4C Gender Equality Add-On
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%.

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* Source: ITC, Linking Voluntary Standards to Sustainable Development Goals, 2020
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.
Goal: Gender equality and development outcomes

- Reinforces and takes advantages of gender inequalities and stereotypes
- Provides basic decent working conditions and rights to all workers (in line with national laws)
- Identifies and acknowledges gender inequalities. Takes the first steps towards ensuring gender equality
- Acknowledges gender norms and considers women and men’s specific needs
- 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 scope
Establish market links between certified coffee promoting gender equality and consumer markets.

Make credible claims of sustainable certified coffee promoting gender equality, thus, highlighting the individuality of the products.
First 4C Gender Equality Add-On Certificates

First GE certificates published already:
- Sucden Colombia (Tolima, Huila)
- FNC Colombia (Tolima)

One 4C unit
- in preparation for the GE Add-On audit

Vietnam

Colombia
4C Gender Equality Add-On Training

- **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

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Organized based on request

Please indicate your interest via the request form on our website or by getting in contact with us via email info@4c-services.org

Early bird discount available!
Do you have any questions?

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Promote Gender Equality with 4C!