



"Always Growing"

GENDER INCLUSION

The agricultural sector in Guatemala employs almost one-third of the economically active population (BID 2020), making it one of the most important sources of employment at the national level.

Unispice is an agro-exporting group that continually seeks to grow, developing sustainable and inclusive agriculture within the social, economic, and environmental spheres, in favor of its clients, collaborators, and strategic allies. Unispice believes, and has verified, that agriculture continues to be the largest opportunity for economic growth and poverty reduction in Guatemala.

Throughout its more than 30 years of operation, it has strengthened gender equity through a zero-tolerance discrimination policy and an inclusive business model that benefits both women and men. Thus, by the end of 2022, in its production centers and supply chain, Unispice reached a total of 1,399 women, making up 21% of the total 6,655 partners.

By the end of 2022:



- **14%** of the farm workers were female



- Women made up **28%** of the total administrative staff.





By the end of 2022:



• Women made up **46%** of the total workers in the processing plants.



• **36%** of workers in Unispice's own agricultural projects were female

REFERENCE

Inter-American Development Bank – BID (2020). Analysis of Agricultural Policies in Guatemala. Available online in the following link: <https://publications.iadb.org/es/analisis-de-politicas-agropecuarias-en-guatemala>.