

5. CLIMATE RESILIENCE AND GENDER DIAGNOSTIC FOR AGRICULTURAL SGBS

These interview guides are intended to explore challenges within agricultural small and growing businesses (SGBs) related to gender and climate resilience. They may be adapted and used by gender-focused impact investors to formulate financing and technical assistance projects such as the Gender Equity Grant program. In 2019, Root Capital developed these diagnostic tools to identify proposals for Climate-Gender Equity Grants with three coffee clients in Central America. These tools should be edited for context and drafted in conjunction with SGB staff such that questionnaires reflect the SGB's key learning questions alongside the themes discussed below.

QUESTION GUIDE: FEMALE PRODUCER FOCUS GROUP

THIS TOOL SHOULD BE USED TO CONDUCT FOCUS GROUPS WITH A REPRESENTATIVE SAMPLE OF FEMALE PRODUCERS AFFILIATED WITH THE SGB.

Farm Production, Climate Resilience, and Income

1. Who produces coffee in your family?
2. How do you manage your coffee farm? What agricultural and labor practices do you employ? *Discuss the various stages of the production cycle; note responses in the table below. For each practice, ask:*
 - Did you begin to apply this practice before or after you joined [the SGB]? *If after, ask:*
 - Why did you begin to use this practice?
 - Did [the SGB] influence your decision to begin using this practice? How?
 - Are there challenges to using this practice on your farm? Why or why not? *Identify the barriers to adoption or maintenance of specific practices.*

Type of practice	Specific practices mentioned	Adopted before/after SGB membership	Motivation for practice adoption	Role of the SGB in adoption	Challenges
Seed (ex. different varieties)					
Soil conservation (ex. mulching, live or dead barriers, ground cover)					
Fertilization					
Pest/disease management					
Water conservation or irrigation					
Temporary or permanent shade					

3. What is your role in coffee production? And for other crops or livestock? Who is in charge of farm production in your family—you, your partner? Another family member?
4. What are the primary challenges that your family faces in coffee production?
 - *If climate challenges are mentioned: What type of climate challenges? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*
5. What are the primary challenges that your family faces in other crop production or livestock management?
 - *If climate challenges are mentioned: What type of climate challenges? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*
6. *If producers have not mentioned climate already, ask: Have you noted any change in the climate, for example in temperature or rain patterns, over the period that you've been farming?*
 - *If yes: what changes? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*

7. Have the challenges or climate changes affected your farm production or household well-being?
 - How?
 - Have the impacts been mild or severe? *Mild (economic losses of less than 25%), Moderate (losses of 25-50%), Severe (losses of more than 50%)*
 - Have these impacts affected women's farm production in a different manner than men's farm production? How?
8. How does your family respond to these climate impacts?
 - What is your role in these activities? *Probe differences in the activities performed by women vs. men, and on the time and resources required for current activities.*
9. Who makes decisions in your household related to responding to climate challenges?
 - For example, who makes decisions related to the purchase of inputs to respond to a new pest?
 - Who makes decisions related to coffee farm renovation with different varieties?
10. Would you like to continue farming coffee in the next five years? Why or why not?
11. What are your primary sources of income?
 - What percentage of your income comes from coffee production?
 - Do you have another job (farm worker, office, etc.)?
 - For those who are married or living with a partner, what percentage of your household income is generated by your partner?
12. Who makes decisions about your income and household expenses?
 - Who makes decisions about whether to build a new house, buy a television, or buy livestock?
 - Who makes decisions about purchasing food for family consumption?
 - Who makes decisions about paying school fees or children's education in general?
13. What do you think about the division of labor between men and women in coffee production and in your household?
 - Are you satisfied with these roles? Is your partner satisfied with these roles?
 - What do you think should change about these roles, and how do you think you could achieve those changes?
14. Does your household have a washer, a dryer, or other equipment that saves time on household tasks?
15. Do you have free time to dedicate to yourself? If so, what do you do during this free time?

SGB Membership

16. How did you join [the SGB], and why?
17. Do you participate in [the SGB]'s decision-making?
18. Since you joined [the SGB], what have been the primary benefits of membership?
19. Have you had access to coffee trainings? (from [the SGB] or from other providers)

- *If yes:*
 - How did you hear about this training?
 - What type of training, and who provided it?
 - What was the theme of the training? Have you had access to trainings on climate change and how to adapt?
 - How much were you trained?
 - Are you/were you satisfied with this training? Did it meet your needs and expectations?
 - Who participates in these trainings?
 - Do men and women attend/participate equally, or does one group attend/participate more than the other?
 - If women participate less, why don't women participate? Do you have suggestions to increase women's participation in crop trainings?
 - *If no:* Why have you not received trainings?
20. What additional trainings do you feel you need?
21. Do you (not the men in your household) have access to credit for farm activities? (From [the SGB], or from other providers?)
- *If yes:*
 - How did you hear about this type of credit?
 - What type of credit, and who provides it?
 - How have you used the credit on your farm?
 - Are you satisfied with this credit? Has it met your needs and expectations?
 - Do women and men have equal access to credit in your community?
 - If women have poorer access, why? Do you have suggestions to increase the participation of women in local credit programs?
 - *If no:* Why have you not received credit?
22. What additional loans do you require?
23. Have you had access to a weather alert system for extreme weather events, like droughts, or pest and disease outbreaks? (From [the SGB] or other producers)
- Who has access to this information? You? Your partner? Another family member?
 - Who uses this information in your crop production? You? Your partner? Another household member?
24. What other services or benefits should [the SGB] provide you?
- Do you think that [the SGB] should provide a benefit or service specifically for women? To improve their production or climate resilience in particular?
 - What type of service?
 - Provided in what way? Do you have any suggestions to improve the participation of women in these services?
 - What initiatives have you seen in your community or others that aim to support women? To improve their production or climate resilience in particular?

QUESTION GUIDE: MALE PRODUCER FOCUS GROUP

THIS TOOL SHOULD BE USED TO CONDUCT FOCUS GROUPS WITH A REPRESENTATIVE SAMPLE OF MALE PRODUCERS AFFILIATED WITH THE SGB.

Farm Production and Income

1. What is your role in coffee production? And for other crops or livestock?
2. Who is in charge of farm production in your family—you, your partner? Another family member?
3. What are the primary challenges that your family faces in coffee production?
 - *If climate challenges are mentioned: What type of climate challenges? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*
4. What are the primary challenges that your family faces in other crop production or livestock management?
 - *If climate challenges are mentioned: What type of climate challenges? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*
5. *If producers have not mentioned climate already, ask:* Have you noted any change in the climate, for example in temperature or rain patterns, over the period that you've been farming?
 - *If yes, what changes? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*
6. Have these challenges or climate changes affected your farm production or household well-being?
 - How?
 - Have the impacts been mild or severe? *Mild (economic losses of less than 25%), Moderate (losses of 25-50%), Severe (losses of more than 50%)*
 - Have these impacts affected women's farm production in a different manner than men's farm production? How?
10. How does your family respond to these climate impacts?
 - What is your role in these activities? *Probe the differences in the type of activities performed by women, or in the time and resources required for existing activities.*
11. Who makes decisions related to responding to climate challenges?
 - For example, who makes decisions related to the purchase of inputs to respond to a new pest?
 - Who makes decisions related to coffee farm renovation with different varieties?
12. Who makes decisions about your income and household expenses?
 - Who makes decisions about whether to build a new house, buy a television, or buy livestock?

- Who makes decisions about purchasing food for family consumption?
- Who makes decisions about paying school fees or children's education in general?
- 13. What do you think about the division of labor between men and women in coffee production and in your household?
 - Are you satisfied with these roles? Is your partner satisfied with these roles?
 - What do you think should change about these roles, and how do you think you should achieve those changes?
- 14. Does your household have a washer, a dryer, or other equipment that saves time on household tasks?
- 15. Do you have free time to dedicate to yourselves? If yes, what do you do during this free time?

Household Gender Norms

- 16. What is your opinion about the idea of women earning income?
- 17. What do you think about the division of labor in your community between men and women in crop production and in the household?
 - Are you satisfied with these roles? Are your partners satisfied with these roles?
 - What roles do you think that women should play in your families? (your partners, daughters, mothers, etc.)
 - What do you think should change, and how do you think those changes can occur?
- 18. What are your aspirations for daughters and granddaughters? Sons and grandsons?

SGB Membership

- 19. How did you join [the SGB], and why?
- 20. Do you participate in [the SGB]'s decision-making?
- 21. Since you joined [the SGB], what have been the primary benefits of membership?
- 22. Have you had access to crop trainings? (from [the SGB] or from other providers)
 - *If yes:*
 - How did you hear about this training?
 - What type of training, and who provided it?
 - What was the theme of the training? Have you had access to trainings on climate change and how to adapt?
 - How much were you trained?
 - Are you/were you satisfied with this training? Did it meet your needs and expectations?
 - Who participates in these trainings?
 - Do men and women attend/participate equally, or does one group attend/participate more than the other?

- If women participate less, why don't women participate? Do you have suggestions to increase women's participation in crop trainings?
- *If no:* Why have you not received trainings?
- 23. What additional trainings do you feel you need?
- 24. Do you have access to credit for farm activities? (From [the SGB], or from other providers?)
 - *If yes:*
 - How did you hear about this type of credit?
 - What type of credit, and who provides it?
 - How have you used the credit on your farm?
 - Are you satisfied with this credit? Has it met your needs and expectations?
 - Do women and men have equal access to credit in your community?
 - If women have poorer access, why? Do you have suggestions to increase the participation of women in credit programs?
 - *If no:* Why have you not received credit?
- 25. What additional loans do you require?
- 26. Have you had access to a weather alert system for extreme weather events, like droughts, or pest and disease outbreaks? (From [the SGB] or other producers)
 - Who has access to this information? You? Your partner? Another family member?
 - Who uses this information in your crop production? You? Your partner? Another household member?
- 27. What other services or benefits should [the SGB] provide you?
 - Do you think that [the SGB] should provide a benefit or service specifically for women? To improve their production or climate resilience in particular?
 - What type of service?
 - Provided in what way? Do you have any suggestions to improve the participation of women in these services?
 - What initiatives have you seen in your community or others that aim to support women? To improve their production or climate resilience in particular?

QUESTION GUIDE: SGB BOARD MEMBERS

THIS TOOL SHOULD BE USED TO CONDUCT A GROUP INTERVIEW WITH MEMBERS OF THE SGB'S BOARD OF DIRECTORS.

Climate Change and SGB Operations

1. Could you tell us a bit about the origins of the cooperative? What is the impact you're aiming to achieve?
2. What are the primary challenges facing the SGB today?
 - *If climate challenges mentioned: What type of climate challenges? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*
 - *If climate challenges are not mentioned, ask: Have you noticed any change in the climate, for example in temperature or rainfall patterns, since the SGB was founded? If yes, which? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*
3. Have these challenges or climate changes affected the SGB's operations?
 - How?
 - Have the impacts been mild or severe? *Mild (economic losses of less than 25%), Moderate (losses of 25-50%), Severe (losses of more than 50%)*
4. What are the [the SGB]'s objectives related to climate change?
 - Do you approach these goals differently for male/female employees or producers? If so, why?
 - Do you think that it is important to support women in adapting to climate change? If so, why?

SGB Response to Climate Change

5. How does the SGB respond to the climate impacts discussed above?
6. Who makes decisions about how to respond to climate-related challenges? What is the role of the Board?
 - For example, who makes decisions about changes to your crop purchasing strategy?
 - Who makes decisions about the introduction of new activities to support farmer-members?
7. Has the SGB worked on climate resilience or adaptation issues with members? *Examples: policies, new initiatives, programs, opportunities for alternative income generation or to support crop diversification, trainings regarding adaptation practices*
 - If yes, what types of activities or services? *Identify approximate annual commitments to these activities, in terms of personnel and financing*

- What are the goals of these services for producers, for the SGB, and for the broader community?
- 8. Of those who participate in climate-resilience programming, what percentage are women? How does this percentage compare to women's representation in the SGB's membership?
- 9. Are there factors that limit women's access to these services to improve crop production/climate resilience?
 - How does the SGB address these barriers? If they are not currently taken into account, how could the SGB address them in the future? What opportunities do you see to promote women's inclusion and participation in the future?
- 10. Have you observed any climate resilience initiatives or programs (with or without a focus on gender) in other SGBs or communities?
- 11. What are the risks of pursuing resilience-related activities, and how can those risks be limited?

SGB Programs and Policies for Women

- 12. How do you recruit new members? Is the process accessible to women? (For example, are farmers required to own a specific amount of land before they're able to join?) How are women included and how are women encouraged to become members?
- 13. Why do you believe that women members of [the ENTERPRISE] decided to join? Why do you think that non-member women in the community have not joined?
- 14. Are there benefits or resources available or designated specifically for women members or employees of [the SGB]?
- 15. Are opportunities (for membership, employment, training, special programming, etc.) within [the SGB] accessible for women employees and members?
 - *If yes:* Do you believe that the SGB's technical assistance services support or limit the inclusion and participation of women?
- 16. What is the gender composition of the organization's leadership (on the board, among managers, among agronomists, etc.)?
 - *If applicable:* Why do you think there are fewer women participating in positions of leadership/on the technical team?
- 17. How active are women in the organization, and what is their impact (at the level of employees or members)?

QUESTION GUIDE: SGB MANAGERS

THIS TOOL SHOULD BE USED TO CONDUCT INTERVIEWS WITH MANAGEMENT-LEVEL EMPLOYEES AT THE SGB.

Climate Change and SGB Operations

1. What are the primary challenges facing [the SGB] today?
 - *If climate challenges mentioned: What type of climate challenges? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*
 - *If climate challenges are not mentioned, ask: Have you noticed any change in the climate, for example in temperature or rainfall patterns, since the SGB was founded? If yes, which? Probable responses: landslides, floods, changes in rainfall, drought, excessive heat, excessive cold*
2. Have these challenges or climate changes affected [the SGB]'s operations?
 - How?
 - Have the impacts been mild or severe? *Mild (economic losses of less than 25%), Moderate (losses of 25-50%), Severe (losses of more than 50%)*
3. What are the [the SGB]'s objectives related to climate change?
 - Do you approach these goals differently for male/female employees or producers? If so, why?
 - Do you think that it is important to support women in adapting to climate change? If so, why?

SGB Response to Climate Change

4. How has the [the SGB] responded to these climate impacts?
5. What is your role in these activities?
6. Who makes decisions about how to respond to climate challenges?
7. Has the SGB worked on climate resilience or adaptation issues with members? *Examples: policies, new initiatives, programs, opportunities for alternative income generation or to support crop diversification, trainings regarding adaptation practices*
 - *If yes, what types of activities or services? Identify approximate annual commitments to these activities, in terms of personnel and financing*
 - What are the goals of these services for producers, for the SGB, and for the broader community?
8. Of those who participate in climate-resilience programming, what percentage are women? How does this percentage compare to women's representation in the SGB's membership?
9. Are there factors that limit women's access to these services to improve crop production/climate resilience?

- How does the SGB address these barriers? If they are not currently taken into account, how could the SGB address them in the future? What opportunities do you see to promote women's inclusion and participation in the future?
- 10. Have you observed any climate resilience initiatives or programs (with or without a focus on gender) in other SGBs or communities?
- 11. What are the risks of pursuing resilience-related activities, and how can those risks be limited?

SGB Programs and Policies for Women

- 12. Please provide the percentage of women in various positions at the organization:
 - Board Members:
 - Managers:
 - Agronomic Team:
 - Employees:
 - Members:
- 13. *If applicable:* Why do you believe that there are few women participating in any of these groups or positions of leadership?
- 14. Have there been women on the Board of Directors in the past? Today, does the organization have a goal to increase the number of women on the Board, or at the organization in general?
- 15. How do you recruit new members? Is the process accessible to women? (For example, are farmers required to own a specific amount of land before they're able to join?) How are women included and how are women encouraged to become members?
- 16. Why do you believe that women members of [the ENTEPRISE] decided to join? Why do you think that non-member women in the community have not joined?
- 17. Are there benefits or resources available or designated specifically for women members or employees of [the SGB]?
- 18. Are opportunities (for membership, employment, training, special programming, etc.) within [the SGB] accessible for women employees and members?
 - *If yes:* Do you believe that the SGB's technical assistance services support or limit the inclusion and participation of women?
- 19. What is the composition of the organization's leadership (on the board, among managers, among agronomists, etc.)?
 - *If applicable:* Why do you think there are fewer women participating in positions of leadership/on the technical team?
- 20. How active are women in the organization, and what is their impact (at the level of employees or members)?