## Table of Contents

I. Table 1: Overview of Published Reports on Women in Coffee - 2015 - 2018 .................................................................................................................................................................................. 1

II. Annotated Bibliographies .............................................................................................................................................................................................................. 3

III. One Page Summaries .................................................................................................................................................................................................. 7

IV. Background on the Reviewers ................................................................................................................................................................................................ 17

Appendix 1: ......................................................................................................................................................................................................................... 19

### I. Table 1: Overview of Published Reports on Women in Coffee - 2015 - 2018

<table>
<thead>
<tr>
<th>Title</th>
<th>Category: policy, project, tool, academic*</th>
<th>QuanT/QuaL</th>
<th>Sample Size</th>
<th>Countries</th>
<th>Date Published (public)</th>
<th>Works Cited List</th>
<th>Overall Value to IWCA (1 – 5)</th>
<th>Reviewer</th>
<th>Hyper-link</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGLC** research series</td>
<td>Policy</td>
<td>QuaL and QuanT</td>
<td>Rwanda n=1024; n=512</td>
<td>Rwanda</td>
<td>2017 - 2018</td>
<td>Yes</td>
<td>5</td>
<td>Ruth Ann Church (US)</td>
<td>Click here for link</td>
</tr>
<tr>
<td>Brazil Women in Coffee Alliance E-book</td>
<td>Policy/Academic</td>
<td>QuaL</td>
<td>Brazil</td>
<td></td>
<td>Dec. 2017 in Portuguese; Sep. 2018 in English</td>
<td>Yes</td>
<td>5</td>
<td>Raquel Santos Soares Menezes (Brazil)</td>
<td>Click here for link</td>
</tr>
<tr>
<td>ICO’s report “Equality and gender in the Coffee Sector”</td>
<td>Policy</td>
<td>QuaL and QuanT</td>
<td>Various</td>
<td></td>
<td>Sep. 2018</td>
<td>Yes</td>
<td>5</td>
<td>Marcela Umana (UK)</td>
<td>Click here for link</td>
</tr>
<tr>
<td>Title</td>
<td>Category: policy, project, tool, academic*</td>
<td>QuanT/QuaL</td>
<td>Sample Size</td>
<td>Countries</td>
<td>Date Published (public)</td>
<td>Works Cited List</td>
<td>Overall Value to IWCA (1 – 5)</td>
<td>Reviewer</td>
<td>Hyperlink</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>---------------------------------------------</td>
<td>------------</td>
<td>-------------</td>
<td>-----------------------------</td>
<td>--------------------------</td>
<td>-----------------</td>
<td>-------------------------------</td>
<td>-------------------------------</td>
<td>--------------------------------</td>
</tr>
<tr>
<td>SCA’s White paper</td>
<td>Policy/Project</td>
<td>QuaL</td>
<td>none</td>
<td>Various</td>
<td>2018 (re-published)</td>
<td>Yes</td>
<td>5</td>
<td>Marion Kabandize (Uganda)</td>
<td>Click here for link.</td>
</tr>
<tr>
<td>PGE’s measurement framework (tool)</td>
<td>Tool</td>
<td>QuaL</td>
<td>none</td>
<td>Non-specific</td>
<td>2017</td>
<td>Yes</td>
<td>4</td>
<td>Kaitlin Higgins (US)</td>
<td>Click here for link.</td>
</tr>
<tr>
<td>Nespresso’s Assessment Tool and Analysis</td>
<td>Tool / Analysis</td>
<td>QuaL</td>
<td>n=462 in phase 1; n=158 in phase 2</td>
<td>3 “clusters” 3 countries: Guatemala, Ethiopia, Indonesia</td>
<td>Sep. 2018</td>
<td>No</td>
<td>5</td>
<td>Kaitlin Higgins (US)</td>
<td>Click here for link.</td>
</tr>
<tr>
<td>FNC Universidad de los Andes series</td>
<td>Policy</td>
<td>QuaL</td>
<td>n=462 in phase 1; n=158 in phase 2</td>
<td>3 dept in Colombia: Narino, Huila, Cauca</td>
<td>2015</td>
<td>No</td>
<td>5</td>
<td>Ana Sofia (Nicaragua)</td>
<td></td>
</tr>
<tr>
<td>Anunu – Gender Inclusive Value Chain</td>
<td>Policy / Academic</td>
<td>QuaL</td>
<td></td>
<td>Colombia Nicaragua Uganda Indonesia</td>
<td>2015</td>
<td>Yes</td>
<td>5</td>
<td>Roberta Lauretti Bernhard (US)</td>
<td>Click here for link.</td>
</tr>
<tr>
<td>Stone – Women &amp; Coffee in Rwanda</td>
<td>Policy / Academic</td>
<td>QuaL</td>
<td></td>
<td>Rwanda</td>
<td>2017</td>
<td>Yes</td>
<td>4</td>
<td>Stone/Church</td>
<td></td>
</tr>
<tr>
<td>Lyon, et.al. the Triple Burden</td>
<td>Policy</td>
<td>QuaL</td>
<td>N=210</td>
<td>Oaxaca, Mexico</td>
<td>2017</td>
<td>Yes</td>
<td>3</td>
<td>Ruth Ann Church (US)</td>
<td></td>
</tr>
</tbody>
</table>

As compiled by Ruth Ann Church, October 2018.

*Policy-oriented: papers/reports that analyze the coffee value chain in ways that might guide decisions for future policies of a local or national government, NGOs or private businesses. Project-oriented: papers/reports that seek to understand past impact or future potential impact of singular projects. Tool: seeks to define a method, not convey research results. Academic: Report is completed as part of an academic degree.

**The Feed the Future Africa Great Lakes Coffee support program, implemented in Rwanda and Burundi, 2015 – 2018.
II. Annotated Bibliographies

1. Africa Great Lakes Coffee Support Program1 research series:
   Summary by Ruth Ann Church

The Feed the Future Africa Great Lakes Coffee support program was a USAID funded program, 2015 – 2018, in Rwanda and Burundi. It produced a series of research papers, policy briefs, and presentations. Baseline (n=1,024), Midline (n=512) and Endline (n=512) surveys conducted over three years constitute panel data for both countries, (n=2048 combined countries). Due to USAID funding restrictions, however, only the Rwanda data set is analyzed with respect to gender issues at this time. Gender issues are directly addressed in three documents: AGLC Final Report, The Role of Cooperatives on Productivity and Adoption of Best Practices, and Challenges and Opportunities for Women in the Rwandan Coffee Sector. Key findings include significant gaps in female uptake of best practices compared to male headed households. A time allocation study estimates female time spent on coffee at 18%, compared to males working on coffee 22% of their 24 hour day. All resources are available on a website hosted by Michigan State University’s Innovation Lab for Food Security Policy: http://www.canr.msu.edu/fsp/countries/aglc-rwanda-and-burundi/

2. Brazil Women in Coffee Alliance E-book
   Summary by Raquel Santos Soares Menezes

The "Women in Coffee Brazil" book was conceived by IWCA Brasil and was possible thanks to the partnership with EMBRAPA Café, which coordinated a series of meetings with researchers from various parts of the country involved in various parts of the coffee value chain. Over 18 months, most of the research was carried out without specific resources for this purpose. For the final organization, collection of data and editing, resources were allocated from Solidaridad Network, Itaiupu Binacional and IWCA Global.

The first edition of the e-book, published in 2017 in Portuguese, has 17 chapters, two chapters on IWCA Brazil since its inception, 12 chapters on women in coffee production in 7 production regions of the country, and 3 chapters on the role of women in research and social projects related to coffee. The English version of the e-book and a printed bilingual version were released in September 2018 with great fanfare at the ICO meetings in London, UK.

3. ICO’s report “Equality and gender in the Coffee Sector”
   Summary by Marcela Umana

The ICO produced a report on the state of women’s empowerment and identified solutions to foster equal opportunities for women in coffee. The report presents a comprehensive review of empirical evidence from academic research and research reports of international organizations, which collected farm-level data with sufficient number of observations to draw statistically significant inferences. The report also analyses World Bank census data from the Living Standards Measurement Study (LSMS)-Integrated Survey on Agriculture (ISA), from Ethiopia, Tanzania and Uganda. The LSMS-ISA contains micro-level data from nationally representative samples of individual households, including

---

1 Feed the Future Africa Great Lakes Coffee support program was funded by USAID.
detailed information on farming activities of rural households. The review covers a set of coffee-producing countries around the globe and across different agricultural dimensions. The analysis showed that women have systematically lower access to resources, such as land, credit and information, than men. This differential in access to means necessary for coffee production, often results in a measurable gender gap in economic outcomes, including yields, productivity and farm income.

4. SCA’s white paper, “Gender Equality and Coffee: Minimizing the Gender Gap in Agriculture”  
Summary by Marion Kabandize

According to a report by the World Economic Forum, in 2017 the global gender parity gap widened for the first time in more than a decade showing that 50 out of 192 countries still do not guarantee equal rights to men and women in their constitutions. This paper, by Kim Elena Ionescu, first released in 2015, focuses on needs and opportunities related to gender equality in coffee growing communities giving examples of four case studies (TWIN, Root Capital, Bukonzo Joint, and CQI’s Project for Gender Equity) where organizations strive to include women in value generating activities, promote gender balance, increase women’s access to finance and conduct research that advocates for more investment in gender equality. This overall shows that much as the problem cannot be denied, it is a relatively new area of research and much still remains to be studied and tested for greater impact. Industry stakeholders such as roasters, importers, exporters, cooperatives and NGOs must all be involved continuously.

5. PGE’s Common Measurement Framework (tool)  
Summary by Kaitlin Higgins

The CMF is a toolkit, the creation of which included a pilot indicator verification process to ensure replicability by other organizations or projects. This framework leverages the recent growth in awareness and research around strengthening women’s economic empowerment and gender equity, especially in agricultural value chains, and even more specifically in the coffee industry. It is meant to be a common and shared tool. The pilot process took place from April to September 2017. Working with dozens of stakeholders, agricultural and coffee organizations, and industry actors, the CMF has three main goals/purposes: understand the transitions taking place to advance sustainable coffee; track progress made by groups in the sector; and build further initiatives. The intent of the CMF is for additional stakeholders to carry out and rework the same measures undertaken in its pilot in order to provide a holistic understanding of participation in and the benefits in coffee communities.

6. Nespresso’s Assessment Tool and Analysis  
Summary by Kaitlin Higgins

The Nespresso report, “Working Together for Gender Equality,” surveyed participants in the Nespresso AAA sourcing program in three countries, Ethiopia (n=115), Guatemala (n=84) and Indonesia (n=86). They worked with TechnoServe to determine how the program currently impacts men and women, and generates insights for developing gender-sensitive approaches. This survey was undertaken with an additional aim to develop a tool that could be used for future monitoring and evaluation of gender realities in coffee-producing communities. The results offer credible and
informative gender insights for the specific localities. The appendixes share a detailed look at the survey instrument, which is unique and valuable.

7. Improving the capacity to act on gender equity in Colombia: a fresh look at the coffee export sector
Summary by Ana Sofia Narvaez
A 2015 research compilation conducted by North-South Institute, the National Coffee Federation and Andes University that encompasses an analysis on gender equity in the coffee sector while entailing a strong focus on empowerment and resilience. The data was collected through interviews, workshops, focal groups, and farm visits across three coffee regions of Colombia affected by armed conflicts: Cauca, Huila and Nariño. The analysis, based on a survey involving 542 farmers across the three provinces, shows a disparity on earnings, leadership and representation between female and male-headed farms. In addition, as women have become an important part of the sector’s labor force, with some 30% of the country’s coffee is estimated to be produced by them, it also covers issues related to social inclusion, violence, women rights, land ownership, and productivity of women in the coffee.

8. Toward a Gender Inclusive Value Chain
Summary by Roberta Lauretti-Barnhard
This masters’ thesis report by Colleen Anunu focuses mainly on the micro-level implications of gender constraints in small-holder agricultural production and describes the gender constraints in small-holder contexts. Anunu reviews many of the “tried & true” researchers and implementing organizations like; Menizen-Dick, Pinstrup Andersen, Quisembing, Twin’s paper, Buvinic, Land O’ Lakes, ACDI-VOCA, etc. The author highlights and analyzes the issues in the coffee and other value chains that negatively affect small holder women. She shares detail and analysis of workshops conducted in Uganda and Indonesia using the Gender Action Learning System (GALS), and the Women’s Economic Agriculture Index (WEIA). For example, Table 5: Time Allocation, comparing a woman’s and a man’s day in Uganda from 5:00am to midnight brings helpful insights, limited by the fact that it is only one data point.

Summary by Ruth Ann Church
This study, written by Aleida Stone, is a master’s thesis. It explores whether and how relations between women coffee producers and specialty coffee washing station (CWS) owners in Rwanda can facilitate the empowerment of these women. It seeks to answer the research question, ‘can washing station owners facilitate women coffee producers’ empowerment?’ It focuses on four aspects of this answer, including these two: determining women coffee producers’ perceived benefits from CWS engagement, and analyzing specific factors and features of washing station owners’ engagement with women coffee producers, which facilitate the empowerment that the women producers perceive. Findings include the existence of three ‘sites of agency’ through which women coffee producers are engaged by these washing stations owners: training, assets and access. These sites of agency require contextually-specific methods that reflect the unique experiences of women coffee producers to enable the facilitation of their empowerment.
10. The Triple Burden: the impact of time poverty on women’s participation in coffee producer organizational governance in Mexico.

Summary by Ruth Ann Church

This paper by Lyon, Mutersbaugh, and Worthen was published in *Agriculture and Human Values* in 2017. The study focuses on the issue of “time poverty” among coffee-producing women. They present evidence supporting a thesis that women’s time poverty from productive and family-care responsibilities leaves them unable to participate in a third sphere of unpaid labor: organizational leadership of their cooperative. The method includes 210 interviews of cooperative members across two cooperatives in Oaxaca, **Mexico**. Unstructured interviews and two focus groups added qualitative data to the findings. Key results show that holding official positions within an agricultural cooperative is time-consuming and unpaid and therefore, if accepted, becomes a “third burden” for women. Thus they avoid taking such positions, causing the low numbers of female leaders observed in these Oaxacan cooperatives.
III. One Page Summaries

1. AGLC** research series:
   **Reviewer: Ruth Ann Church**
   The Feed the Future Africa Great Lakes Coffee support program is a series of research papers, policy briefs, presentations and roundtable handouts and presentations generated by a USAID funded program that ran from 2015 – 2018 in Rwanda and Burundi. The applied policy, household, and agronomic (field-level) research of AGLC drew upon a broad mix of quantitative (n=2048) and qualitative methodologies. Three documents in the series directly address gender and coffee.

   - AGLC Final Report: October 1, 2015–July 19, 2018
   - The Role of Cooperatives on Productivity and Adoption of Best Practices
   - Challenges and Opportunities for Women in the Rwandan Coffee Sector

   The farmer populations represented are notably large: 355,000 in Rwanda and 600,000 in Burundi. In the final report, the author draws on the panel dataset for Rwanda and gives descriptive statistics comparing female headed households (18.5% of the sample) to households headed by men (with spouse, 77.5% of the sample; and single male headed households, 4%).

   The final report shows how nine different activities related to coffee production compare across male (single and married) and female headed households. Importantly, in the cooperatives paper in Table 7, females are found to be less likely to adopt four out of six best practices under consideration. Further research is suggested to explain this difference. Given this, it is surprising that the cooperatives paper, using regression analysis, finds that gender is not a significant factor affecting productivity (see Table 6).

   Results of the time allocation module of the 2017 Endline survey are presented in Figure 6 of the final report and shared here. It shows that in joint male-female households, males spend 22% of the day working in the coffee fields, whereas female spouses spend 18% of their time working in coffee. Thus we can say the farm work is split almost 50 – 50.

   Policy recommendations based on the research conclusions are also summarized.

   **What sets this research apart:** A central advantage of the research is the *quantitative* and *representative* nature of the data, especially in Rwanda, (n=1024 in the Baseline for both Rwanda and Burundi.) The task breakdowns by sex and the time allocation study are all remarkable, since studies on these topics with large samples are expensive therefore rare. Yet the results are the type of data that clarifies imbalances in labor and motivation that may be causing low coffee productivity.

   **Key take-away for IWCA:** “Women do 70% of the labor” is a statistic often repeated in industry literature today. The AGLC data suggests this is not the case in Rwanda. According to this study, other issues, like lack of access to critical inputs (such as fertilizer and pesticide) seem to be bigger issues for female coffee farmers in Rwanda.
2. Brazil’s E-Book: Women in Coffee – Brazil
Summary by Raquel Santos Soares Menezes

The need for data on the economic participation of women in all segments is evident. In the case of coffee in Brazil, there were almost no publications on the subject, and the few that existed mentioned the low participation of women in coffee-related activities. Since 2012, with the emergence of the IWCA Chapter Brazil, it has become clear that this is not so. The "Women in Coffee Brazil" book was conceived by IWCA Brasil and was possible thanks to the partnership with EMBRAPA Café, which arranged a series of meetings with researchers from various parts of the country involved in various activities related to the production chain of coffee.

Thus, during 18 months, through virtual and face-to-face meetings, the research was coordinated. The women carried out the work without specific resources for this purpose, counting only on the volunteer effort of the people involved, some scholarships for undergraduate and graduate students, and aid from travel expenses. For the final organization, collection of some data and editing, resources were allocated from Solidaridad, Itaiupu Binacional and IWCA Global.

The first edition of the book, published in ebook format, in Portuguese, has 17 chapters, two chapters on IWCA Brazil since its inception, 12 chapters on women in coffee production in 7 production regions of the country, and 3 chapters on the role of women in research and social projects related to coffee. The English version of the ebook and a printed bilingual version have just been released.

The team devoted a collective effort to data collection through a general questionnaire to identify the profile of women in coffee in Brazil, in each region, independent of the activity carried out in the coffee production chain. This questionnaire was answered by 737 women, 57% of them coffee producers, 54% are between 26 and 45 years old, 42% have studied until high school and 58% have undergraduate or graduate studies, 43% are married and 74% self-declared white. Most of them (35%) have income between 600 and 1,500 dollars, 57% divide their time between work and domestic service, and 68% of them intend to continue in coffee.

In chapters 3 to 14, various methodologies such as interviews, narratives, oral history and questionnaires were used with women who work in coffee production, either as owners or workers in the seven different regions. In general terms, it is not possible to draw a "profile" or characteristic trait of these women who work in coffee in these seven regions, but it is important to emphasize their great involvement with the businesses in which they work, this being the main way of life for many of them.

Chapters 15 to 17 provide an analysis of the role of women in teaching, research and extension in coffee. It was identified that 70% of the research projects of a National Coffee Research Consortium are coordinated by men. Also in coffee evaluation, it is estimated only 8% are women.

In short, the construction of this book has highlighted the significant number of women working in coffee in Brazil and the important role they play. Its impact has been influencing new research on the subject in the country, including new master's and doctoral theses, which may give rise to new chapters in future editions of the book. There is also the expectation of the availability of data from the National Agricultural Census of 2017, through IBGE, the Brazilian Institute of Geography and Statistics, enabling a more precise quantification of the number of women working in each region. It seems that this new history of coffee women in Brazil is just beginning.
3. ICO’s report “Equality and gender in the Coffee Sector”

Reviewer: Marcela Umana

The ICO produced a report on the state of women’s empowerment and identified solutions to foster equal opportunities for women in coffee. In the introduction, the link between gender equality and overall development is illustrated with a figure plotting the Gender Inequality Index (GII), and the Human Development Index (HDI) for over 100 countries. Gender equality and human development are positively correlated and, while the causality could run in both directions, most researchers agree reduced inequalities promote economic growth (World Bank, 2012).

Importantly, the report also summarizes estimates of female coffee producers as a percent of total in six countries. See Appendix 1 for this table and the figure plotting the GII vs. HDI referenced above.

The report presents a comprehensive review of empirical evidence from academic research and research reports of international organizations, which collected farm-level data with sufficient number of observations to draw statistically significant inferences. However, given that most studies are limited to one or several coffee-producing regions in a given country, the findings of each individual work, while consistent, may not be extrapolated to other countries or valid for the global coffee sector as a whole.

The report also adds to the available empirical evidence by analyzing World Bank census data from the Living Standards Measurement Study (LSMS) - Integrated Survey on Agriculture (ISA), covering three coffee-exporting countries: Ethiopia, Tanzania and Uganda. The LSMS-ISA contains micro-level data from nationally representative samples of individual households, including detailed information on farming activities of rural households.

Economic analysis showed that women contribute to the coffee sector at all levels of the global coffee value chain from farm to cup but have systematically lower access to resources, such as land, credit and information, than men. This differential in access to means, often results in a measurable gender gap in economic outcomes, including yields, productivity and farm income.

However, the report also identified that gains from closing the gender gap are significant and there is a role for both the public and the private sectors, as well as consumers, in achieving gender equality. Specifically, the publication discusses how gender-sensitive and evidence-based public policies, services and programs, as well as sustainable supply chain policies, can benefit and empower women.

What sets this research apart: the comprehensive review of empirical evidence from academic research and research reports of international organizations and the analysis of quantitative and representative data collected by the World Bank, LSMS-ISA, in three coffee-exporting countries (Ethiopia, Tanzania and Uganda). The analysis utilizes this three-country dataset across different dimensions of the gender gap such as income, access to land, labor, education, extension and training services, input use and financial services.

Key take-away for IWCA: Evidence from the coffee sector is broadly in line with the findings for the overall agricultural sector, the gender gap in the coffee sector may vary in magnitude across origins. For example, revenues from selling coffee are 39% and 44% lower for female-headed households in Ethiopia and Uganda, respectively. A gender gap in coffee revenues was also found for Tanzania, but the difference between male and female farmers was not statistically significant.
4. SCA’s white paper, “Gender Equality and Coffee: Minimizing the Gender Gap in Agriculture”  
Reviewer: Marion Kabandize

The launch of the sustainability centre within the unified Specialty Coffee Association in 2017 presented an opportunity to share the knowledge contained within older papers published by the SCA, this time with a larger and more diverse audience. In 2018, papers on five topics, one of them gender, were republished. The second edition of each paper corrects errors to the first and where relevant, reflects changes in nomenclature (e.g., the name of a company or a place, or the title of an individual).

Gender Equality means that women and men are equally valued and free from stereotypes, prejudice and discrimination so that opportunities do not depend on being a woman or a man.

The analysis in this “gender equality” paper relies on research that includes coffee production as well as other agricultural sectors (e.g., rice, millet and maize). The industry would benefit from additional gender studies focused on coffee specifically but similarities between rural coffee farming communities and other rural farming societies allow methodologies that apply studies from other sectors to coffee where they are clearly relevant. The report seeks to substantiate that a gender gap in coffee value chains exists in four broad areas: labor distribution, income, land ownership as well as leadership and decision making. Key to note here is;

- **Labor distribution:** Research focused on Uganda and East Africa illustrates the point that women work disproportionately long hours compared to men – as long as 15 hours per day for women compared to up to 8 hours per day for men. Unfortunately, this section includes an often mis-stated statistic from ITC’s 2008 report. The ITC report states that women’s participation in coffee fieldwork ranges from 10 – 90 percent, so 70 percent might be “typical.”

- **Land ownership:** Women make up just 3-20% of land owners in developing countries yet they are 20-50% of the agricultural labor in most countries (FAO, 2011). This area appears to be one that would benefit from more coffee specific research.

- **Income** across seven East African producer organizations was measured at $440 USD per year for women and $716 annually for male farmers, according to a 2014 TWIN survey (Mounard, 2015). This 39% gap is attributable to many factors including size and quality of land owned by the women and lack of access to credit.

- **Leadership:** Since men are considered the primary land owners, they often take control of decision making and control of income at the household level. At the cooperative level, women are often barred from membership because they are not landowners, cannot afford the cost of membership, or feel uncomfortable attending meetings due to cultural prejudice (Twin, 2013).

**What sets this research apart:** is the fact that it highlights solutions to the gender gap problem pointing out that addressing the problem requires the participation and inclusion of both men and women for example in technical trainings, advocating for equal access to finance and investing in research on the topic because gender equality deals with whole societies.

**Key take-away for IWCA:** Gender equality doesn’t seek to promote women over men but rather to foster equal inclusion at all levels of the coffee value chain in order to improve quality and productivity in coffee growing societies and that if this were the case in terms of access to land, financing and technology, coupled with further research, women would increase their agricultural output by 20-30%.
5. PGE’s Common Measurement Framework

Reviewers: Kaitlin Higgins

The Common Measurement Framework for Gender Equity in the Coffee sector (herein referred to as ‘the CMF’), was created at a critical moment to leverage growing interest in and research on women’s involvement in global agricultural supply chains. According to the producers of the CMF, while progress has been made in this regard, there are two areas recommended for further research and dedication of additional resources:

“1) Understanding the contribution of women farmers to commodity export crops like coffee and cocoa, and
2) linking gender and value chain interventions to achieving sustainability goals.” (3)

The introduction of the CMF does note that some organizations are making effort to increase the work done around these two topics, including the Committee on Sustainable Agriculture (COSA), the Global Coffee Platform (GCP), the Sustainable Coffee Challenge via Conservation International, and their collaborative effort with GCP, the Sustainability Progress Framework. Within the larger context of achieving resilience and sustainability at coffee origins and throughout the supply chain, PGE and the makers of the CMF believe that achieving smaller benchmark goals related to gender equality and women’s empowerment will lead to the achievement of this overall goal.

What sets this research apart? The CMF is a tool, including pilot research, rather than a completed research report itself. Its importance lies in its intention to be replicated and improved upon by various coffee and agriculture industry organizations and leaders. It is also unique in its emphasis on collaboration, as well as resource- and information-sharing.

Key takeaway for IWCA: The IWCA should monitor replications of the CMF carried out by additional organizations, as it can eventually be used by the IWCA in their own research and reporting on women’s involvement and roles in the coffee industry. Once raw numbers of women coffee producers in IWCA countries are obtained and further inquiry into roles, benefits, and improvements is ready to be undertaken by the IWCA and its chapters, the CMF and results of additional CMF practices could be integral to future research and insight.
6. **Nespresso’s Assessment Tool and Analysis**  
*Reviewer: Kaitlin Higgins, with Ruth Ann Church*

Nespresso teamed up with TechnoServe to publish its analysis from three major coffee-producing countries: Indonesia (n=86), Guatemala (n=84) and Ethiopia (n=115). The objective of the study was to assess the current gender-balance and gender issues in Nespresso’s AAA program, and at the same time improve women’s empowerment as much as possible. The report clearly states it is not representative of populations outside the cluster populations. Findings about women in the Fraijanes area of Guatemala are not suggested to be true for women in other parts of Guatemala. This is a limitation if one is looking for results that can be generalized to the national level, but the research is valuable in many other ways.

The work offers credible insights which illustrate and enlighten our understanding of the challenges female coffee producers face. The research uses a mixed methods approach, see details in the report.

The survey instrument, which appears in the appendix of the Nespresso report, is invaluable for the level of expertise built-in to the instrument’s design and the rigor in the field-testing of the tool. One can view the illustrations used in the “life satisfaction chart” and “decision-making charts” to appreciate the appropriateness of the design of the questionnaire.

Some of the most interesting survey questions include the ones intended to understand differences between men’s and women’s perceptions of divisions of labor and decision-making regarding coffee production and household management. For example, the survey asks who in the household receives money from the sales of coffee. In the full report the results are disaggregated by sex of the respondent, revealing distinct differences between household members (see Appendix 2 of this IWCA report).

**What sets this research apart:** It is impressive research for the fact that the study was implemented the same way in three localities/countries/continents, and within a close time frame to each other. This offers opportunities for comparisons of similarities and differences between the clusters. Also, the tool, if implemented at intervals, could track changes over time.

**Key take-away for IWCA:** Nespresso’s report offers a more fully-vetted and ready-to-implement tool than the PGE Framework. IWCA leaders could gain insights for their own assessment activities by viewing the survey instrument in the Nespresso report appendixes. Also, IWCA chapters in Ethiopia, Guatemala and Indonesia could review the findings relevant to a specific location in their countries, and consider implementing similar assessments in communities where the chapter is active.
7. Improving gender equity in Colombia: a fresh look at the coffee export sector

Reviewer: Ana Sofia Narvaez

A 2015 research compilation conducted by North-South Institute, the National Coffee Federation (NFC) and Andes University encompasses an analysis on gender equity in the coffee sector while entailing a strong focus on empowerment and resilience. The data was collected through interviews, workshops, focal groups, and farm visits across Cauca, Huila and Nariño in Colombia; three coffee regions affected by the armed conflicts.

The report establishes differences between the economic, social, and good governance levels of empowerment and inclusion for women and men in the coffee lands. At the economic level it addresses issues such as working conditions and paid and non-paid work, land ownership and other factors which limit women’s productivity. The report shows that a total of 208,314 producers own an ID or “cédula cafetera” that mainly provides access to funds, training, education, and other benefits through the NFC. Cauca has 88,326, Huila 81,082, and Nariño 38,906 coffee producers. The report points out that ID distribution between women and men are disproportionately 29% vs 71%.

Additionally, the report analyses the difference in earnings and productivity between women and men by region. The social side reports democratic and equitable relations in the coffee families, violence, sexual and reproductive rights as well as access to programs such as workshops, consultancy, and education in general. There is high recognition by men of the importance of women for coffee production and human development but there are also many resistances such as fear of the loss of status quo, control and power that men have traditionally exercised both at home and coffee production.

At the good governance level, the report discusses and measures women participation in their community and leadership in trade politics, for example, being part of a coffee committee or organization. There is also a need for labor formalization and social security to coffee workers, especially taking into account that 3 out of 9 workers are women. It presents a great concern and need for programs to eradicate child labor and to foster interest of the young people for coffee to guarantee future coffee production.

What sets this research apart? The research presents a region-specific analysis and findings that serve as baseline to monitor and address gender imbalances among farmers that could be strengthened through the FNC´s. Also, it brings out evidence based on key activities and gender workshops with 145 associations’ leaders as well as a survey involving 542 farmers across three provinces in Colombia.

Key take-away for IWCA: The reports shows there is a need to work on capacity building among women coffee producers and the integration of men to scale recognition and participation of women on educational and training programs. For example, given that 60% to 80% of the producers do not graduate from high school, it becomes necessary to promote education to address these issues.
8. Toward a Gender Inclusive Value Chain

Reviewer: Roberta Lauretti-Bernhard

This master’s thesis by Colleen Anunu focuses mainly on the micro-level implications of gender constraints in small-holder contexts, in coffee and other value chains. Issues discussed include: food security, income, and empowerment by using indicators related to: access to services, increasing skills, yields, income, savings, household dietary diversity (HDD), coping strategies and women’s labor. Anunu reviews many of the “tried & true” researchers and implementing organizations like; Menizen-Dick, Twin’s paper, ACDI-VOCA, etc. The author shares detail and analysis of workshops conducted in Uganda and Indonesia using the Gender Action Learning System (GALS), and the Women’s Economic Agriculture Index (WEIA). These include discussions of time allocation. Table 5, for example, compares a woman’s and a man’s day from 5:00am to midnight. Colombia and Nicaragua are covered only summarily.

Training women in negotiation skills to enhance bargaining power is a key recommendation. The author argues that interventions are needed that seek to improve women’s direct access to and control of financial assets, not the common indirect route through their husbands. The “outcome” is two-fold; first, increasing women’s access to capital can have an impact on her productivity, and second, it will improve her relative power in the household, allowing for more bargaining power, redistribution of resources and increased investment in human capital. This type of training may not have as great an “uptake” because it is a long term approach and is based heavily in behavior change instead of the functional uptake of a specific technical skill. Marketing skills within or outside the home ARE technical skills that need to be accomplished to be a successful business woman.

The report details “opportunity costs” for women’s labor. If she invests more labor to improve her coffee quality and can market it better, what other income domains of her livelihood or family’s livelihood will suffer? USAID and other donors push increasing food production activities for food/nutrition security not taking into consideration the labor burden this puts on women who are already overworked. For example, Table 5: Time Allocation, comparing a woman’s and a man’s day.

Anunu supports “working with men to change attitudes and behaviors that limit women opportunities in economic, social, and political spheres increases the chances that women will benefit from the project activities,” (Meinzen-Dick, et al. 2011). This has been a key element to many implementers of coffee programs with statistical, quantifiable results, but again this a longer term approach.

What sets this research apart?

Training suggestions for “negotiation skills can also enhance women’s bargaining power, where women were trained on the benefits and marketing of the product”. This is a key missing element to empowering women producers/ business women in learning how to make decisions and having the courage to make decisions based on their knowledge and skill base.

Key take-away for IWCA:

This paper, as well as others annotated in the document, highlights the need to improve all coffee actors’ commitment to expanding opportunities for women in coffee. The need for an increase the data collection on women’s activities, not only in coffee, but all value chains is also documented. Good review of the literature to date on gender and coffee. Gives one an idea of the insights that can be gained from using tools such as GALS and the WEIA.

Adapted by Ruth Ann Church from a summary written by Aleida Stone

This study, written by Aleida Stone, is a master’s thesis. It explores whether and how relations between women coffee producers and specialty coffee washing station (CWS) owners in Rwanda can and do facilitate the empowerment of these women. It seeks to answer the research question, ‘can washing station owners facilitate women coffee producers’ empowerment?’ It focuses on four aspects of this answer as follows:

- To delineate the ways in which washing station owners engage with coffee producers through programs and practices, and how these vary in kind and quality.
- To determine women coffee producers’ perceived benefits from these forms of engagement, and how these may vary.
- To analyze whether and how these benefits contribute to women coffee producers’ empowerment, as a contextually-specific process of active change and agency.
- To analyze specific factors and features of washing station owners’ engagement with women coffee producers, which facilitate the empowerment that the women producers perceive to experience.

Over the course of three months, primary data was gathered in Rwanda through participant observation, semi-structured interviews and a focus group from three participant groups associated with four washing station owner cases studies. What is found through the analysis of this data is that there exist three ‘sites of agency’ through which women coffee producers are engaged by these washing stations owners. These sites of agency include: training, assets and access. These sites of agency, though, are not necessarily sufficient for facilitation, in and of themselves. The owners of washing stations must consider organizing and offering these sites of agency in contextually-specific ways that reflect the unique experiences of women in coffee.

What sets this research apart?
Stone’s qualitative examination of the interaction between CWSs and women producers in Rwanda brings a refreshingly specific lens to the gender in coffee issue. It highlights how influential this tier of the value chain is, when it interacts directly with growers. Coffee washing stations can either foster or suppress empowerment of female producers.

Key take-away for IWCA:
The report summarizes the gender situation at four producer organizations, two of which are private and two of which are cooperatively owned. The comparison of private vs. cooperatively owned washing stations is a rare and valuable insight for IWCA leaders. Privately owned washing stations contend that they have deeper financial capacity than cooperatives, and therefore offer greater stability to farmers. Cooperative leaders maintain that they provide producers with greater support and value, because cooperatively-owned washing stations exist for their members. This debate is framed with a gender lens that is enlightening.
10. "The triple burden: the impact of time poverty on women’s participation in coffee producer organizational governance in Mexico."

Reviewer: Ruth Ann Church

The authors find that women coffee producers view organizational labor as a third burden on their time, after their family-care and farm-related productive labor. The time poverty they experience limits their ability to fully participate in coffee organizational governance and consequently there are few women leaders at all levels of coffee producer businesses. The authors argue that this is problematic because it limits women's ability to fully benefit from membership: when women fully participate in organizational governance they gain valuable business and leadership skills and producer associations with active female members may also be more likely to develop programs that enhance gender equity. Therefore, the findings indicate that targeted programs should involve creative ways to reduce women’s time poverty in order to facilitate full organizational participation.

The methodology includes 210 interviews of cooperative members across two cooperatives in Oaxaca, Mexico. Unstructured interviews and two focus groups added qualitative data to the findings. Research occurred 2015 - 2016, and the program included a presentation of the research results to the members of one cooperative.

The new knowledge in this report comes entirely from the cooperatives, which have some similarities and differences. Café de Oro has a long history in the region dating back to 1989. They have 711 members, 43% are female. They produce organic coffee and a micro-batch of women’s coffee, which is sold to a US roaster. The other cooperative, UPCOBJ, is relatively new, has 150 total members, 43% of which are women. UPCOBJ produces fair-trade, organic coffee, which is imported to the US.

While the thesis seems well-supported by the general literature, this reviewer finds that the new data collected and reported by the authors offers little to substantiate the new claims. The main data presented (tables 3 and 4) at first seem of great interest. They appear to offer detailed data, disaggregated by sex and separated for each coop, on perceived division of labor on nine coffee cultivation tasks. However, further examination disappoints. The tables are not well labeled and readers are unable to discern what the numbers represent. The authors claim the tables substantiate their claim that women perceive themselves as doing more of the coffee cultivation work. Even if this is so, it is surprising that so little data is presented to substantiate the main claim of the paper: that “time poverty” is a key barrier to female leadership. The authors offer no more than qualitative quotes to substantiate their main claim. Normally such quotes would be a good basis from which to recommend further research on the topic.

What sets this research apart?
“Triple Burden” is the only paper published in a peer-reviewed journal in this collection of 10 reports. A key contribution is the focus it brings to the concept of “time poverty” in the literature on women in coffee. This reviewer sees more focus on time studies as a constructive trend for understanding gender issues in rural agriculture. This report, unfortunately, does not offer a time study per se, but instead discusses the concepts and perceptions. An aspect of the methodology is noteworthy, also. The researchers reported the results to the members of Café de Oro, which is rarely done.

Key take-away for IWCA
The literature review is thorough and the most recent of the 10 reports reviewed here. The issue of time as an important dimension of the gender and poverty paradigm surrounding women in coffee is well-grounded here, (e.g. Kabeer 2000). For the Rwandan chapter and other chapters implementing all-women’s cooperatives, it’s useful to note that both of the Oaxacan cooperatives in this report use a system of unpaid service work performed by members to accomplish the required tasks and maintain institutional governance.
IV. Background on the Reviewers

1. Roberta Lauretti-Bernhard

Roberta Lauretti-Bernhard started her career in the Peace Corps in Guatemala. She has worked on several USAID and USDA projects and with several nonprofits, managing agricultural projects and programs. With experience in 25 countries, she possesses both technical and managerial expertise in various agriculture, agribusiness spheres and has expertise in several value chains; including coffee. Throughout her career she has taken on leadership roles in key programs, including: USAID’s “Feed the Future”. Rockefeller’s “Yieldwise” Program and Bloomberg Philanthropies’ “Women's Economic Development”. Currently, Roberta is advising the International Women’s Coffee Alliance, Global Food & Nutrition, Earth’s Choice “Women In Coffee Microfinance”, “Grow to Market Food Safety and Nutrition” and Rain Trust Impact Investment in “Green Agriculture Hubs”.

2. Ruth Ann Church

Ruth Ann is currently on the board of the International Women’s Coffee Alliance (IWCA) as director of research and impact assessment. Ruth Ann founded Artisan Coffee Imports in 2009 with the mission to trade coffee sustainably and in ways that improve the lives of farmers. Supply chain sustainability consulting was added in 2016. She has field experience spanning over 20 years and several continents and has been a speaker at numerous coffee events. During her graduate studies she was awarded a Leadership Award for exemplary work as board member with IWCA. Her role as monitoring specialist and co-researcher for an MSU coffee support program in Rwanda, 2015 – 2018, afforded the opportunity to live in Rwanda. Now she makes return visits frequently.

3. Kaitlin Higgins

Kaitlin Higgins is a barista and community coordinator at Rebel Dog Coffee Co. in Connecticut, USA. With an MSc in Media, Communication and Development from the London School of Economics, she integrates her education and experience with her love of specialty coffee through her volunteer work with the IWCA Research Alliance, and by educating customers and building partnerships around sustainability in coffee.

4. Marion Kabandize

Marion Kabandize has been working in coffee for the last seven (7) years at Ankole Coffee Processors Ltd, which works directly with small scale holder farmers in western Uganda. She holds an MBA from Heriot-Watt University, a passion and drive to see actual improvement in productivity for the farmers they work with both from their own intervention and that of the numerous partners they work with. Her volunteer work at IWCA is motivated by the need to voice actual experiences to decision makers which will hopefully result into a gap decrease for most the universal challenges faced by coffee farmers especially women.

5. Raquel Santos Soares Menezes

Dr. Menezes teaches at Universidade de Viçosa, campus Alto Paranaíba, in Brazil. She has been a key leader in the Brazil chapter of the IWCA. She was especially active in writing several chapters of the new e-book, “Women in Coffee in Brazil,” as well as organizing the efforts of 40 other researchers.
to complete the work. In August 2017, Dr. Menezes presented the e-book at the V Convention of the International Women’s Coffee Alliance in Puebla, Mexico.

6. **Ana Sofía Narváez**

Ana Sofía Narváez has a B.A. of Business Administration with concentration in Marketing from Keiser University and a Msc., in Coffee Economics and Science- Ernesto Illy from Università degli Studi di Udine. She is a member of the Women Leaders of America Committee at the Fundación Ciencias de la Documentación from Spain and the Organization of American States in 2018. As a volunteer at the IWCA Research Alliance, she aims to create greater value at origin by closing the producers-roasters-consumers gap and advocating for an equitably integrated coffee community. Ana Sofía is from Nicaragua and works as Relationships Builder at Caravela Coffee.

7. **Marcela Uwimana**

A native of Colombia, Ms. Uwimana is a new researcher at International Coffee Organization (ICO) in London, Great Britain. She started her position at the ICO in January 2018 at ICO. Ms. Uwimana completed her Ph.D. in Economics in the United Kingdom and has been a resident there for over 20 years. In her current role, she is developing research documents and helping with project proposals.
Appendix 1: Charts from the ICO report
From the 2018 ICO report: Gender Equality in the Coffee Sector

Figure 1: Gender inequality and development in ICO exporting Member countries are negatively correlated

Table 1: Female participation in the coffee sector

<table>
<thead>
<tr>
<th>Share of household heads / land-owners</th>
<th>Region / Country</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>Global</td>
<td>ITC, 2008</td>
</tr>
<tr>
<td>23%</td>
<td>Uganda</td>
<td>Meemiken and Qaim, 2018</td>
</tr>
<tr>
<td>35%*</td>
<td>Mexico &amp; Central America</td>
<td>Lynn et al., 2010</td>
</tr>
<tr>
<td>25-34%*</td>
<td>Kenya</td>
<td>Dijkerth, 2015</td>
</tr>
<tr>
<td>24%</td>
<td>Uganda</td>
<td>Sekabira and Qaim, 2017</td>
</tr>
<tr>
<td>19%</td>
<td>Ethiopia</td>
<td>Author's calculation based on World Bank LSMS-SA</td>
</tr>
</tbody>
</table>
Appendix 2: Chart from the Nespresso report
Nespresso Gender Assessment Tool & Analysis

Example of results from the Ethiopia cluster to the survey question, “please tell us who receives the money from the sales of coffee?”

<table>
<thead>
<tr>
<th>Who in the household receives money from coffee sales?</th>
<th>Women's Response</th>
<th>Men's Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Only Husband</td>
<td>95%</td>
<td>48%</td>
</tr>
<tr>
<td>Together, mainly Husband</td>
<td>2%</td>
<td>30%</td>
</tr>
<tr>
<td>Equally husband and wife</td>
<td>2%</td>
<td>16%</td>
</tr>
<tr>
<td>Together, mainly Wife</td>
<td>0%</td>
<td>5%</td>
</tr>
<tr>
<td>Only Wife</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

N=88. Only considers responses of 44 married couples where both spouses were present.
Excerpt from the full report.

Source: “Gender Analysis of Selected AAA Clusters: Findings and Recommendations Report” February 2018. Please review the publicly available report and find contact information there if interested in more details.