




## 4C Gender Equality Add-On

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4C Services GmbH  
4C Online Seminar, 8<sup>th</sup> June 2022







Depending on the region **up to 70% of labour** in coffee production is **provided by women**.

*Source: International Coffee Organization, Gender Equality in the Coffee Sector, 2018*

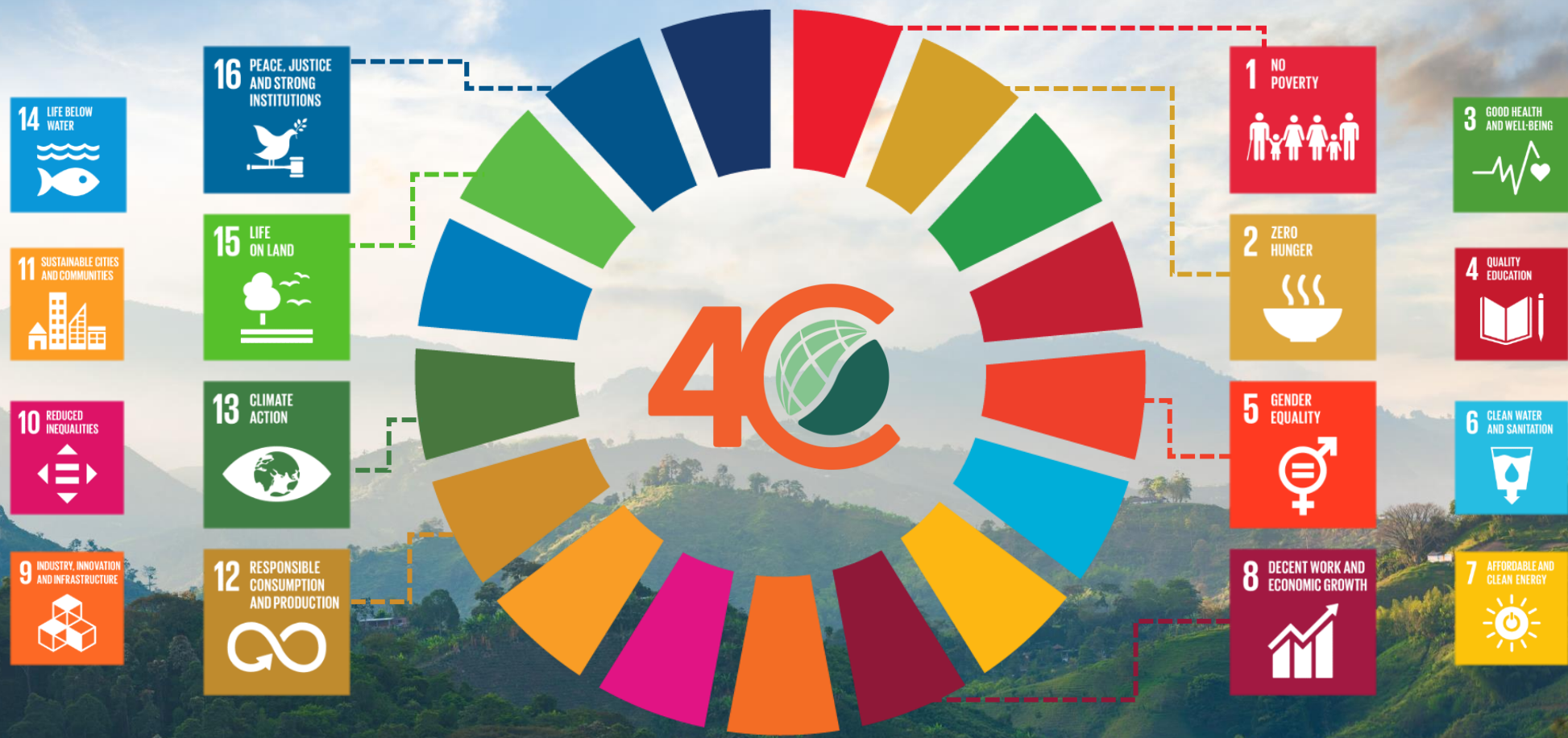
Yet, they have **less access than men to productive resources and opportunities**.

*Source: FAO State of the Food and Agriculture Report from 2010-2011.*

**Closing this gender gap, female farmers could increase their yields by 20–30%, while decreasing the amount of people suffering hunger by 12–17%.**

*Source: Kiptot et al. (2014). Gender, Agroforestry and Food Security in Africa. Current Opinion in Environmental Sustainability. 6. 104-109.*





\* Source: ITC, Linking Voluntary Standards to Sustainable Development Goals, 2020





# 4C Add-Ons



**4C**  
Gender  
Equality  
Add-On



**4C**  
Food  
Security  
Add-on



**4C**  
Carbon  
Footprint  
Add-On

- For 4C System Users who desire to go beyond the 4C Code of Conduct and **address a specific challenge in the coffee supply**, 4C offers dedicated Add-Ons
- These Add-Ons are modules that are applied **on top of the core 4C certification** requirements and procedures



# Scope of the 4C Gender Equality Add-On

## Who?

applies only to 4C Unit including **MEs, BP Producers and BPs Service Providers**

requirements in the checklist apply to females and males who are: part of the **family of a BP/ME and workers** (permanent, temporary and migrant)

### Migrant worker:

A person who migrates (from one country to another or from one region within a country to another) in order to find work

## When?

4C **core certification** for coffee production is a **pre-requisite**

The 4C Gender Equality Add-On can be applied in an **independent** GE audit or take place **in combination** with any planned 4C core audit (recertification, addendum, surveillance)



# Examples of 4C Gender Equality Requirements



Women, girls, men and boys of any age have access to **basic general health care**, recognizing **specific needs** according to gender differences



**Trainings** must be provided equally to both women and men



**Childcare** is provided during **trainings**



Female and male workers receive **equal payments** and employment and **working conditions** for the same work scope



**Equal opportunities** are encouraged and supported to both men and women on **land ownership** and/or **land use right**, in line with national policies



# 4C Gender Equality Add-On Continuous Improvement



Source: Adapted from IGWG Gender Equality Continuum



# Benefits of the 4C Gender Equality Add-On



Use the Add-On as a diagnostic tool to identify gender equality gaps and define action strategies

Increase awareness of the benefits of gender equality within coffee communities

Empower women who foster sustainable development of coffee farms and their economic viability

Enhance potential of the 4C certification to address gender disparities and bring impact on large scope





# 4C Gender Equality Certified Logo

- The 4C Gender Equality Add-On certification serves to **establish market links** between certified coffee promoting gender equality and consumer markets.
- The Gender Equality Certified logo allows companies to **make credible claims** of sustainable certified coffee **promoting gender equality**, thus, highlighting the individuality of their products.





# First 4C Gender Equality Add-On Certificates



Colombia

**First GE certificates** published already:

- Sucden Colombia
- FNC Colombia



Vietnam

**Two pilot units**

- Mercafe
- Simexco  
(in preparation for the GE Add-On audit)





# Public Consultation: 4C Gender Equality Add-On System Document

Open until April 10<sup>th</sup> 2023

- System document describes the rationale of the 4C Gender Equality Add-On, all **relevant procedures regarding risk assessment, auditing method and related documents**
- Stakeholder feedback is vital to 4C's development, therefore any feedback is appreciated
- Share your comments with us via the [form on your website](#)
- Feedback can be submitted anonymously

Thank you!

*Draft – Document for Public Consultation*  
**Gender Equality -  
4C Add-On**

Version 1.0





# Upcoming 4C Gender Equality Add-On Training

Register now via our website

16-17 May	15:00 -18:00 CEST	Language: Spanish
13-14 June	09:00 -12:00 CEST	Language: English (Vietnamese on request)



Early bird discount available!

- **Mandatory** for all CBs that aim to conduct GE audits
  - Important to keep in mind for your registration: the auditing team for 4C GE audits needs to consist of at least one male and one female auditor
  - In addition to the auditing team, the evaluator needs to be trained on the specific requirements of the 4C GE Add-On as well
- **Highly recommended** for all interested Managing Entities or Final Buyers of GE certified coffee





# Promote Gender Equality with 4C!

Do you have any  
questions?

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