4C Gender Equality Add-On

4C Services GmbH
4C Online Seminar, 8th June 2022
Closing this gender gap, female farmers could increase their yields by 20–30%, while decreasing the amount of people suffering hunger by 12–17%.


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


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

14 Life below water
16 Peace, justice and strong institutions
11 Sustainable cities and communities
15 Life on land
13 Climate action
12 Responsible consumption and production
10 Reduced inequalities
9 Industry innovation and infrastructure
8 Decent work and economic growth
7 Affordable and clean energy
6 Clean water and sanitation
5 Gender equality
4 Quality education
3 Good health and well-being
2 Zero hunger
1 No poverty

* Source: ITC, Linking Voluntary Standards to Sustainable Development Goals, 2020
4C Add-Ons

- 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.
- 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.
- **Childcare** is provided during trainings.
**Goal:**
Gender equality and development outcomes

4C Gender Equality Add-On Continuous Improvement

**Code of Conduct**
- **Gender-blind**
  - Reinforces and takes advantages of gender inequalities and stereotypes

- **Conscious**
  - Provides basic decent working conditions and rights to all workers (in line with national laws)

**4C GENDER EQUALITY CERTIFIED**
- **Sensitive**
  - Identifies and acknowledges gender inequalities. Takes the first steps towards ensuring gender equality

- **Responsive**
  - Acknowledges gender norms and considers women and men’s specific needs

- **Transformative**
  - Works to change social norms and addresses root cause of gender inequality

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 scale
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

First GE certificates published already:
- Sucden Colombia
- FNC Colombia

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

Colombia

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

- 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!

Open until April 10th 2023
Upcoming 4C Gender Equality Add-On Training

Register now via our website

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<thead>
<tr>
<th>Date Range</th>
<th>Time</th>
<th>Language</th>
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<tr>
<td>16-17 May</td>
<td>15:00 -18:00 CEST</td>
<td>Spanish</td>
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<tr>
<td>13-14 June</td>
<td>09:00 -12:00 CEST</td>
<td>English (Vietnamese on request)</td>
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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
Do you have any questions?

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Promote Gender Equality with 4C!