




4C Gender Equality Add-On



4C Services GmbH
4C Online Seminar, 8th November 2023



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

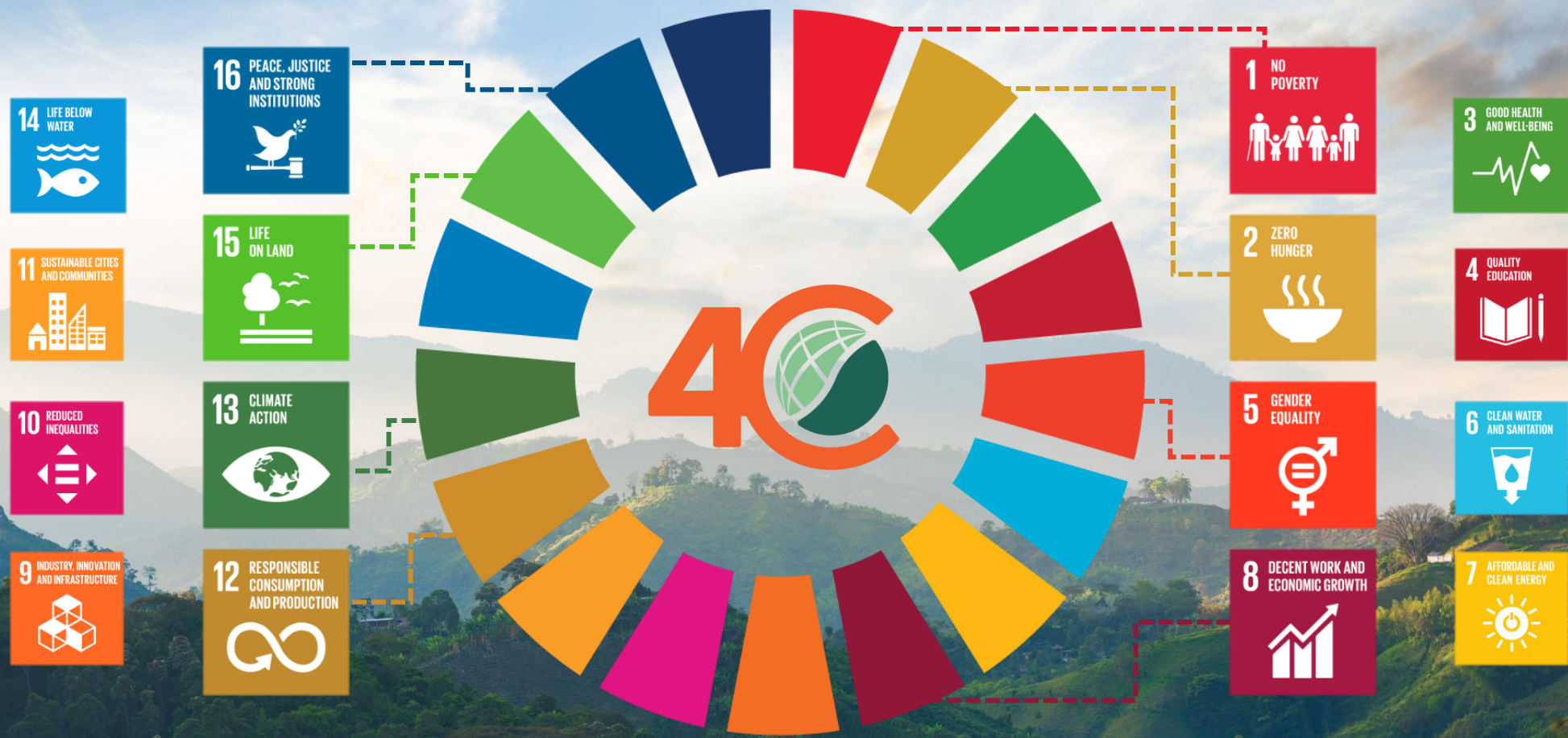
Source: International Coffee Organization, Gender Equality in the Coffee Sector, 2018

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

- **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



Colombia

First GE certificates published already:

- Sucden Colombia (Tolima, Huila)
- FNC Colombia (Tolima)



Vietnam

One 4C **unit**

- in preparation for the GE Add-On audit



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

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!





Promote Gender Equality with 4C!

Do you have any
questions?

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