



SUCAFINA GENDER STRATEGY: SUPPLY CHAINS



INTRODUCTION

Women contribute significantly to the global coffee industry and perform up to 70% of labor in coffee production. Yet **gender imbalance in the coffee sector is impeding sustainable development** (source: [ICO, 2018](#)).

At Sucafina, **promoting gender equality and empowering women in the coffee value chain** is a key focus of our sustainability strategy.

This Global Gender Strategy sets out our vision for advancing gender equality and empowering women within our supply chains to foster equitable, thriving coffee communities and support sustainable coffee production.



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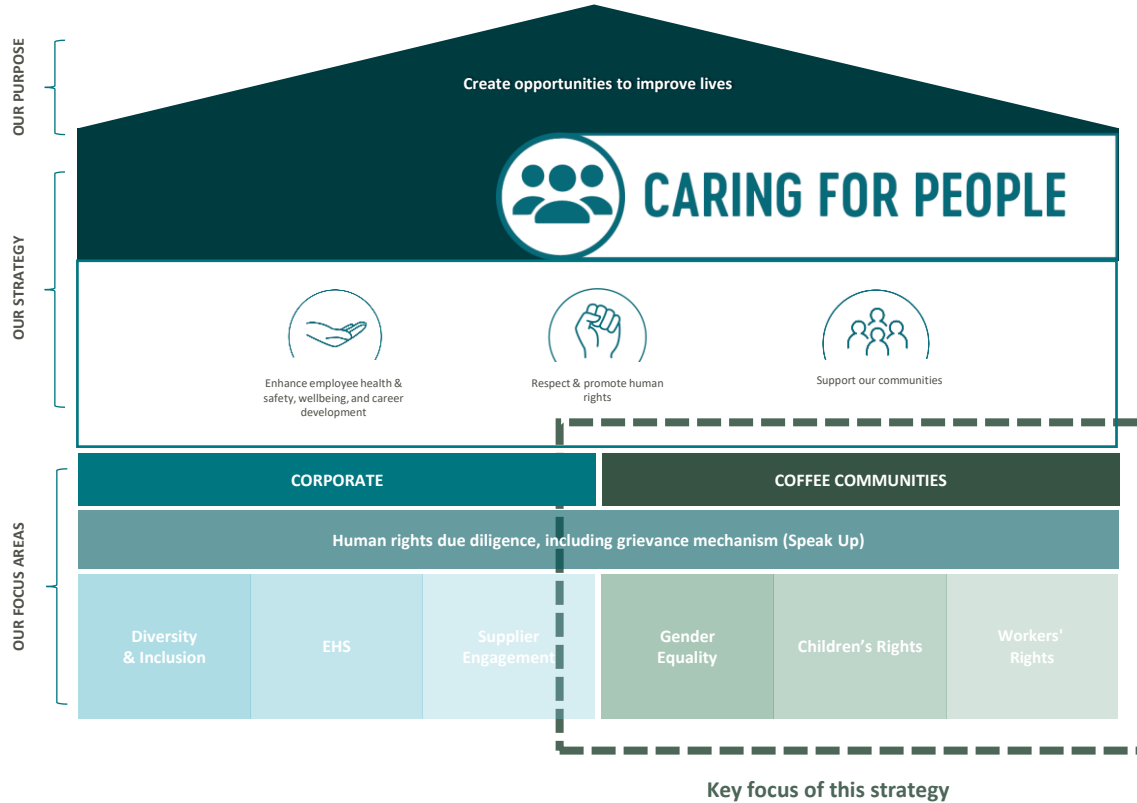
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WHERE DOES IT FIT OUR STRATEGY

Gender is part of our human rights pillar



UNDERSTANDING THE TOPIC

Why gender equality matters

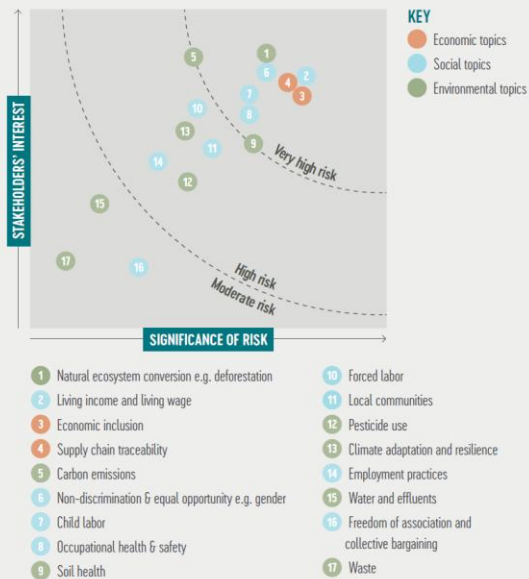


“...it is necessary to ensure that undertakings whose securities are admitted to **trading on a regulated market** in the Union always **report on their gender diversity policies and the implementation thereof.**”



“Gender equality is not only a **fundamental human right**, but a **necessary foundation** for a peaceful, prosperous and sustainable world.”
UN SDG 5

2023 Prioritization of Material Topics



The current prioritization of material topics is visualized above. As shown, Carbon Emissions (5) and Climate Adaptation and Resilience (13) are material risks to the business.

UNDERSTANDING THE TOPIC

Promoting gender equality



By 2030 coffee consumption
expected to increase by
40-50 million bags

Closing gender gap would boost
agricultural output by
2.5-4%

Gap in agricultural
productivity mainly due to

**Differences in
access to
resources
between male-
and female-
headed
households**

Source: ICO Report: Gender
Equality in the Coffee Sector

Studies from West Africa show

**10-15% lower
yields achieved by
plots managed by
women***

Source: Udry et al.
(1995)

Studies from World Bank show that

**Revenues from selling coffee
are 39% and 44% lower for
female-headed households in
Ethiopia and Uganda***

Source: World Bank

Between 20% and 30% of coffee farms
are operated by women

**This means that about 5 million
of 25 million coffee producers
worldwide are women.**

Agricultural productivity and household welfare

**Are hampered by gender-
specific constraints in accessing
resources.**

OUR GENDER STRATEGY

Vision and key pillars



OUR VISION:

Advance gender equality and empower women to foster equitable, thriving coffee communities.



GENDER MAINSTREAMING

Applying a gender-responsive and gender-inclusive lens to everything we do.

GENDER TRANSFORMATION

Addressing social norms and promoting positive attitudes towards gender equality.

WOMEN'S ECONOMIC EMPOWERMENT

Supporting women's development to boost income and improve livelihoods.



OUR GENDER STRATEGY

Gender Mainstreaming



GENDER MAINSTREAMING

Applying a gender-responsive and gender-inclusive lens to everything we do.

And the first step is to address key fundamentals, such as making sure **our programs and farmer services are designed to be gender inclusive and gender responsive**. Other actions include:

- Increasing female representation e.g. in cooperative leadership and among field agronomists.
- Improving access to training and services for women farmers.
- Gender-sensitization training.
- Promoting joint membership of farmer groups/cooperatives for household members.



OUR GENDER STRATEGY

Gender Transformation and Women's Economic Empowerment



GENDER TRANSFORMATION

Addressing social norms and promoting positive attitudes towards gender equality.

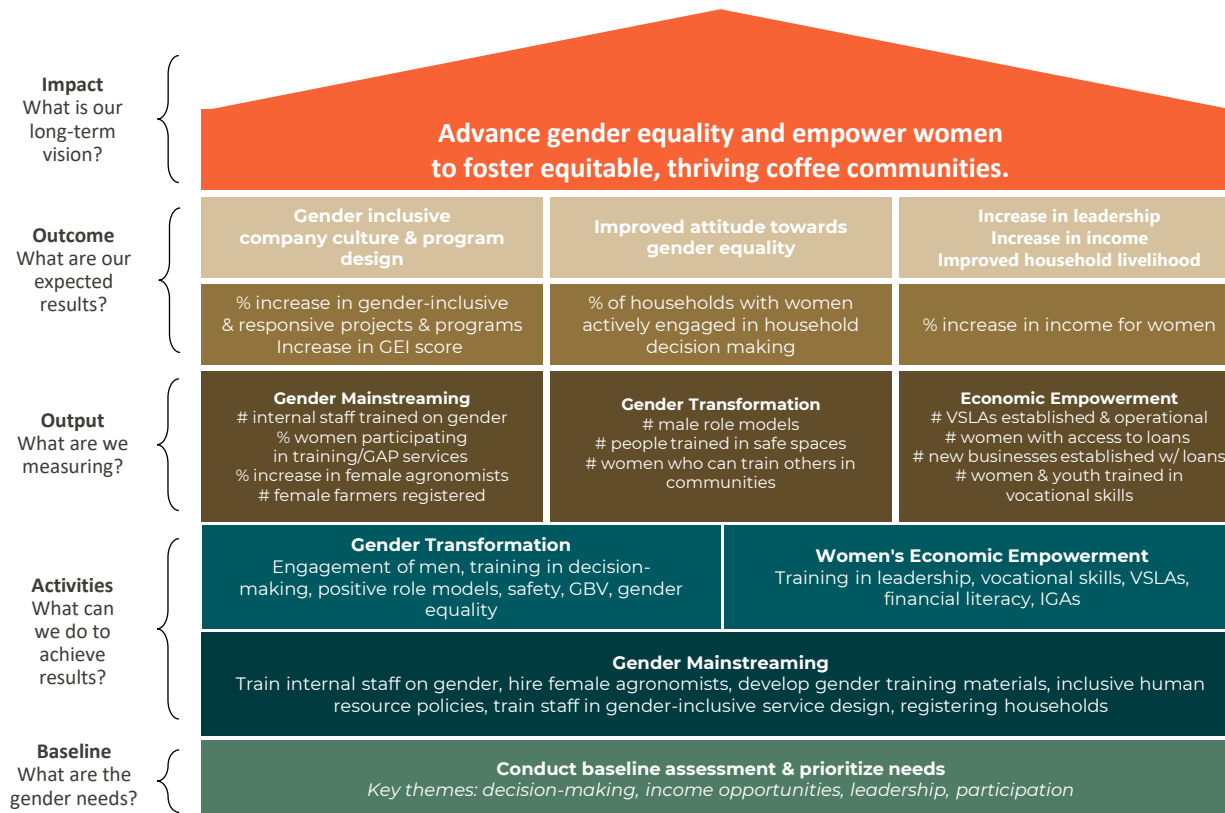
WOMEN'S ECONOMIC EMPOWERMENT

Supporting women's development to boost income and improve livelihoods.

Our Gender Transformation and Women's Economic Empowerment pillars build on our gender mainstreaming work by:

- Establishing positive role models in communities
- Providing sensitization and capacity building in:
 - Household decision-making
 - Safety & gender-based violence
 - Gender equality.
- Engaging men as a pivotal lever for change.
- Empowering women through training on:
 - Leadership
 - Vocational skills
 - Financial literacy
 - Income-generating activities
- Providing access to finance, e.g. through establishing Village Savings & Loan Associations.

OUR GENDER STRATEGY



OUR APPROACH



Gender Equity Index

We partnered with Equal Origins, an organization that supports the coffee and cocoa industry's engagement and investment in gender equity across the value chain.

Equal Origins' Gender Equity Index (GEI) is helping us to assess how we are performing on gender, identify strengths and gaps, and develop action plans for each origin.

Regional Gender Leads

Focus on raising awareness and developing gender skills, including gender analysis in their country.

“We have built a network of Gender Leads in East Africa to promote gender equality in coffee communities. Our Gender Leads facilitate talks on gender equality, support the design of gender-inclusive farmer services, and help to establish women's VSLAs, among many other activities.”

– **Robinah Najjingo, Gender Lead, Sucafina East Africa**



OUR GENDER STRATEGY

Results framework



Category	#	KPI
Gender Mainstreaming	1	# and % of internal staff trained on gender
	2	# and % of agronomists/field staff trained on gender
	3	# and % of female farmers participating in training
	4	# and % increase of female farmers registered
	5	# and % increase of female agronomists
	6	# and % increase in gender-inclusive & responsive projects & programs GEI Index improvement score
Gender Transformation	7	# of men engaged in gender activities (as male role-models/
	8	# of households participating in training on gender norms (safe spaces/GALS)
	9	Av score on Decision-making at farming household level– <i>Sample based</i>
Women's Economic Empowerment	10	# women & youth trained in vocational, leadership and financial literacy skills
	11	# VSLAs established & operational
	12	# of Income-Generating Activities established
	13	# Women in leadership positions
	14	% increase in income for women (sample based)





SUCAFINA

GENDER IN EAST AFRICA

EAST AFRICA GENDER ACTION PLANS

Our East Africa teams have set up targeted gender action plans



GENDER MAINSTREAMING

Actions include

- Update gender policies for each Sucafina origin.
- Develop/update Sexual Harassment Policy.
- Conduct gender analysis survey for farmers & staff.
- Organize meetings with management to secure buy-in for gender work.
- Build capacity of staff and coffee farmers on gender equality in the coffee value chain (conduct training needs assessment and develop training materials).
- Conduct awareness raising, including by designing gender-related messaging and organizing campaigns to target GBV.
- Increase the number of women and youths among registered coffee farmers.
- Deployment of grievance mechanisms through speakUp



EAST AFRICA GENDER ACTION PLANS

Our East Africa origins have set up prioritized gender action plans



GENDER MAINSTREAMING

Actions include

- Organize trainings for couples.
- Train male change agents as gender champions in communities to challenge negative social norms.
- Mobilize men to allocate parts of land to their spouses for coffee farming.
- Identify female role models and ambassadors to act as facilitators/trainers and mobilizers of other farmers on gender equality and agronomic work.
- Organize engagement meetings with local leaders on women's empowerment and transformation in coffee sector.
- Mobilize and support women to participate in international days, such as International Women's Day and International Day of the Girl Child, to amplify female voices.
- Mobilize women to take up leadership positions.
- Link women's groups with identified NGOs and partners to boost learning.



EAST AFRICA GENDER ACTION PLANS

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GENDER MAINSTREAMING

Actions include

- Organize engagement meetings with local leaders on women's empowerment and transformation in the coffee sector.
- Train women on financial literacy, leadership skills, and coffee agronomy skills
- Establish VSLAs and women's groups that provide loans to women at low interest rates.
- Support women with coffee seedlings and fertilizers.
- Organize trainings for VSLAs and women's groups on income-generating activities.
- Connect women's groups with local partners for micro-business start-ups.

