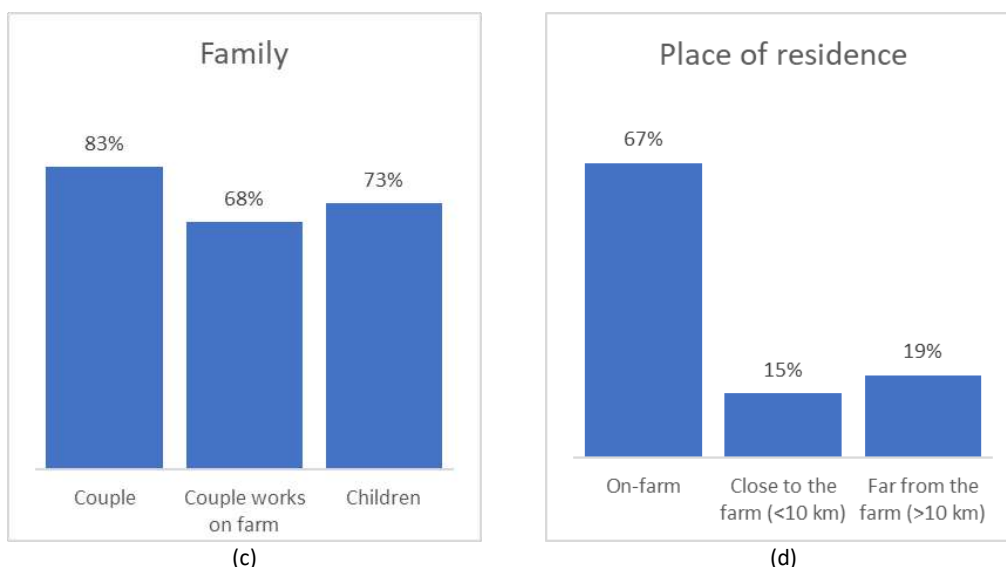
In terms of education, most have a high level of education: 57.5% completed university studies (Figure 5.b). However, it should be noted that these results may be biased towards women with greater access to education and technology, as this is an online survey.

Eighty-two-point seven percent of women reported being in a relationship (Figure 5.c), and in 67.6% of those cases, their spouses or partners participate in farm work. Additionally, 72.6% are mothers with children of various ages: 20% are under 6, 31% are between 6 and 16, and 49% are over 16.

Regarding residence, two out of three women live on the farm, while only one out of five live in remote locations (Figure 5.d).

Figure 5. Sociodemographic profile of women involved in dairy farming in Latin America, as a percentage of responses obtained (relative frequency).





Source: own elaboration

When these characteristics are analyzed according to farm size, a pattern emerges: the proportion of women with a university education increases in larger establishments, while living on the farm is more common in small dairy farms. Similarly, the participation of spouses or partners in farm work tends to decrease as production scale increases. Table 6 provides a breakdown of these variables by farm size, categorized by the number of milking cows.

Table 6: Sociodemographic profile of women involved in dairy farming in Latin America, according to dairy farm size strata, as a percentage of responses obtained (relative frequency).

Farm size	< 25 milking cows	25 a 50	50 a 100	100 a 200	200 a 500	> 500 milking cows
Age (< 40 yrs)	49,2%	52,9%	36,2%	34,4%	52,8%	43,2%
University	34,7%	59,6%	66,0%	75,4%	79,2%	90,9%
Couple works on farm	76,7%	73,1%	58,8%	59,1%	36,6%	40,0%
On-farm residence	79,7%	75,0%	69,1%	44,3%	28,3%	20,5%

Source: own elaboration

According to the data in the table, women associated with very small farms (<25 milking cows) are on average 40 years old and 34% of them have completed university studies. Nearly 80% live on the farm itself and, in cases where they are in a relationship, 75% of their spouses also work there.

At the other end of the spectrum, on very large farms (more than 500 milking cows), women are slightly younger on average and most have a university education. However, only 20% live on the farm and, among those who are married or in a relationship, only 40% of their spouses also work there.

Ownership.

In addition to their sociodemographic characteristics, it is important to analyze how women relate to the farm and its resources. In this regard, 50% of the women surveyed stated that they were owners or co-owners of the farm, 44% were members of the owning family, and the remaining 6% were employees or partners of farm workers (Figure 6.a).

Regarding land ownership, 40% of women reported owning land, which is a significant finding given the male-dominated nature of the agricultural sector. This indicates gradual changes in the distribution of productive factors, as well as in women's opportunities for economic autonomy and participation in decision-making. Figure 6.b illustrates the distribution of land ownership types among the dairy farms where women work.

Figure 6. Type of relationship between women and dairy farms (a) and types of ownership of land (a).

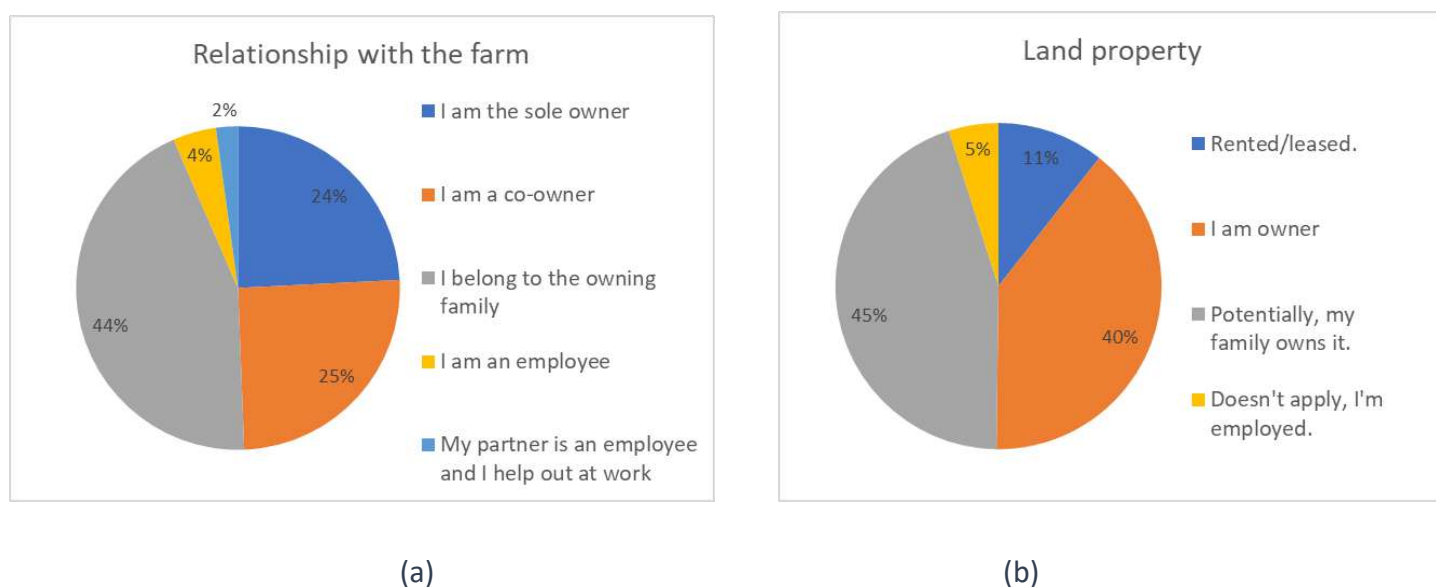
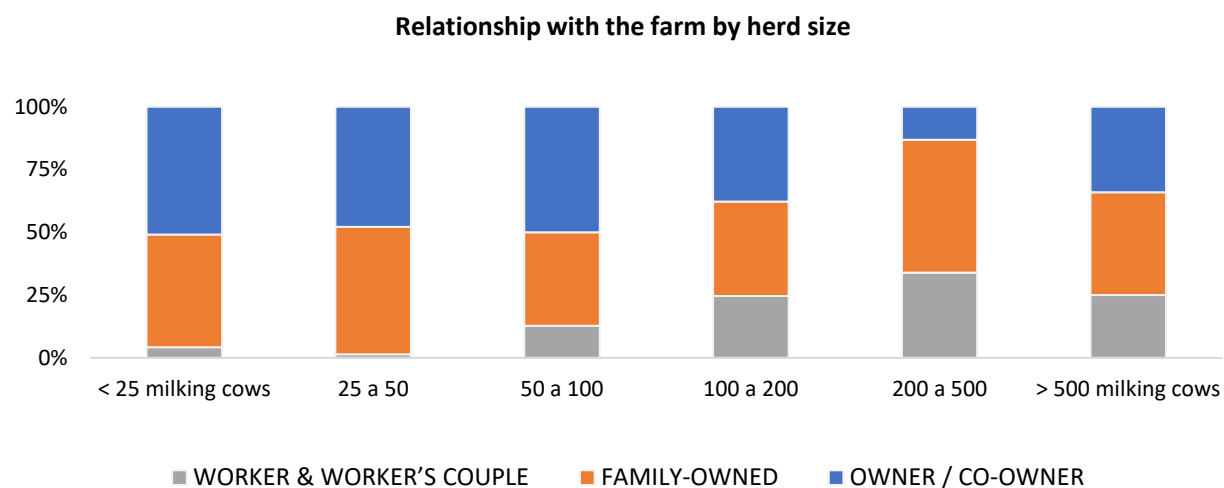


Figure 7 illustrates the relationship with the farm according to production scale. In this case, some differences can be observed. For instance, larger farms tend to employ women directly or through their connection with salaried workers. This highlights the greater diversification of female roles in more complex business contexts. Conversely, on smaller farms, women are primarily owners or members of the owner family, which reinforces the family nature of these farms.

Figure 7: Type of relationship between women and dairy farms according to farm size.



Source: own elaboration

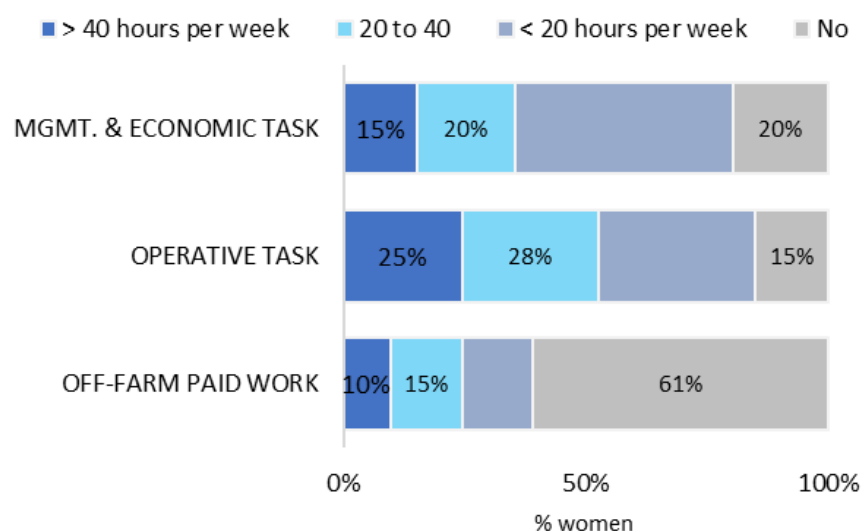
In terms of years of experience or involvement in the dairy sector, the average for women is around 13 years. Seventeen percent began participating in this activity less than five years ago, while 46% have more than 15 years of experience, which reflects the coexistence of established professionals and newcomers.

Women’s role in dairy farms.

Women's role in dairy farming is evident in their daily work, which combines operational and managerial tasks. The former includes activities directly related to production and daily farm operations, such as milking and caring for calves. The latter encompasses planning, organizing, and supervising production and economic processes, but also administrative support (ie, clerical).

Figure 8 illustrates the proportion of women performing operational and/or management tasks on the farm according to the number of hours devoted to each activity per week. The figure also includes information on time spent on other paid work outside the farm.

Figure 8. Women's participation in work on dairy farms and off the farm, by hours per week worked, as a percentage of responses (relative frequency).



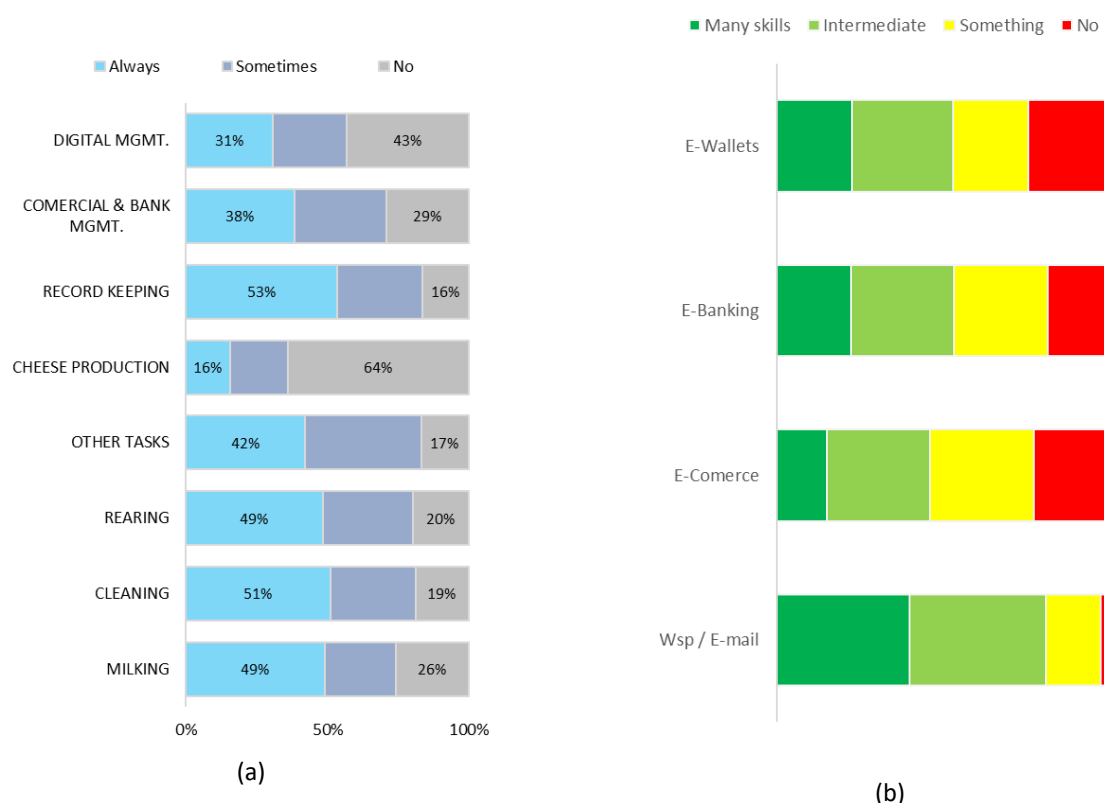
Source: own elaboration

Based on the distribution of responses associated with the above figure, it is estimated that women devote approximately 22 hours per week to operational tasks and 17 hours to management tasks. However, 15% do not perform operational activities, and 20% do not participate in management tasks. Additionally, 39% combine this work with paid employment outside the farm, adding an extra 9–10 hours. This constitutes a "triple workday" integrating productive, paid, and domestic work.



When analyzing the productive tasks performed by women on farms, the most common tasks are milking, cleaning facilities, and caring for calves, also known as "guachera" (Figure 9.a). In terms of management tasks, recordkeeping, commercial and banking administration, and using digital tools stand out. A significant proportion of women report having very good skills and experience in this area (Figure 9.b).

Figure 9. Type of tasks performed according to frequency of execution (a) and skills in the use of digital platforms for management (b), in % of responses (relative frequency).



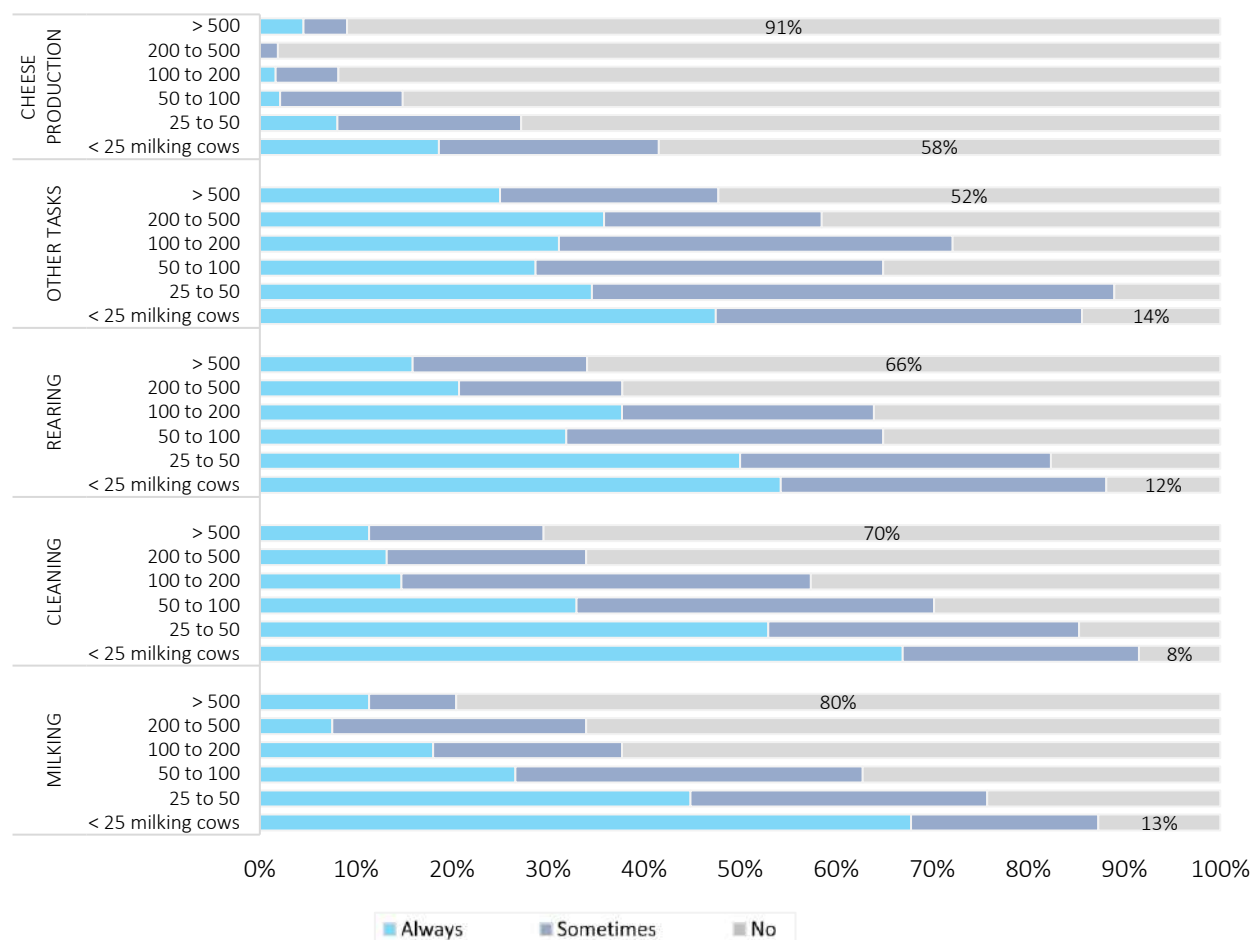
Source: own elaboration

The types of tasks that women perform on farms vary depending on the size of the farm. Figures 10 and 11 illustrate the proportion of women who reported performing specific productive or management activities and how frequently they perform them. For instance, productive activities like milking, cleaning facilities, and caring for calves are less prevalent among women associated with larger farms. Another difference is in cheese production, which is usually associated with smaller farms.

There are gaps in administrative tasks, particularly in areas related to the use of digital tools. This issue was more prevalent among women working on large farms.

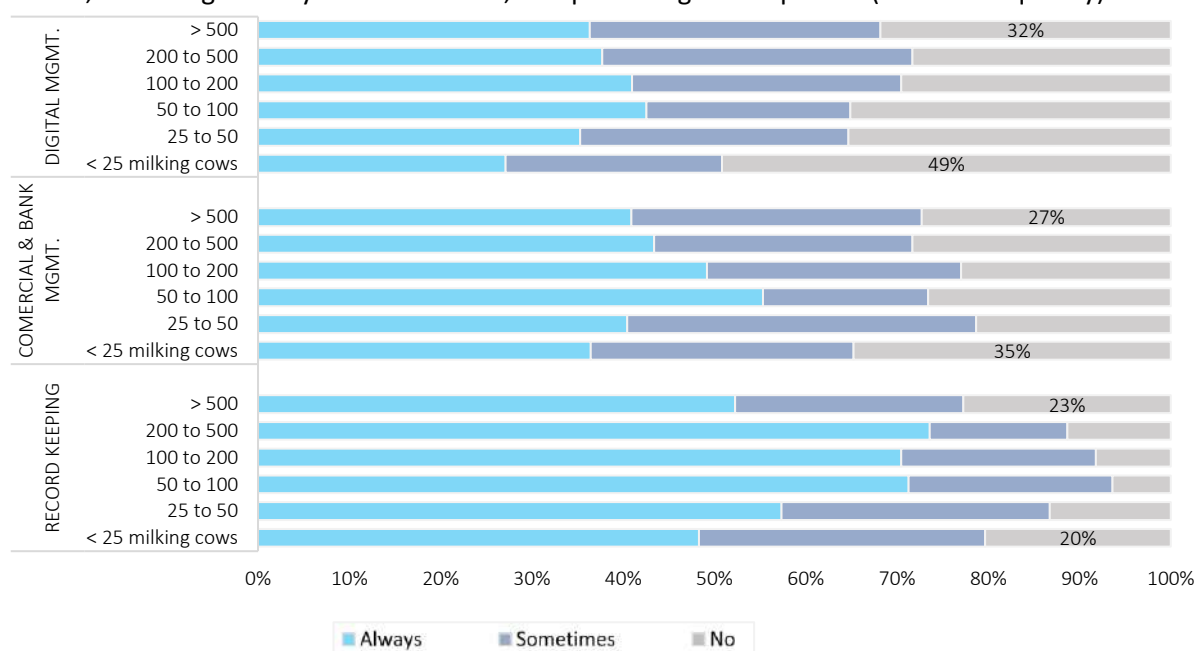


Figure 10: Type of operational tasks performed by women and frequency of execution, according to dairy farm size strata, in % of responses (relative frequency).



Source: own elaboration

Figure 11: Types of productive and economic management tasks performed by women and frequency of execution, according to dairy farm size strata, as a percentage of responses (relative frequency).

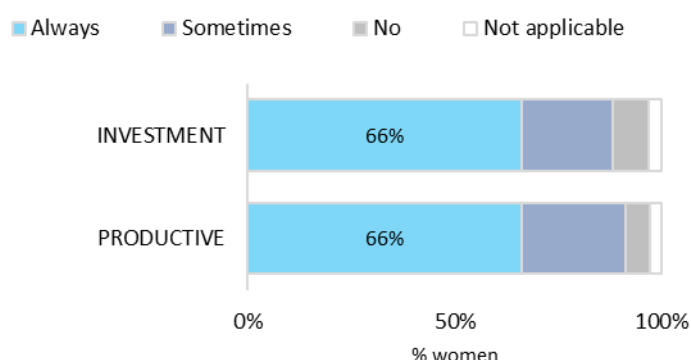


Source: own elaboration

Participation in decision-making

Women also play a role in the strategic aspects of the farm, such as the decision-making process. More than half of the respondents indicated that they always participate in decision-making processes, reflecting their greater involvement in managing the establishment. Figure 12 shows the results, highlighting that the "not applicable" category corresponds to women who are employed by the farm but not owners or direct family members.

Figure 12: Women's participation in investment and production decision-making processes on dairy farms, % of responses (relative frequency).



Source: own elaboration

Although women generally participate in decision-making processes, the data in Table 7 show a lower incidence of women participating in investment decisions as farm size increases. This pattern may be related to the type of relationship women have with these farms. They tend to join as employees and/or as members of the owner's family, roles that do not always carry decision-making power.

Table 7: Women's participation in investment and production decision-making processes on dairy farms, by farm size, as a percentage of responses (relative frequency).

DECISION-MAKING INVOLVEMENT - ALWAYS	< 25 milking cows	25 a 50	50 a 100	100 a 200	200 a 500	> 500 milking cows
INVESTMENT	68,6%	64,7%	64,9%	63,9%	58,5%	47,7%
PRODUCTIVE	72,0%	58,8%	64,9%	78,7%	71,7%	54,5%

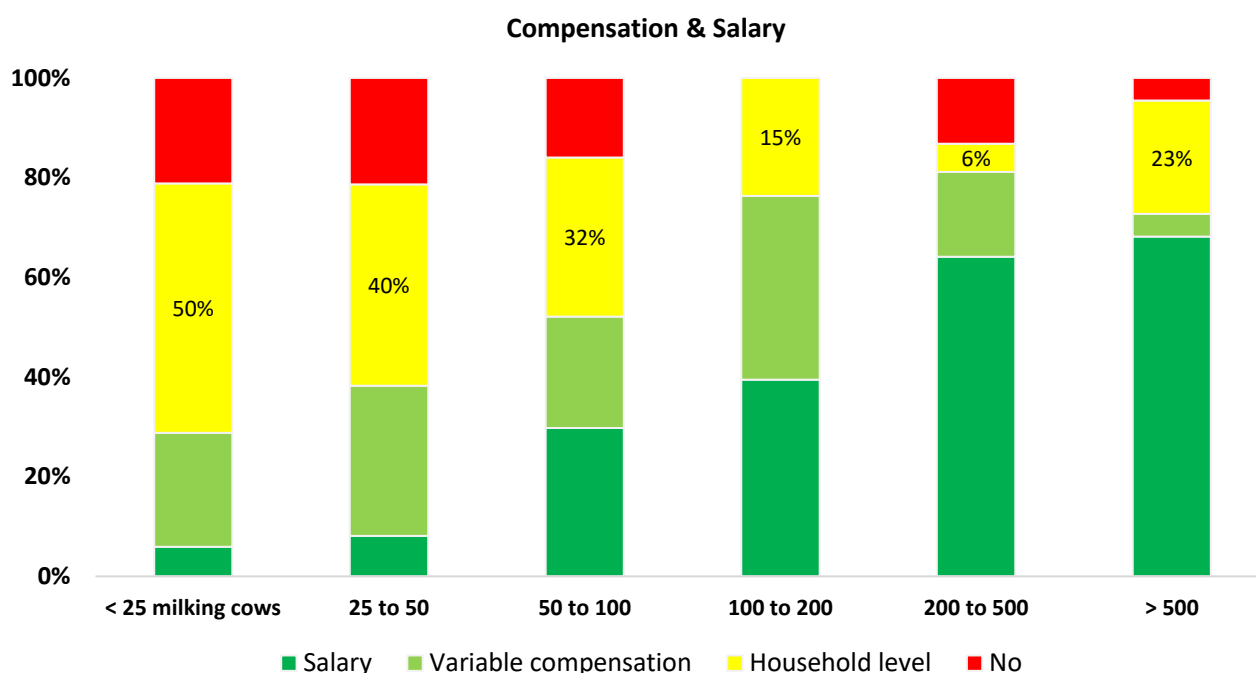
Source: own elaboration.

Salaries and compensations

There are some inequalities in the economic recognition of women's work on dairy farms. At the regional level, only 37% of women receive formal payment. Meanwhile, 42% receive indirect compensation at the household level, and 22% receive no remuneration whatsoever. This last group is more common among women who are owners or co-owners.

As shown in Figure 13, the differences also depend on the size of the farm. On small, family-run dairy farms, compensation is typically collective, and income is integrated into the household economy without individual access. On larger farms, however, women, including salaried employees, more commonly receive direct, formalized payments thanks to solid administrative structures, legal formalization, and tax formalization. Thus, the scale of production influences not only women's tasks and roles but also the economic recognition of their work, distinguishing small family dairy farms from larger commercial operations.

Figure 13. Forms of compensation/remuneration for women's work according to dairy farm size, in % of responses (relative frequency).



Source: own elaboration.

General profile of women in the Latin American dairy industry: a comprehensive overview through infographics

Below is an infographic displaying the primary indicators of women's profile, role, and participation in regional dairy farming. Also included are two infographics focusing on very



small and small farms, which together account for approximately 78% of commercial establishments in Latin America. Infographics on women associated with larger farms are included in the appendix, along with photographs depicting women's work on commercial farms in various Latin American countries.

Infographic 1. Women on Latin America dairy farms. Regional overview

WOMEN ON LATIN AMERICA DAIRY FARMS

Regional Overview



AGE < 40 yrs

43,7%



UNIVERSITY

57,5%



COUPLE

82,7%



COUPLE WORKS ON FARM

67,6%



CHILDREN

72,6%



ON-FARM RESIDENCE

66,7%



DAIRY EXPERIENCE > 10 yrs

61,8%



GOOD INTERNET ON-FARM

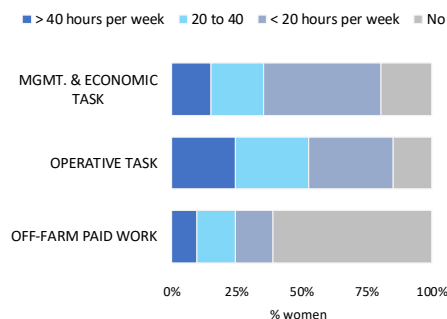
49,0%

PROFILE, ROLE AND TASKS OF WOMEN IN DAIRY PRODUCTION SYSTEMS

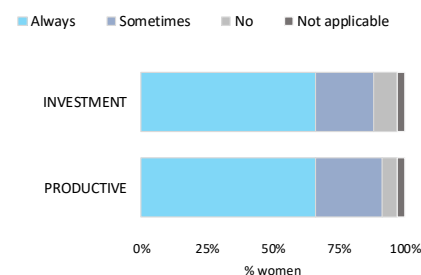
WOMEN PROFILE

OWNER / CO-OWNER	50%
FAMILY-OWNED	44%
WORKER & WORKER'S COUPLE	6%
Land property: 40% of women own land	

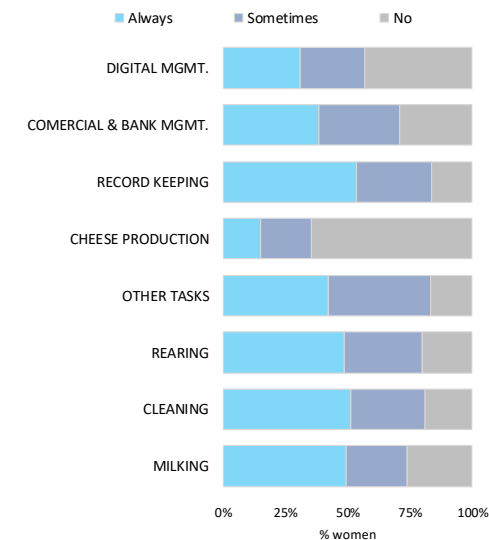
HOURS WORKED PER WEEK



DECISION-MAKING INVOLVEMENT



DAIRY FARM TASKS



COMPENSATION & SALARY

YES	37%
FAMILY LEVEL	42%
NO	22%

About survey

Online survey - sample size (n) = 511 women

Margin of error (z=1,96; α=0,25) = 4,34 %

Results weighted by number of farms per country and size categories

Source: own elaboration

Infographic 2. Women on Latin America dairy farms. Regional overview by farm size. Range of milking cows fewer than 25 cows

WOMEN ON LATIN AMERICA DAIRY FARMS

Regional Overview - by farm size

Range of milking cows: fewer than 25 cows



AGE < 40 yrs
49,2%



UNIVERSITY
34,7%



COUPLE
83,1%



COUPLE WORKS ON FARM
76,7%



CHILDREN
81,3%



ON-FARM RESIDENCE
79,7%



DAIRY EXPERIENCE > 10 yrs
58,5%



GOOD INTERNET ON-FARM
47,5%

PROFILE, ROLE AND TASKS OF WOMEN IN DAIRY PRODUCTION SYSTEMS

WOMEN PROFILE

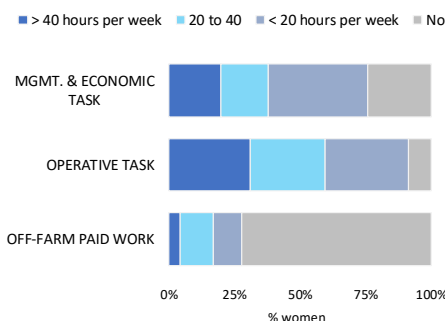
OWNER / CO-OWNER 51%

FAMILY-OWNED 45%

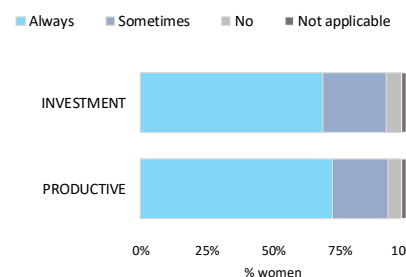
WORKER & WORKER'S COUPLE 4%

Land property: 43% of women own land

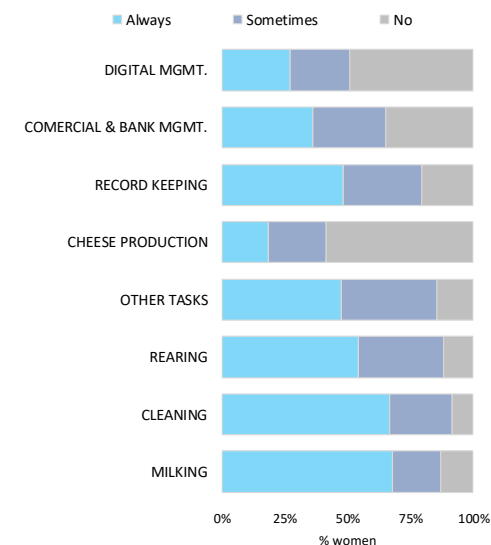
HOURS WORKED PER WEEK



DECISION-MAKING INVOLVEMENT



DAIRY FARM TASKS



COMPENSATION & SALARY

YES 29%

FAMILY LEVEL 50%

NO 21%

About survey

Online survey - sample size (n) = 118 women

Margin of error (z=1,96; α=0,25) = 9,02 %

Source: own elaboration

Infographic 3. Women on Latin America dairy farms. Regional overview by farm size. Range of milking cows 25 to 50

WOMEN ON LATIN AMERICA DAIRY FARMS

Regional Overview - by farm size

Range of milking cows: 25 to 50



AGE < 40 yrs

52,2%



UNIVERSITY

59,4%



COUPLE

84,1%



COUPLE WORKS ON FARM

73,1%



CHILDREN

66,7%



ON-FARM RESIDENCE

75,4%



DAIRY EXPERIENCE > 10 yrs

68,8%



GOOD INTERNET ON-FARM

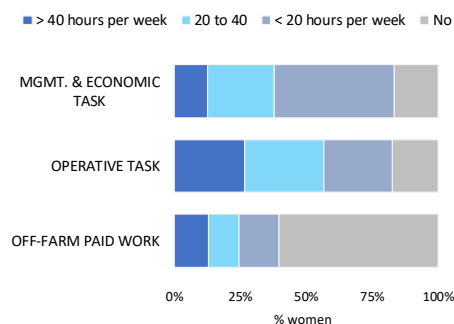
63,8%

PROFILE, ROLE AND TASKS OF WOMEN IN DAIRY PRODUCTION SYSTEMS

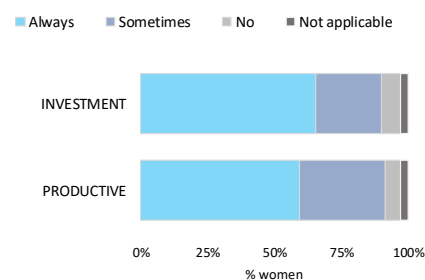
WOMEN PROFILE

OWNER / CO-OWNER	49%
FAMILY-OWNED	50%
WORKER & WORKER'S COUPLE	1%
Land property: 43% of women own land	

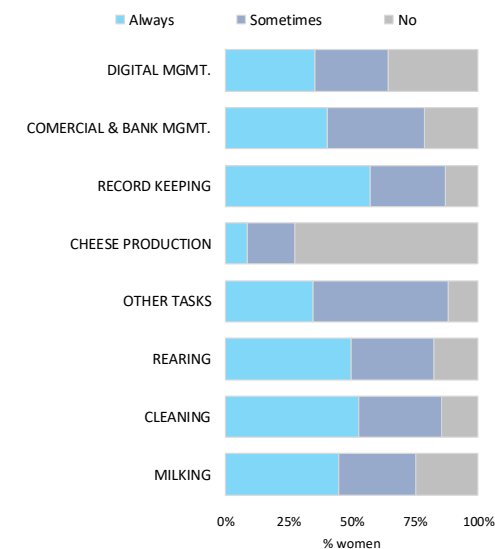
HOURS WORKED PER WEEK



DECISION-MAKING INVOLVEMENT



DAIRY FARM TASKS



COMPENSATION & SALARY

YES	38%
FAMILY LEVEL	41%
NO	21%

About survey

Online survey - sample size (n) = 138 women

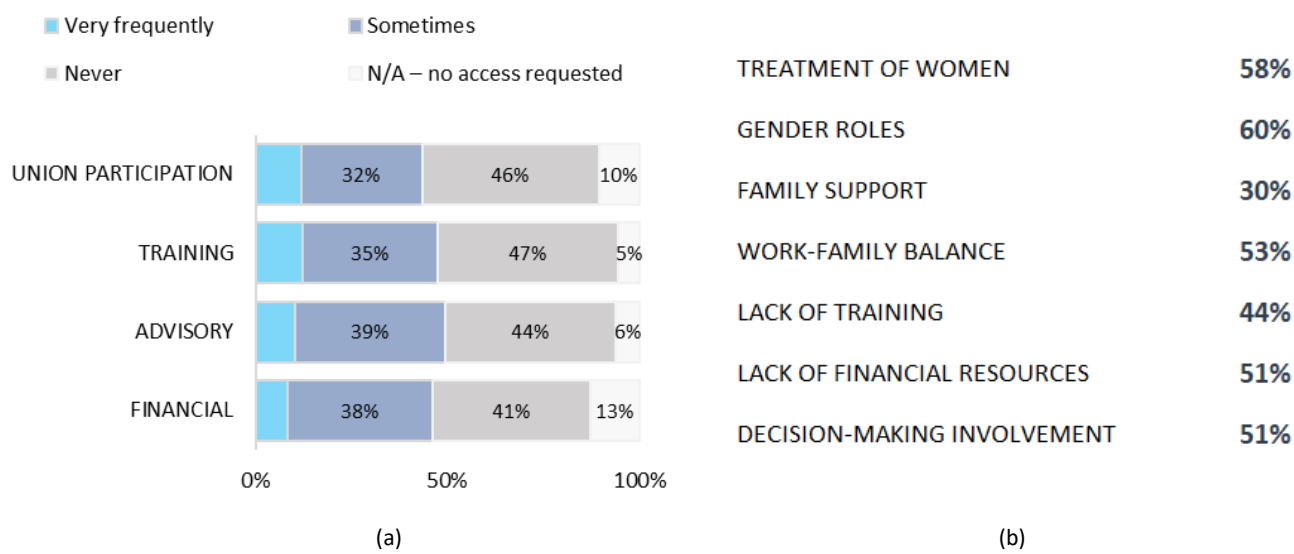
Margin of error ($z=1,96$; $\alpha=0,25$) = 8,34 %

Source: own elaboration

Barries and future challenges

Finally, Figure 14 presents the responses to the analysis of the barriers and challenges faced by women in participating in dairy farming.

Figure 14. Access restrictions (a) and future challenges (b) reported by women, as a percentage of responses (relative frequency).



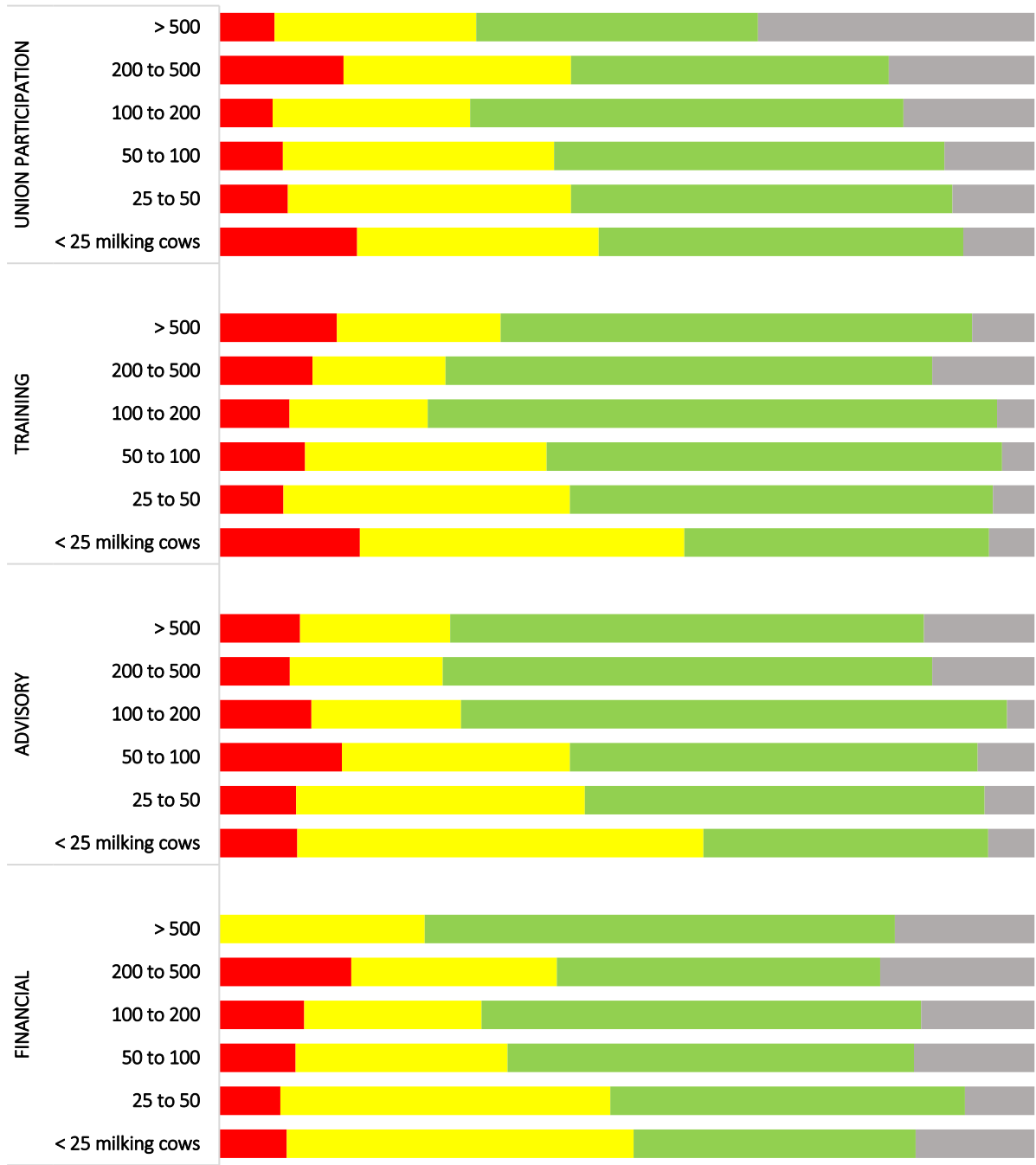
Source: own elaboration.

Figure 14.a shows that the majority of women requested access to financing, training, and other resources. In general, they did not encounter difficulties accessing these resources. Only a small percentage reported frequent problems in these instances.

Regarding the future challenges they identified (Figure 14.b), the most frequently cited challenges were related to gender stereotypes (60%) and the treatment they receive as women (58%).

When analyzing these aspects according to farm size, no distinct patterns of opinion emerge among women from either productive stratum (see Figures 15 and 16). However, it is noteworthy that training and technical advice consistently rank as the most in-demand categories, underscoring the need to bolster continuing education opportunities and access to specialized knowledge, regardless of production scale.

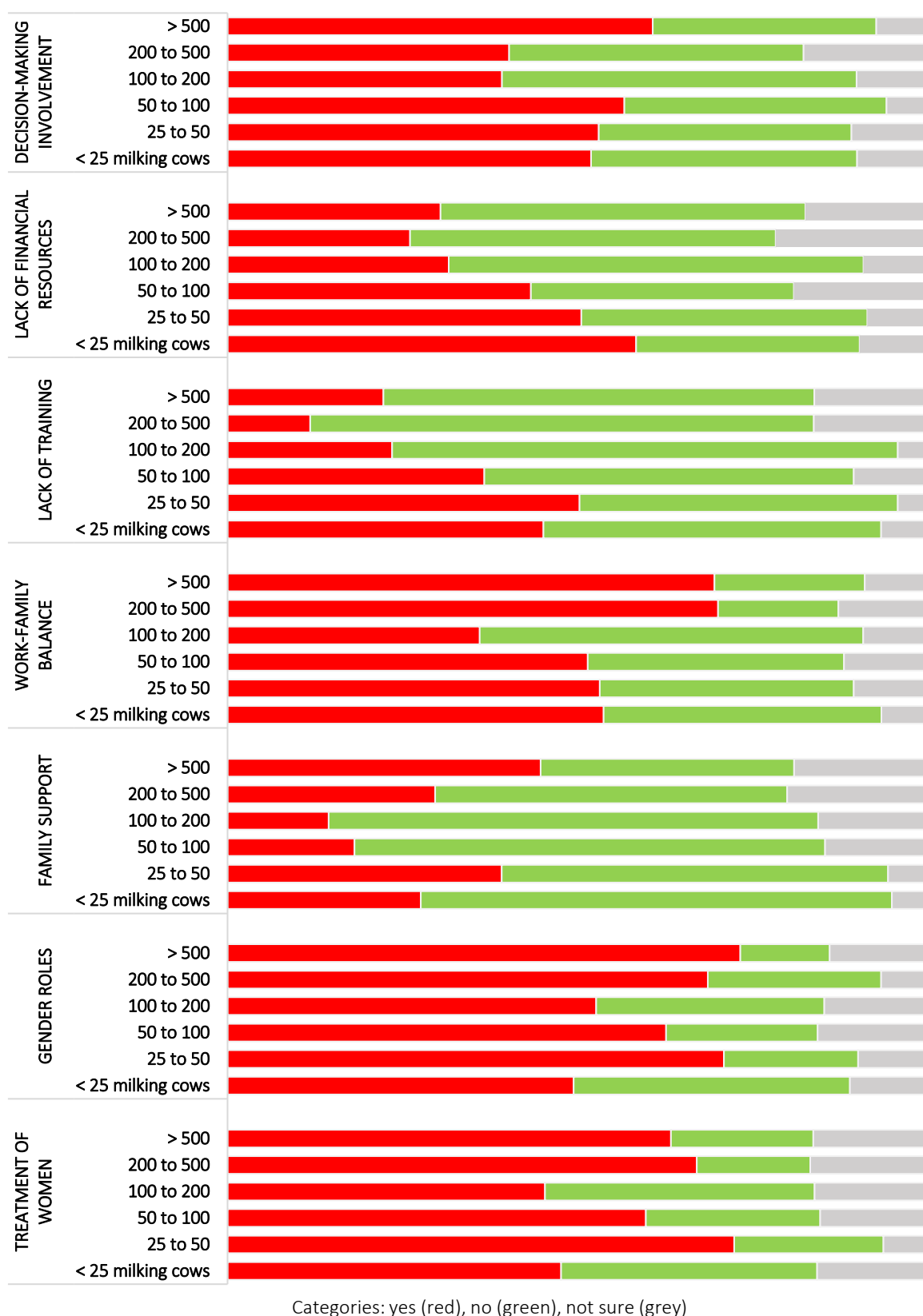
Figure 15. Access restrictions reported by women according to dairy farm size strata, as a percentage of responses (relative frequency).



Categories: frequently (red), sometimes (yellow), never (green), not applicable (grey)

Source: own elaboration.

Figure 16. Future challenges reported by women according to dairy farm size strata, as a percentage of responses (relative frequency).



Source: own elaboration.

Although structural barriers to access are not widespread, these data show that challenges related to gender stereotypes and the full recognition of women in the workplace persist.

Women's opinions – SWOT analysis

Finally, the analysis of the comments and opinions of the women who participated in the survey reveals their identified strengths, opportunities, weaknesses, and threats.

Strengths

- Commitment and dedication: Women are recognized for their hard work, responsibility, and attention to detail in their daily tasks.
- Organizational skills: They are known for their orderliness, thoroughness, and commitment to productivity.
- Distinctive values: Their role is associated with sensitivity, empathy, and teamwork.

Representative opinion: *"Where there is a woman in the dairy, there is living history. Her knowledge isn't found in books; it's in the hands that milk and the legacy that's passed on."* — Ecuador

Opportunities

- Greater visibility: It is suggested that awareness campaigns highlighting their role in the field be strengthened.
- Training and education: More courses, counseling, and adapted learning spaces are needed.
- Inclusion policies: Institutions and programs are expected to provide more active support for rural women.

Representative opinion: *"I think there should be more initiatives to support women in rural areas."* —Brazil



Weaknesses

- Insufficient recognition: Many women feel that their work is not valued as highly as men's work.
- Limited participation in decision-making: There is a persistent perception that men make key decisions on dairy farms.
- Role overload: Women must balance productive responsibilities with domestic and caregiving tasks.

Representative opinion: *"I believe that when women work with their families, they have more space and recognition. When they work for other families and companies, they are not valued."*

—Brazil

Threats

- Sexism and gender stereotypes are cited as structural barriers to their full inclusion.
- Labor shortages and lack of support: Work overload and insufficient human resources make it difficult for women to remain in the workforce.
- Gap in access to financing and technology: They face obstacles in obtaining credit and participating in innovation processes.

Representative opinion: *"As a woman, I see that the space available to women is very limited. There is a lot of prejudice and sexism. This needs to be addressed so women can have the opportunity to develop their skills and qualities as female entrepreneurs."* —Argentina.

The responses reveal an ambiguous view. On the one hand, they recognize women's capacity and commitment to the dairy sector. On the other hand, they warn of the persistence of structural challenges related to a lack of recognition, inequality in decision-making processes, and cultural barriers associated with sexism. In this context, opportunities are identified in highlighting women's contributions, creating training opportunities, and promoting inclusive policies that guarantee equal participation in the dairy industry.

WOMEN ON DAIRY FARMAS IN LATIN AMERICA

Results of the qualitative study

This study was based on three focus groups that served as spaces for support and recognition. In these groups, participants validated each other, found points of identification, and collectively developed proposals for change. These spaces allowed for the collection of stories, perceptions, and experiences related to participants' productive roles, the barriers they faced, training opportunities, work-life balance, the value of their work, leadership possibilities, and future projections.

Comparative analysis



This analysis compares the opinions expressed in each focus group, revealing the diversity of situations among countries and the commonalities among participants. These include viewing training as a driver of empowerment, recognizing care overload as a constraint, and developing networks and leadership as shared goals.

Table 8. Interpretation of the main testimonies, with a summary of common perceptions and regional differences for each thematic area.

Thematic Focus	Focus Group 1 (Uruguay, Bolivia, Chile, Paraguay, Argentina)	Focus Group 2 (Panama, Ecuador, Colombia, Peru)	Focus Group 3 (Brazil)
Current role and work schedule	Women have multiple roles: production, management and family life. They receive economic recognition in Argentina and Chile, but are more invisible in Paraguay and Bolivia.	Upward career paths (operations, unions, ministry). Greater institutional presence.	Family and technical producers (healthcare, teaching). Long working hours, no holidays. Roles shared within the family.
Barriers	Stereotypes persist, as does the lack of access to training and leadership opportunities. Caregiving responsibilities also limit participation.	Sexism, lack of financial/family support, dropping out of school to provide care	Regional sexism, prejudice against “masculine” tasks. Some self-imposed barriers.
Training	Central to empowerment. They demand accessible training for both men and women.	Professional advancement engine. Need for more support policies.	Maintaining leadership is key. Field training and the role of cooperatives are highly valued.
Work-life balance	Double burden acknowledged. In Bolivia, more submission; in Uruguay, some family support.	A major issue is that women often have to leave their studies or jobs to focus on their families. Colombia stands out for its family support.	Exhausting days. Self-care strategies and support from women's networks.
Work assessment	Although the symbolic value is growing, economic recognition remains uneven. The quality of women's work stands out in any task they perform.	Growing recognition, especially in terms of management quality; undervaluation persists in Ecuador.	Recognition should be given for results, responsibility and precision. Women devote passion, time and training to achieving quality results.
Leadership	Although participation in unions and politics is low, women are beginning to occupy spaces. There are different female styles of negotiation.	Progress in cooperatives and ministries, but still a minority. Difficult access to presidencies.	Cooperative spaces and production. Strong family and collective leadership.
Future	Optimism is conditional on receiving more training and visibility.	Greater participation is projected, but public policies and networks are needed	There is a promising future ahead, with advances in equality and the strengthening of networks.

Source: own elaboration

Table 9: Selected quotations reflecting the most significant experiences and reflections of the participants, in the first person.

Thematic Focus	Focus Group 1 – Southern Cone (Uruguay, Bolivia, Chile, Paraguay, Argentina)	Focus Group 2 – Andean Region and Central America (Panama, Ecuador, Colombia, Peru)	Focus Group 3 – Brazil
Current role and work schedule	-“Women fulfil all roles: they drive tractors, milk cows, care for animals and carry out household chores.” (P.C., Chile) -“Within the family, their opinion is highly valued.” (E.T., Uruguay). -“Women’s work sustains the farm, even though it is often not recognised in the statistics.” (Z.C., Bolivia).	-‘Our department is made up of six women and only one man, and we are very proud of that.’ (E.C., Panama) -‘Women have been severely discriminated against in these areas, but dairy production has given them the opportunity to move forward.’ (B. L., Ecuador). -‘I was the first woman to lead such a large team.’ (M.T., Colombia)	- “Sexism varies by region, but when we show results, it diminishes.” (P.M., Brazil) - “If we don't set limits, work consumes us.” (V.O., Brazil) - “It's our own business with very long hours, but at home, decisions are shared.” (J., Brazil)
Barriers	- “In Bolivia, women's work often goes unnoticed, even though it is everywhere.” (Z.C., Bolivia) - “There are still those who think that the countryside is only for men.” (L.V., Paraguay) - “On large dairy farms, women are now paid for their work.” (M.B., Argentina)	- “I had to prove myself twice as much to earn their respect.” (M.T., Colombia) - “Women work, but their efforts are often invisible.” (B.L., Ecuador) - “Many drop out of training because they have no one to look after their children.” (Belén, Peru)	- “There is still resistance to handling large animals.” (V.O., Brazil) - “At first, I had no support to enter agriculture.” (M.A., Brazil) - “In some regions, prejudice is still very strong.” (P.M., Brazil)
Training	- “Training is the tool for empowerment.” (L.V., Paraguay) - “Thanks to the courses, I was able to improve calf rearing, and now people come to me for advice.” (M.B., Argentina) - “Training gives us confidence and a voice in meetings.” (E.T., Uruguay)	- “Training is what allowed me to become a manager.” (M.T., Colombia) - “Thanks to the training, I was able to organize a collection center.” (B.L., Ecuador) - “Studying allowed me to take up a position in the ministry.” (Belén, Peru)	- “Cooperatives have been key to our training.” (V.O., Brazil) - ‘Learning in the field gives us confidence.’ (J., Brazil). - ‘Training is central to sustaining leadership.’ (P.M., Brazil).
Work-life balance	- “It's a double shift: the fields and the house.” (Z.C., Bolivia) - “We often put our studies aside to take care of the family.” (L.V., Paraguay) - “The physical and emotional strain is enormous, but we keep going.” (M.B., Argentina)	- “Working double shifts affects our well-being.” (E.C., Panama) - “I put my career aside for my family.” (B.L., Ecuador) - “My family's support was key to getting where I am today.” (M.T., Colombia)	- If we don't take care of ourselves, no one else will. (V.O., Brazil) - Without Sundays or holidays, it's hard to stay motivated. (J., Brazil) - Women's networks are a fundamental source of support. (M.A., Brazil)

Work assessment	- "Women bring quality and precision to the workplace." (M.B., Argentina) - "Women's opinions carry weight in the family, even if they are not paid." (E.T., Uruguay) - "Without us, many farms would not function." (P.C., Chile)	- "Today, decisions are made with greater consideration." (M.T., Colombia) - "Economically, we are still lagging behind." (B.L., Ecuador) - "Progress has been made in terms of remuneration and access to decision-making." (Belén, Peru)	- "Recognition requires constant effort." (V.O., Brazil) - "Trust is earned through responsibility." (M.A., Brazil) - "When we take on roles, the quality of our work improves." (J., Brazil)
Leadership	"I was able to represent my cooperative at a conference, which would have been unthinkable years ago" (L.V., Paraguay) 'Women's leadership is recognised when we demonstrate tangible results.' (M.B., Argentina). 'We are beginning to take up positions in associations.' (Z.C., Bolivia).	'There are more and more women in management, although we are still in the minority.' (E.C., Panama) 'It's hard to get to the top.' (B. L., Ecuador). 'Opportunities have opened up, but there is still some resistance.' (M.T., Colombia).	- "Leadership is built by showing results." (P.M., Brazil) - "We can also chair associations." (V.O., Brazil) - "The future of female leadership is promising." (J., Brazil)
Future	'The future is promising if we continue to educate ourselves.' (L.V., Paraguay) 'We want our daughters to find a fairer sector.' (E.T., Uruguay). 'We see ourselves leading change in the dairy industry.' (P.C., Chile).	"The future is promising." (E.C., Panama) - "We need more public policies." (B.L., Ecuador) - "Professionalization will open doors." (M.T., Colombia)	- "There is much to be achieved." (V.O., Brazil) - "The path is positive, but there are challenges." (J., Brazil) - "Collective support will be key." (M.A., Brazil)

Source: own elaboration

Cross-sectorial analysis

The joint analysis revealed emotions of enthusiasm, commitment, and sectoral pride. The fluid and active dialogue validated experiences and highlighted regional differences. Progress in recognizing and including women was acknowledged, though tensions related to sexism, care responsibility overload, and lack of access to resources were also noted. All groups valued this meeting space, highlighting its inclusive and respectful nature. Everyone agreed on the importance of maintaining these spaces for exchange to strengthen networks, share knowledge, and promote greater female participation.

Intersectional findings

Emerging leadership is found among young women under 40, while established leadership is associated with long careers and professional recognition. Educational level remains a key factor in accessing training and leadership opportunities. Opportunities for recognition and access to services are determined by farm size and location.

Regarding economic and symbolic autonomy, women said that mere "help" is insufficient; the key is to earn a living from their own work with fair pay, access to resources, and social recognition. Regarding time and care, domestic overload was identified as a cross-cutting obstacle. Attending training is an achievement in itself. Redistributing tasks is a prerequisite for advancing equity.

Regarding individual and/or collective actions, the importance of networks, associations, and trade unions in amplifying women's voices was emphasized. The strong and positive link between "education for decision-making" was highlighted. Training and education provide not only knowledge, but also social legitimacy and self-confidence.

Reflections

The real challenge is ensuring that rural women have concrete opportunities to develop their skills, gain visibility, and receive recognition. This will strengthen their abilities and enable them to participate alongside their families, communities, and organizations in building a more just, inclusive, and sustainable future for Latin American dairy farming. This challenge is both individual and collective. It requires advancing personal autonomy while creating shared spaces where women can transform the sector through their voices and work.

Economic autonomy, access to decision-making processes, and the redistribution of caregiving responsibilities are the levers of change.



As some participants said:

"Training is the tool for empowerment" (L.V., Paraguay).

"If we don't take care of ourselves, no one else will" (V.O., Brazil).

"I had to prove myself twice as much to earn respect" (M.T., Colombia).



These phrases encapsulate the strength, resilience, and clarity of the women who sustain the dairy industry. The future will be more inclusive, competitive, and sustainable if policies, institutions, and communities recognize women as key players in rural development.

III. Final considerations

The first part of this report on women's participation and roles in dairy farming in Latin America highlights the diversity of realities they face, which varies from country to country. These differences depend on factors such as the percentage of the rural population, the level of education of women, cultural norms and the size of dairy farms. Although the participation of women in dairy farming is relatively widespread, their role is still mostly limited to production support tasks (operational and administrative support), with less participation in decision-making and strategic farm management.

Disparities between countries reflect unequal access to resources, training and opportunities. In countries with a higher concentration of rural population, women tend to be more involved in productive activities, but also face greater challenges such as limited access to education and technical training. Conversely, in countries with higher rates of female education, women play a more active role in management and decision-making, although barriers still exist that limit their full participation.

On the other hand, the size of dairy farms also has a significant impact on women's participation. Larger farms are more professionalized, but leadership roles are still predominantly in male hands. On smaller farms, women play a more direct role in daily and support tasks, which they combine with household chores. Many times, in the smaller farms, the man takes off-farms jobs in order to increase family incomes, and thus the role of women in the day-to-day operation of the farms widens.

The report also identifies opportunities to promote greater inclusion and gender equality in the dairy sector. The implementation of policies that promote women's access to education, innovative technologies and financial resources, as well as the strengthening of women's training and leadership networks, are essential to enhancing the role of women in the sector. Encouraging women's active participation at all levels will not only contribute to gender equality, but can also bring significant productivity and sustainability benefits to dairy farms in the region.

The situation in the manufacturing dairy sector reflects similar trends to those observed on dairy farms. Despite a slight increase in female participation in recent years, the presence of women

in the dairy industry is still far from achieving true gender equality. On average, the level of female participation in this sector is similar to that of dairy farms, indicating the persistence of structural and cultural barriers that limit the full development of women's potential in the dairy production chain. On the other hand, it is on line with the participation of women in the labor force for the overall economies, meaning that this situation goes beyond the specifics of the dairy sector.

Compared to other regions of the world, the participation of women in the Latin American dairy sector is intermediate. It is slightly lower than in the United States, the European Union, New Zealand and Australia, where women's involvement in dairying has historically been more visible and recognized, with greater access to resources, technology and specialized training. These countries have more consolidated gender equality policies and a more supportive environment for women in rural areas.

On the other hand, women's presence in the dairy sector in Latin America is much more active than in some less developed regions, such as certain areas of Africa, where women's access to land ownership, capital and education remains very limited. In many of these African regions, women play a key role in agricultural activities, but their participation in the dairy value chain is often relegated to a supporting role, without formal recognition or equal participation in decision-making.

The findings of the second part are based on a survey conducted to a sample of 511 women with ties to dairy farming, most of them as owners or members of the proprietary family. In addition to the survey, three focal groups were organized. Both instruments allowed a more thorough understanding of the role of women in the commercial dairy sector of Latin America.

It was found that the role of women differs according to the size of the farm. In the smallest operations, most women are the owners, but also responsible for many operational tasks in the farm (milking, cleaning, calf rearing, livestock management). In these type of units, the farm and the household are a sort of unity, difficult to disentangle, and collective remuneration is the most common incomes, with almost no individual payments.



As operations get larger women's profiles diversify. In addition to owners and family members, there are also some of them as hired personnel. In general, in these farms, women have higher educational levels, some of them live outside the farm and there also a group with decision making roles. In this context, earnings are more clearly defined, on an individual basis.

Crossing through all these differences in roles, earnings and ownership, most women share the challenge of the "double burden" of attending the household, and particularly when there are children present, and working at the farm. These situation gets even more complicated in some cases where the woman has an off-farm paid job. This double (or even triple) responsibility generate extended work days and limited possibilities of personal developement and participation in off-farm activities.

In general, women participating in the survey and the focus groups have recognized improvements in their visibility and social valuation, but also point to the persistence of barriers both within and outside the dairy farm. The highest level of agreement regarding barriers at the farm level was the difficulty to reach full decisión making (that is, management) capacities. They feel there is a bias with this role assigned mostly to men. Outside the farm, many women feel there still a gender stereotype which limits her participation in farming organizations.

The main demands expressed in the survey refer to access to training, financing and technical advice. Moreover, in the focus groups the participants reinforced the importance of having access to programs of continuous learning and support networks as critical tools to help women empowerment and leadership roles. It is evident from these results that if the goal is to achieve a more inclusive dairy farm sector, then we need to a more pro positive approach designing and implementing appropriate training and activities for women development.

In this context, the women's own voices bring a human dimension that complements the analysis. As one of the participants expressed: "Where there is a woman in the dairy, there is living history. Her knowledge isn't in books, it's in the hands that milk the cows and in the legacy that is passed down."

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APPENDIX 1. STATISTICALS FOR THE YEARS 2002 - 2012 – 2022

Annual milk production	Tons of milk per year			Annual cumulative rate (%)		Participation Year 2022
	Year 2002	Year 2012	Year 2022	2002/12	2012/22	
Argentina	8.793.400	11.680.200	11.904.142	2,9%	0,2%	13,79%
Bolivia (Estado Plurinacional de)	334.422	499.731	569.107	4,1%	1,3%	0,66%
Brasil	22.314.700	33.273.554	35.647.495	4,1%	0,7%	41,28%
Chile	2.170.000	2.650.000	2.284.942	2,0%	-1,5%	2,65%
Colombia	6.553.820	6.607.600	7.421.000	0,1%	1,2%	8,59%
Costa Rica	761.902	1.014.643	1.202.892	2,9%	1,7%	1,39%
República Dominicana	446.638	573.400	860.771	2,5%	4,1%	1,00%
Ecuador	1.689.719	2.135.613	1.867.490	2,4%	-1,3%	2,16%
Guatemala	351.000	476.390	525.447	3,1%	1,0%	0,61%
Guyana	27.279	44.000	55.000	4,9%	2,3%	0,06%
Honduras	586.094	675.809	691.734	1,4%	0,2%	0,80%
México	9.658.282	11.207.296	13.497.999	1,5%	1,9%	15,63%
Nicaragua	544.145	862.000	1.436.684	4,7%	5,2%	1,66%
Panamá	178.187	203.323	179.469	1,3%	-1,2%	0,21%
Perú	1.051.482	1.790.670	2.246.936	5,5%	2,3%	2,60%
Puerto Rico	371.450	256.791	229.915	-3,6%	-1,1%	0,27%
Paraguay	375.127	515.000	558.738	3,2%	0,8%	0,65%
El Salvador	411.258	486.913	364.597	1,7%	-2,9%	0,42%
Uruguay	1.475.000	2.239.000	2.286.703	4,3%	0,2%	2,65%
Venezuela (República Bolivariana de)	1.389.250	2.276.931	2.524.250	5,1%	1,0%	2,92%
Total selected countries	59.483.156	79.468.864	86.355.309	2,9%	0,8%	100%

Source: Author's calculations based on data from Faostat.

2

Rural population	Rural population (people)			Rural population (% total population)		
	Year 2002	Year 2012	Year 2022	2002	2012	2022
Argentina	3.974.139	3.705.497	3.538.352	10,5	8,9	7,7
Bolivia (Estado Plurinacional de)	3.312.530	3.454.705	3.565.773	37,2	32,7	29,2
Brasil	32.702.375	30.150.639	26.795.765	18,1	15,1	12,4
Chile	2.102.025	2.221.654	2.369.599	13,4	12,8	12,1
Colombia	10.195.034	9.751.197	9.311.387	25,2	21,3	17,9
Costa Rica	1.576.780	1.234.072	930.373	38,2	26,1	18,0
República Dominicana	25.421	21.572	20.585	34,3	31,3	28,3
Ecuador	5.082.114	5.730.895	6.377.754	38,9	37,0	35,4
Guatemala	6.559.052	7.538.790	8.216.182	54,0	51,0	47,3
Guyana	543.494	547.559	590.192	71,5	73,6	73,0
Honduras	3.747.929	4.114.652	4.214.875	53,4	46,8	40,4
México	24.860.923	24.997.489	23.843.271	24,6	21,6	18,7
Nicaragua	2.341.099	2.574.526	2.810.208	44,5	42,7	40,4
Panamá	1.161.196	1.286.378	1.360.444	37,2	34,3	30,9
Perú	7.147.973	6.900.715	7.249.838	26,2	23,2	21,3
Puerto Rico	218.792	228.028	205.765	5,7	6,3	6,4
Paraguay	2.294.346	2.374.837	2.521.216	43,4	40,1	37,2
El Salvador	2.403.668	2.021.704	1.598.852	40,0	32,8	25,2
Uruguay	245.702	177.355	147.591	7,4	5,3	4,3
Venezuela (República Bolivariana de)	3.071.122	3.500.202	3.289.223	12,1	11,9	11,6
Total selected countries	113.564.315	112.532.466	108.957.355	23,8	20,9	18,4

Source: Own research based on data obtained from <https://datos.bancomundial.org/indicador/>

3

Agriculture jobs	Agricultural employment (% of total employment)			Men employed in farming (% of men employed)			Women employed in farming (% of female employed)		
	Year 2002	Year 2012	Year 2022	Year 2002	Year 2012	Year 2022	Year 2002	Year 2012	Year 2022
Argentina	11,9	8,4	7,2	16,1	11,4	10,1	5,9	3,8	3,3
Bolivia (Estado Plurinacional de)	42,4	30,9	27,0	44,8	30,7	27,2	39,1	31,1	26,7
Brasil	15,4	9,8	8,7	18,4	13,2	12,2	10,9	5,1	4,0
Chile	13,5	10,1	6,3	17,9	13,4	8,4	4,7	5,1	3,4
Colombia	20,1	17,6	14,6	28,7	24,8	20,5	6,4	7,1	5,8
Costa Rica	15,9	13,3	13,4	21,9	18,5	16,9	4,1	5,2	8,0
República Dominicana	0,0	0,0	0,0	0,0	0,0	0,0	s/d	s/d	s/d
Ecuador	28,5	28,0	31,5	31,7	32,3	33,0	23,2	21,0	29,5
Guatemala	40,2	32,3	27,1	51,5	43,1	36,2	18,0	12,3	9,5
Guyana	22,2	18,9	11,9	28,4	24,6	16,8	7,3	8,4	4,3
Honduras	38,8	37,0	24,2	53,6	49,5	33,8	9,1	10,5	8,9
México	17,2	14,5	12,6	22,8	20,2	17,5	6,1	4,8	4,9
Nicaragua	31,5	31,7	27,7	42,0	40,0	40,3	8,8	17,2	7,7
Panamá	17,4	16,7	15,3	25,3	21,7	19,9	3,1	8,3	8,1
Perú	37,8	26,1	25,7	37,8	27,6	25,8	37,7	24,4	25,5
Puerto Rico	2,0	1,5	1,3	3,2	2,6	2,1	0,2	0,2	0,1
Paraguay	33,8	24,7	17,4	42,1	28,8	21,6	19,5	18,7	11,5
El Salvador	19,7	21,0	15,0	31,7	32,4	22,2	2,6	5,0	4,5
Uruguay	11,2	8,6	8,4	15,1	12,3	12,4	5,6	4,1	3,6
Venezuela (República Bolivariana de)	10,0	7,7	11,5	14,7	11,8	16,0	1,8	1,5	3,5
América Latina y el Caribe	19,4	15,0	13,6	24,1	19,7	17,8	11,6	8,1	7,6

Source: Own research based on data obtained from <https://datos.bancomundial.org/indicador/>

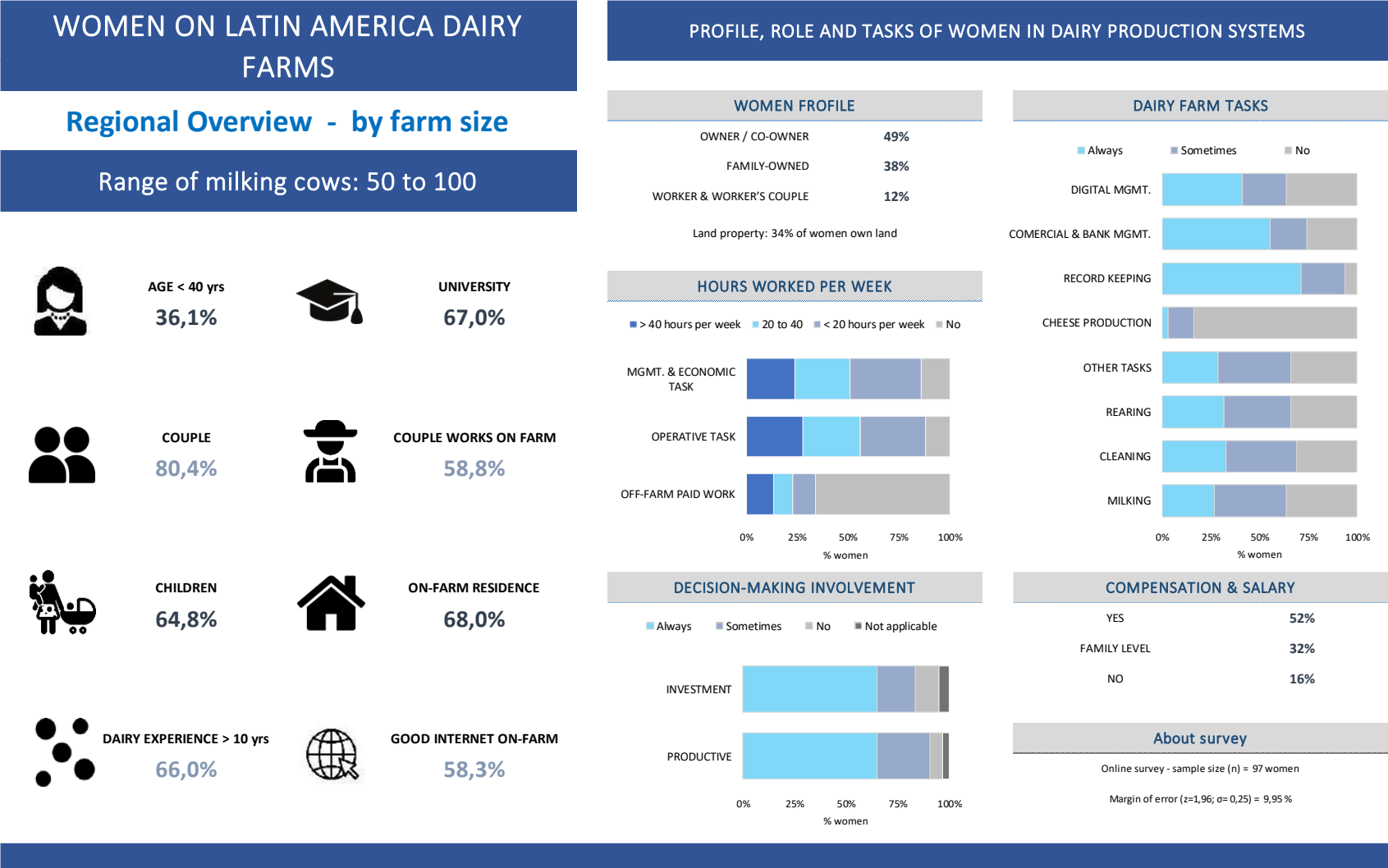
4

² Fao. Statistics. <https://www.fao.org/statistics/es>

³ World Bank. Data. Consultation portal <https://datos.bancomundial.org/indicador/>

⁴ Idem

APPENDIX 2. INFOGRAPHICS ON WOMEN ASSOCIATED WITH DAIRY FARMS WITH MORE THAN 50 MILKING COWS



WOMEN ON LATIN AMERICA DAIRY FARMS

Regional Overview - by farm size

Range of milking cows: 100 to 200



AGE < 40 yrs
34,4%



UNIVERSITY
75,4%



COUPLE
70,5%



COUPLE WORKS ON FARM
59,1%



CHILDREN
77,6%



ON-FARM RESIDENCE
44,3%



DAIRY EXPERIENCE > 10 yrs
75,4%



GOOD INTERNET ON-FARM
59,0%

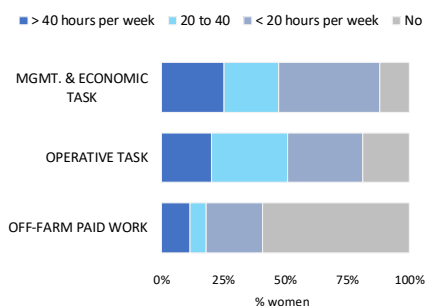
PROFILE, ROLE AND TASKS OF WOMEN IN DAIRY PRODUCTION SYSTEMS

WOMEN PROFILE

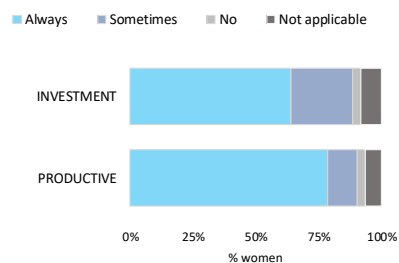
OWNER / CO-OWNER	38%
FAMILY-OWNED	38%
WORKER & WORKER'S COUPLE	25%

Land property: 39% of women own land

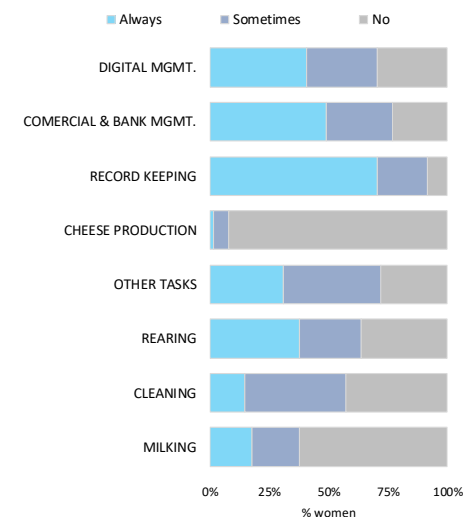
HOURS WORKED PER WEEK



DECISION-MAKING INVOLVEMENT



DAIRY FARM TASKS



COMPENSATION & SALARY

YES	62%
FAMILY LEVEL	23%
NO	15%

About survey

Online survey - sample size (n) = 61 women

Margin of error (z=1,96; α= 0,25) = 12,55 %

WOMEN ON LATIN AMERICA DAIRY FARMS

Regional Overview - by farm size

Range of milking cows: 200 to 500



AGE < 40 yrs
52,8%



UNIVERSITY
79,2%



COUPLE
75,5%



COUPLE WORKS ON FARM
36,6%



CHILDREN
80,9%



ON-FARM RESIDENCE
28,3%



DAIRY EXPERIENCE > 10 yrs
69,8%



GOOD INTERNET ON-FARM
67,9%

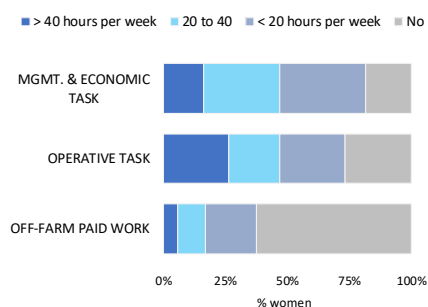
PROFILE, ROLE AND TASKS OF WOMEN IN DAIRY PRODUCTION SYSTEMS

WOMEN PROFILE

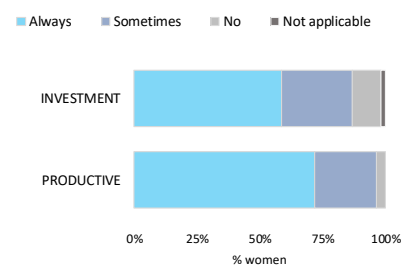
OWNER / CO-OWNER	13%
FAMILY-OWNED	53%
WORKER & WORKER'S COUPLE	34%

Land property: 26% of women own land

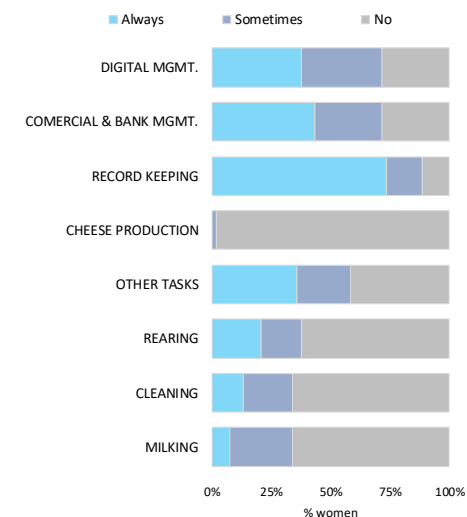
HOURS WORKED PER WEEK



DECISION-MAKING INVOLVEMENT



DAIRY FARM TASKS



COMPENSATION & SALARY

YES	81%
FAMILY LEVEL	6%
NO	13%

About survey

Online survey - sample size (n) = 53 women

Margin of error (z=1,96; α= 0,25) = 13,46 %

WOMEN ON LATIN AMERICA DAIRY FARMS

Regional Overview - by farm size

Range of milking cows: more than 500 cows



AGE < 40 yrs

43,2%



UNIVERSITY

90,9%



COUPLE

68,2%



COUPLE WORKS ON FARM

40,0%



CHILDREN

73,5%



ON-FARM RESIDENCE

20,5%



DAIRY EXPERIENCE > 10 yrs

61,4%



GOOD INTERNET ON-FARM

74,4%

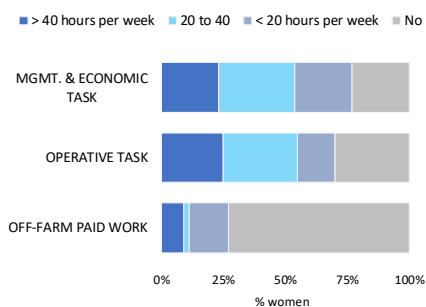
PROFILE, ROLE AND TASKS OF WOMEN IN DAIRY PRODUCTION SYSTEMS

WOMEN PROFILE

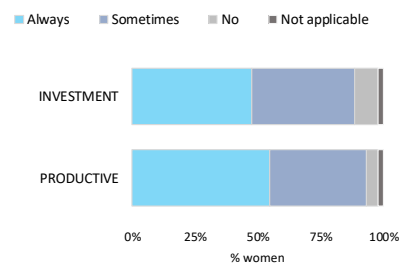
OWNER / CO-OWNER	34%
FAMILY-OWNED	41%
WORKER & WORKER'S COUPLE	25%

Land property: 30% of women own land

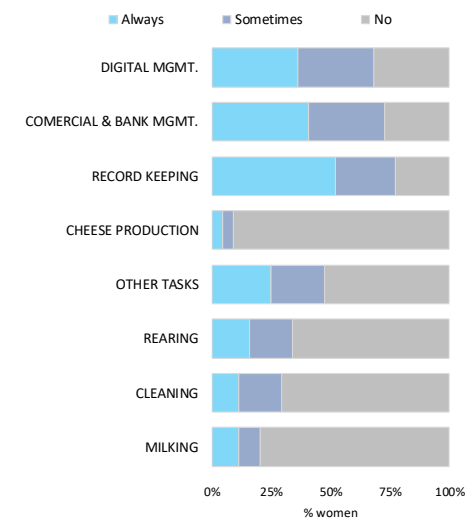
HOURS WORKED PER WEEK



DECISION-MAKING INVOLVEMENT



DAIRY FARM TASKS



COMPENSATION & SALARY

YES	73%
FAMILY LEVEL	23%
NO	5%

About survey

Online survey - sample size (n) = 44 women

Margin of error (z=1,96; α= 0,25) = 14,77 %

Source: own elaboration

All photographs were provided by their authors or by the institutions to which they belong.