Organization for Social Science Research in Eastern and Southern Africa

Ethio-Latin Coffee Community of Practice Project

Proceeding of a webinar on:

Women, Coffee, and Climate: Women's Empowerment for Socio-ecological Resilience of Coffee Value-chain against Climate Change in Ethiopia

the Role of Women in Coffee Management and Commercialization

August 2023

Addis Ababa, Ethiopia

Introduction

The Women, Coffee and Climate project, implemented by the Spanish Cooperation Agency (AECID) Ethiopia in collaboration with partners from Ethiopia, Colombia, and Honduras, is aimed at empowering women in the coffee value chain amidst the challenges of climate change. Supported by the EU DeSIRA program, this project is being jointly executed with esteemed organizations such as the Ethiopian Coffee Tea Authority, Ethiopia Forestry Development, Ethiopian Institute of Agricultural Research/Jimma Agricultural Research Center, Ethiopian Women in Coffee (EWiC), and Organisation for Social Science Research in Eastern and Southern Africa (OSSREA), along with other partners such as TECNICAFE from Colombia and CONACAFE from Honduras.

As part of our efforts, OSSREA has organized a webinar held on August 27th, 2023, on the Zoom meeting platform. The primary objective of the webinar was to raise awareness on the challenges faced by women in the coffee value chain and the importance of their inclusion and empowerment. Furthermore, we aimed to facilitate knowledge-sharing and exchange of best practices to promote sustainable and resilient coffee production in the face of these challenges.

Through engaging presentations and insightful discussions, the webinar sought to deepen participants' understanding of the specific challenges faced by coffee farmers and communities due to climate change.

It also aimed to provide insight on women's participation and benefits in the coffee value chain in Yayu Coffee Forest Biosphere Reserve. Additionally, the webinar aimed to facilitate knowledge sharing and dialogue among researchers, practitioners, policymakers, and other stakeholders interested in gender equality and sustainable coffee production. It also aspired for discussion on potential solutions and recommendations for improving women's participation and benefits in the coffee value chain.

This webinar aligns with our project's operational plan, which includes various activities aimed at fostering socio-ecological resilience and women's empowerment within the coffee value chain in the face of climate change.

We extend our sincere gratitude to all the participants and stakeholders who contributed to the success of this webinar, as their valuable insights and active engagement played a crucial role in achieving its objectives.

Welcome

The webinar commenced at 4:00 pm with a warm welcome from Mr. Alemu Tesfaye, Regional Programs Manager at OSSREA. He expressed his gratitude to all the participants for their involvement in the meeting on “the role of women in coffee management and commercialization” which was the 6th webinar of the Etiolation Coffee Community Practice.

He added that the webinar organizers were delighted to have all the participants joined for what was promised to be thought provoking and insightful session. He further conveyed that the commitment of the participants to the coffee sector, women's empowerment and sustainable development was commendable, and it was those collective dedications that made such forums possible.

He indicated that the webinar was aimed at navigating best practices, challenges and opportunities existed in the coffee industry. He added that it became increasingly evident that there was a need to harness the potential of every stakeholder, particularly women who play a pivotal role in coffee management and commercialization.

He highlighted that the theme of the webinar was both timely and critical, and not just about acknowledging the role of woman, but, understanding and amplifying it, recognizing the inherent strengths and skills that women bring to the coffee sector, and exploring how their empowerment contributes not only to economic growth but also to the resilience of the coffee value chain in the fate of climate uncertainties.

He set the tone for the session by outlining the purpose of the webinar indicating that experts, practitioners, and thought leaders would share their insights, experiences, and innovative approaches - from enhancing women's skills and knowledge in coffee management - to their entrepreneurship and contribution - to coffee commercialization - to the policies and interventions that can foster an enabling environment. He added that the agenda of the webinar was comprehensive.

Furthermore, he expressed his trust that the webinar would leave all the participants inspired and better informed. He added a reminder point that the webinar was not only about discussion, rather, it was also about generating ideas, spurring collaboration, and collectively finding solutions.

He further established the expectations from participants highlighting that everyone in the webinar was there not just as passive listener, but as an active participant in shaping the future of the coffee industry.

He concluded the welcoming and introduction session with a kind invitation towards the participants to use the facilities of zoom to share any comments, ask questions, and share experiences as their contributions are invaluable.

With that, he invited Dr. Kasaye Tolossa, who is a national technical coffee expert at the United Nations Industrial Development Organization to deliver a keynote address and share her insights on the importance of women's roles in coffee management and commercialization and their contribution to the coffee sector. He graciously handed over the floor to Dr. Kasaye Tolossa along with expressing his gratitude for having her in the webinar.

After that, Dr. Kasaye Tolossa began her keynote speech by expressing her gratitude for having that chance to be there on the webinar. She proceeded the keynote address indicating that she would be highlighting on the role of women in the coffee sector.

She gave an overview emphasizing on the role of women in the agricultural sector in general and in the coffee sector in particular, what the gender gap looks like in the coffee sector, some of the existing initiatives, some success stories, along with the way forward.

- Agriculture is a key sector to the Ethiopia’s economy in which it accounts for 32% of the country’s GDP, 72% of employment, 77% of the export earning, and 70% of all food production.
- Women make up about 45% of the agricultural labor forces.

- Coffee is a very important key commodity for the county's export earnings (30-35% of total export earning), which provide livelihood for 15 million rural households
- Woman contributes a great role in the coffee sector in which: -
    - They act as farmers', laborers, and entrepreneurs
    - 19 % of coffee producing households are headed by women,
    - Contributes to 75% of production labor in Ethiopian coffee value chain especially for harvesting, washing. sorting, roasting, and brewing coffee
- The majority of the labor-intensive activity is managed by women - the seedling preparation, weeding, harvesting, cleaning, drying, hoeing, grading, and sorting
- However, the revenue which came from the coffees is mainly dominated by men.
- There is a gender inequality in which women are involved in less-paying activities and have less decision making power on the income despite they took a large share of hard work in the coffee value chain.
- They not only involve inadequately across the value chain such as on free trade in the supply chain, but also on the control of the resource, access to finance, access to improved technologies, seedling and other inputs, access to extension services, and training. There are also cultural norms that restrict women's access to necessary input.
- All those challenges have made women disadvantaged to get a benefit from the coffee sector, where they are giving a lot of support for the entire coffee value chain. Those challenges also have adverse impacts on social and economic outcomes to the women as well as their households, and in general to the country including a reduction in productivity and the quality of coffee and reduction in the income from coffee sale and household welfare.
- World band census data shows that revenues from the selling coffee are 39% lower for female-headed households in Ethiopia
- Regarding the gender gap in access to land, a study conducted among different coffee producing countries like Uganda, Colombia, Ethiopia and Tanzania, showed that the farm size for female headed households was lesser by 50% compared to the male headed households in Ethiopia. However, land ownership was relatively better for the other countries i.e. the farm size for female headed households was lesser by 50% compared to the male headed households was lesser by 25%.
- This gender gap has indirect effect on the Human Development Index, which affects the growth and the development of the country.
- Promoting gender equality in the coffee industry through improving access to resources, education, and training would improve coffee productivity and quality that leads to the greater economic returns and promotes environmentally friendly practices in the coffee industry.
- By integrating gender equality into sustainable agricultural policies, the Ethiopian coffee sector can better respond to climate change and the environmental degradation.
- A good practice from Indonesian showed that coffee producers have achieved 131% increase in the coffee supply chain through providing training for both female and male farmers on cultivating, processing, and marketing. The trainings, to increase women's participation, were provided at convenient times and locations such as cascading the trainings close to home to reduce time spent on travel.
- Similarly, increased income for coffee smallholders was achieved by: -

  - increasing the participation of women in workshops on gender relations, especially, on intra-household decision making and joint management of asset and income.
  - empowering women in the coffee sector which increased market share and reduced costs.
- Initiatives to empower women in Ethiopian coffee industry include the existence of policies on women, national action plans on gender equality, growth and transformation plan, equal rights granted to men and women on land ownership, establishment of Ethiopian Women in Coffee Association, and gender mainstreaming strategy in Ethiopian coffee which is under development by Ethiopian Coffee and Tea Authority (ECTA).
- There are a lot of work to be done, but there is a very good start where we can capitalize and where we can strangers this just to support women.
- All those initiatives are planned to increase access to land and credit services, information, technologies, extension service, and decision-making processes.
- There are also initiatives by some development agencies who has been working to empower women in coffee sector such as the TechnoServe, Oxfam Coffee Climate Care Project, Feed the Future, and Spanish Corporation.
- There are also women led coffee enterprises such as Women's Coffee Cooperative in Sidama that aims to improve access to market and promote women's role in coffee trade; Metu-Bishari Forest Coffee Farmers Association which aims to provide access to resource to women; Okolomi Coffee which adopts inclusive strategies for employing women and disabled individuals in its workforce; and COQUA Trading PLC and YA Coffee Roasters which are piloting coffee quality oriented practices with women expertise.
- Those are the best example which needed to be promoted so that they would be exemplary for all other woman in coffee sector.
- Way forward - Despite some progress in reducing gender gap, the sector needs a multidisciplinary effort to address the challenges including:-
  - Strengthening the gender responsive policies and initiatives within the coffee sector
  - promoting women in leadership positions
  - providing a greater access to market information, training, resource, and extension services
  - introducing labor-saving technologies for coffee especially at washing stations and on sorting aspects.
- promoting women's participation in international coffee events to help women access new markets and create business-to-business and business-to-government networking.
- creating an enabling environment for gender equality in Ethiopian coffee sector – to work on the implementation.
- to strengthen the establishment of women in coffee associations
- Coffee sector is a budget demanding industry to buy coffee, wet mills, roasting machines, and other equipment. And lack of finance and access for investment is a major problem affecting Ethiopian coffee value chain development, particularly for women. Therefore, providing short or long-term loans at very low Interest rates for woman entrepreneur to support their coffee business is very critical.
- For an example, the project established by UNIDO, which is funded by Italian corporation AICS, to increase impact investment for Ethiopian coffee industry is a typical example to support women.

- Displayed how the process for investment proposal's selection of the project was critically reviewed to address the environment, social, and gender aspects to give a chance to women involved in the whole value chain.

She concluded her presentation by extending her gratitude to the audience for their attention.

After that the moderator, Mr. Alemu Tesfaye, expressed his sincere appreciation to Dr. Kassaye for the comprehensive, informative, and insightful keynote address which have covered lots of issues and set the stage very well for the rest of the panel discussions and the other sections of the webinar.

With that, he invited the next presenter, Mr. Javier Hoyos, Executive Director of Techni Cafe at Colombia, to share highlights on the experience from Colombia on trainings and capacity building programs for women in coffee cultivation, peace management, soil health, and sustainable farming practice. He added that Mr. Javier Hoyos would also showcase how those improved skills contributed to higher yields and quality and farm productivity.

Mr. Javier began his presentation by extending his gratitude for everyone in the webinar. He highlighted that his presentation would be on the outcome of an effort made by AMUCC with the support of Techni Cafe and the Spanish Cooperation.

He added that the project allowed to build capacities for women in AMUCC association so that they could learn and understand better the coffee process and found a way to get a better income and a better quality of life. He continued delivering his presentation highlighting on the following points: -

- The project results were gained from the intervention done with AMUCC with the association of women in coffee of Cauca region in Colombia
- It was implemented from 2018-2022; now, it is in the second phase
- In 2018, women from the women in coffee association in Cauca region were linked with other women to make partnership and sell their coffees to cooperatives
- They were certified on fair-trade which was a conventional normal certification
- The area has very similar environmental features to the central Ethiopian coffee area which has a soil characteristic that enables a very important development in the coffee sector
- Todey, the association has 487 women members (divided in to four different localities – Piendamo in the Northern region, Papayan region in the center, Tambo in the …region, and La Sierra in the South region)
- The women were classified in to four categories – T3 constitutes for 30% of the members who are the original members of the association and, now, are formal members of the association and comply with all the characteristics; T2 consists of 12% of member women who are undertaking their certification and progressing in the improvement process of productivity; T1 and T2 which constitutes for 46% and 12% of members respectively who are in a process of ongoing improvement.
- Women in category T1 are in the phase of getting linked to the association not only as a member but also as getting their farms active so that they will have farms. Currently, they are not producing coffee. Some of them used to produce coffee but have abandoned the business and wanted to resume and improve it.

- Displayed a pictorial representation of the percentage of land of coffee owned by women in each of the four categories. Those in category T3 are the most important ones as they account for 42% of the land out of the available 627-hectare land.
- About three fourth of the women from the four categories are utilizing coffee varieties which are known for having high quality and demanding less efforts such as the Castillo and Colombia varieties.
- Comparison on the utilization of different coffee varieties before and after the project showed that only 33% of women had fermentation tanks before the project, whereas 79% have the technology now.
- Similarly, 56% had de-pulping machine before the project, whereas 87% have now owned the technology. Likewise, before the project, only 36% had dry hopper to receive coffee, but now, 62% have owned the technology.
- Regarding the drying process, only 43% had a parabolic drier before the project, but now 92% have it. Similarly, the proportion of women who used Casa Elba drying process, which is the use of a house roof for drying of coffee beans, has reduced from 13% that was before the project to 5% after the project.
- Regarding the utilization of post-harvesting kit, which is used to improve the quality of coffee, about 40% had possessed the technology before the project, whereas 53% have owned it after the project.
- Regarding the yield production, the project was able to improve it from selling 20,875 bags of coffee in 2018 to about 31,000 bags of coffee in 2021 for women in T3 category. Similarly, for women in categories T1 and T2, the yield has improved from selling of 342 gabs of coffee in 2018, to more than 20,00 bags in 2021
- The per-capita income of women has advanced significantly between the years 2018 and 2021 and that allowed them to improve the quality of their lives
- With in the project, women were provided of materials, inputs, equipment to improve to improve their processing like pulping machine, fertilizers, etc.
- The materials, instead of free provision, were provided through a revolving fund with low interest rate.
- Other very important achievements of the project with women was establishment of farm-field schools with 620 women. Outside those schools, there were activities of knowledge transfer through different associations that supported the project in capacity building. Accordingly, among women in category three, 3 women were Q Grader certified, 4 women were process certified, 3s women were certified in roasting process, 26 women were certified in coffee brewing, 35 women were certified in physical and sensorial analysis, and 28 women have developed skills in coffee by-product management. Overall, those outcomes allowed that the women have increased skills and competencies that would improve their capacities as coffee producers.
- The project also created a process of social and organizational strengthening through identification of organizational weaknesses through workshops. The intervention was designed in a way to manage the enterprise with small number of AMUCC staffs. The intervention was focused on the development of four areas – gender perspective, generational integration, and renewal, change management, and personal and partnership skills.
- The gender perspective area was focused on gender-based violence, socialization and empowerment, etc. Regarding the generational integration and renewal, 17 women were

identified and enrolled for leadership trainings. Regarding change management, workshops were conducted to create communication skills, organizational skills, etc. And for personal and partnership skills, workshops on leadership skills and others were provided.

- Besides, strengthening of the management process of AMUCC, strategic planning, and business planning were also implemented.
- As a result of the intervention of the project, AMUCC has now a micro-credit system that can assist 100% of all the partners with a money base close to a billion of Colombian peso. 86% of the partners use the credit and has developed a culture of utilizing the credit system to purchase fertilizers, infrastructure, machinery and equipment, and as a pre-financing method for harvesting and the whole process.
- Aboveall, everything is linked inorder to improve the business circle where they intervene and engage in a very effective way. The business circle where they engage includes expocafe, groundwork, the national federation of coffee growers in Colombia, etc

Following that, Mr. Alemu Tesfaye conveyed his gratitude to Mr. Javier Hoyos for the comprehensive and informative presentation. He made a note that the presentation highlighted a showcase on how improved skills contribute to higher yields, quality, and farm productivity using AMUCC.

He added that the keynote address from Dr. Kassaye Tolossa and the presentation from Mr. Javier Hoyos, have made the stage nicely to proceed to the next session, which was the panel discussion on empowering women in coffee value chain.

He also made brief introductory points about the panelists highlighting that they were Ms. Bamlak Meles, a project manager from Ethiopian Woman in Coffee, Ms. Karla Calidonio from Ecafe of Honduras, and Ato Andualem from the Ethiopian Coffee and Tea Authority. With that, he invited Ms. Sara to moderate the panel discussion session.

Following that, Ms. Sara commenced moderating of the session by indicating that it was an interesting session. She expressed her appreciation to Dr. Kasaye for the very insightful note and for being a champion to women in coffee in the value chain. She also conveyed similar thankful note to Mr. Javier for presenting the amazing job that TechniCafe and AMUCC were doing indicating that there was a lot to learn from both the presenters.

With that, she invited Ms. Karla Calidonio to share her experience in the empowerment of women in the coffee value chain. Accordingly, Ms. Karla began her presentation by extending a thankful remark to all. She made a reminder point that from the last presentation, Mr. Javier had demonstrated a path to follow to find some answers regarding the challenges and opportunities for women in coffee. She added that one of the strategies that could be followed was shared in the previous presentation.

She highlighted that coffee was a product that normally was seen as a raw product - not as a finished product, something that coffee producing countries would offer to the consumer. She continued her presentation by posing questions on how to access the markets, how to be driving the prices for coffee that instead of being just a commodity it would be given some extra value.

She made a suggestion that one of the things would be to see coffee as a business. She stressed on the point by recalling that it was what Mr. Javier's showcase has indicated in which education was

the tool to make not only good decisions but strategic decisions about what the coffee business should be.

Recalling from Dr. Kassye's presentation about the challenges that Ethiopian women have, she highlighted that it was similar to the rest of the coffee producing countries.

She added that the question on how to find the necessary tools and the space to work in small groups of women would be answered from what has been reflected in the previous meeting with Amprokal (AMUUC) which showed how well organized and empowered women could do to their own future and present; as well as what they could do to drive the business of coffee to become a successful one getting away from the usual business approach that they have been accustomed to.

She added that, even though, working around gender policy was good, it needed to make a shift from theoretical frame to a business-oriented product. She shared that what Mr. Javier has highlighted on some of the things were also similar for AMUCCAFE as they were struggling with same number of women working in the coffee business in AmosCafe. She added that some of the things that he highlighted about the experience of AMUCC, could be easily translated to Amy Cafe in terms of what the organization should be and how it could work as a profitable business entity.

Following that, the moderator, Ms. Sara, extended her appreciation towards Ms. Karla for the insightful presentation. With that, she invited the second panelist, Ms. Bamlak, to share her highlights on the implementation and practical experiences that were implemented to improve the future of women in coffee in value chain empowerment. She further set the frame for Ms. Bamlak to deliberate her perspective, as a person who has been working with the Ethiopian women in coffee, on what was missing, where to focus on, what needs to be implemented, and where the gaps were.

After that, Ms. Bamlak Meles began her reflection by extending her gratitude for the opportunity. She indicated that, based on the experience that her organization had gained from implementing projects at farm level and communicating with women farmers, they were able to realize that there were not enough platforms available for women to engage and get information and receive trainings to find a way to implement new kills on the ground so that it become something that drives their business and sales of their coffee.

She elaborated that the gap was in terms of inclusion which was manifested as lack of designing trainings or any other services in a way that was intentionally inclusive of women and that could share information and create opportunities which cannot be easily found to women at the grassroots farm level.

She added that the other thing that they were able to see was on the need to make sure that actual investments and resources were put emplaced to push those initiatives forward because the effort to include women requires resources in terms of time appropriateness, safety of the environment, and availability of easy access to the resources.

She further indicated that they were also trying to create platforms and opportunities for women to develop themselves, to act as leaders, and to inspire other women within the coffee industry to push on forward and use opportunities.

She concluded her reflection by highlighting that, while implementing projects on the ground, they were able to witness a gap in the implementation of policies. She made a note that despite the fact that policies that support women within the coffee industry have existed, they were not being implemented meaningfully. She added a remark that given the correct consideration and attention to those mitigation measures could support women to go beyond being ordinary women who work in farms to getting included throughout the value chain.

Following that, the moderator extended her appreciation to the second panelist, Ms. Bamlack, and went on adding few points about the works of the Ethiopian Women in Coffee indicating that its pillar of existence was building the capacity of stakeholders in which the main activity was related to coffee skills education targeted at all levels of coffee production - from farm to export - to barista level. She further indicated that the challenge that they were facing in the past few years was alleviated by partnership with relevant stakeholders such as the DeSIRA project, GIZ, and others. She stressed that EWIC would not take that lightly because that was where it gets the opportunity to learn where the gaps were, how to address them, and where the policy gaps were.

With that, she invited the next panelist, Mr. Andualem from the Coffee and Tea Authority. She framed the agenda for him highlighting that he would be sharing on the role of the Coffee and Tea Authority on the empowerment of women, on what have been done so far, and what would be done in the future from practical points of view.

Following that, Mr. Andualem began to share his reflection indicating that he would be focusing on the opportunities, challenges, and interventions towards women in the coffee industry. He commenced delivering a presentation highlighting on the following points: -

- There are so many opportunities and challenges in the coffee industry in Ethiopia.
- The Coffee and Tea Authority office has carried out interventions targeted at empowering of women farmers through encouraging the national and international stakeholders to provide financial support to increase productivity.
- It also carried out interventions towards facilitating professional opportunity and enhancing the decision-making power of women towards their basic rights.
- Other interventions include increasing the presentation and agency to pay the women utility; enhancing access to market information to promote access to short term and longer-term loan and investment; promoting access to time saving technologies to reduce the workload of women; supporting women in the coffee roasting through value addition to raise their distribution scale.

With that, the moderator gave the floor back to Ms. Bamlack Meles, a Project Coordinator at Women in Coffee Ethiopia, to give her presentation on successful women-led businesses and how inclusion can create economic empowerment for women. Accordingly, Ms. Bamlack delivered a presentation highlighting on the following points: -

- The Women in Coffee Ethiopia has members of more than 48 exporters that are working successfully within the coffee business

- It has members that are ranking in the top 20 exporters within the Ethiopian coffee industry that are exporting to different parts of the world; and amongst them are Fahem General Trading, Primrose Service Providing PLC, and Arfasa General Trading
- In the economic sense, the top 20 exporters accounts for about to 40% of the entire exports of the country
- It also has other 48 woman export members that are doing well within the coffee industry, although not exporting in great amounts.
- WICE, while implementing different projects, observed the existence of a lot of potential within the cooperatives, especially, with ones that have large number of women memberships.
- Through its work in trainings with a Nono Sale Women's lead cooperative in business and financial skills, it observed potential to succeed in coffee business.
- Those kinds of initiatives are also supporting cooperatives and women LED organizations to become leaders within the coffee exports industry and to become well informed and well educated in terms of how they should lead their business and how well to utilize their skills and their resources to take advantage in the coffee industry.
- It is also working with the DeSIRA project to understand the roles women are playing within the coffee industry, ways to support them, and the gaps that exist to deliver the support
- In Ethiopia, there are lota of women-owned and women-led coffee industry businesses that are creating waves within the market to the local coffee loving community of the country. Some of them have been within the coffee industry for many years such as Aster Buna while others are emerging in such as Cafeol, Gashuan and Ya Coffee.
- WICE has a large base of membership of not only coffee exporters, but also coffee roasters that are successfully leading their buses.
- There are countless women within the streets of Addis and other cities of Ethiopia that are selling coffee on the streets, and WICE is conducting research on that.
- A lot of success can be seen not only in terms of export and roasting but also in the service industry in terms of how women are utilizing the small resources that they have and business competition to become successful entrepreneurs within the space.
- WICE has a total of 75 plus membership that does not including cooperative members, of which, 60% are exporters, 16 % are coffee producers, 16% coffee roasters, 3% coffee shop owners, and 3% trade agent.
- Regarding the economic involvement of women in coffee, they are not exactly within the value chain where they are able to make deals and make decisions in a way that they can be empowered economically.
- This is where policies and different programs should be put in place to support women get empowered in decision makings and fairly benefitted as per the economic aspect of their labor contribution within the coffee force. This could include enhancing access to digital payments, trainings, and land ownership rights.

After that, the moderator, Mr. Alemu Tesfaye, expressed his appreciation for the insightful presentation and recapped some of the main points raised by the presenter. He, then, made a note that the session following was a panel discussion on gender responsive policy interventions. With

that, he invited the panelists – Ms. Bamlak Meles, a project manager from Ethiopian Woman in Coffee, Ms. Karla Calidonio from Ecafe of Honduras, and Mr. Ayalew Ashenifi from Ethiopian Coffee and Tea Authority to share their insights and reflection on the issue.

Follwing that, the first panelist, Mr. Ayalew Ashenifi indicated that his presentation would be focusing on existing policy and gender mainstreaming effort in the sector, exploring policy gaps and recommendations for more gender responsive interventions, and the role of government agencies, NGOs, private sectors in support women empowerment. Accordingly, he delivered a presentation emphasizing on the following points: -

- Gender, laws, policy, and institutional analysis
  - International and national agreement policy and laws that are based on gender have been issued and implemented to narrow the gap between women and men.
  - In convention on the Elimination of All Forms of Discrimination against women, which was approved by the United Nations in 1979. was adopted by Ethiopian 1982, was one of them. For instance, Article 70 of the agreement indicate that women will be equal participants and beneficiaries in any government or private organizations when policies, laws, and guidelines are issued or implemented.
  - It is also stipulated that women and men in various fields of education, health, creating income-generating jobs, family planning services, in inactivity in rural or urban areas, have equal right to decide, use, generate wealth and have equal share for work in the family.
  - Article 18 of the African Charter on Human Rights and Peoples' Rights, which was signed by the member states, stipulates that government must eliminate violation of rights against women and children and citizens in any respect.
  - The Beijing Platform for action agreement, which was reached in 1995, indicates that all institutions should devise a system to implement gender issues in all sectors.
  - Among the sustainable development goals set to be achieved until 2030, goal 5 is to ensure gender equality.
  - The Ethiopian 1987 Constitution, the article from 35 to 41, mostly deals with human rights. Specifically, Article 35/3 strongly urges women to benefit from special support measures to compensate for the discrimination or scars they have endured through historical events.
  - The Women's Affairs Policy issued in 1986 E.C. states that to empower women to participate and benefit in the economic, political, and social sector, and to fill and correct the gaps in the system by eliminating harmful traditional practices in the country.
  - The Growth and Transformation Plan, which has been implemented in the Ethiopian in the past years has placed paying great attention on gender issue as the main direction of poverty reduction in the country.
  - Moreover, federal and state family law not only determines the age of marriage, but also states that marriage is based on consent and that wealth acquired during the marriage is equally shared and that decisions should be made jointly.
  - The Criminal Code stipulates that all attacks on harmful customs should be considered crime and action should be taken against them.

  - The proclamation number 1064/2017 of government employees, which was revised in 2017, mandates that special support to be given to women during recruitment, promotion, and reassignment.
- Apart from the existence of policies and legal frameworks, significant results have been recorded in terms of women's participation and benefits in all development efforts. In the economic sector, women have been able to actively participate in rural agricultural extension programs and cooperatives.
- According to the Rural Land Management and Use decree. Joint land ownership certifies are given to husband and wife that guarantees women's ownership of land and it has been possible to strengthen women's ability to be heard in disputes about land ownership.
- Coffee, Tea, and Spices sector analysis
  - Following the proclamation number 364/2016 by the council ministers, the ECTA has built similar leadership ladders at all levels in the coffee, tea, and spices producing areas and started implementing activities. At federal level, specifically, 313 people (from which 36.4 are women) under different professional fields have started work.
  - Although women's participation and benefit is not clearly specified in the extension services and the coffee package document, which plays an important role in the coffee, tea, and spice development activities, the benefits and the participation of women is evident in other activities, including preparation of seedlings, crop care, harvest, and preparation and stocking of crop products.
  - However, data collected at different context assessments at different times reveal that when it comes to revenue women are paid lower than men.
  - A legal ground that contains different market options to prepare qualified coffee that is compensative in the global market has been prepared and has started work (coffee market and quality control proclamation number 1051/2017, directive number 433/2019).
  - According to that, specific work is being done to ensure that from gender perspective there is no discrimination that thwarts equal participation and benefit from the first market centers to end (export) market activities.
- Challenges
  - The main challenges to women in the coffee sector are related to the areas of extension service, supply input and technology, credit provision, capacity building, creating an enabling environment for gender in the sector, no organized structure at regional federal level, budget problem to implement activities, planning is not gender responsive, absence of child daycare centers, unable to establish gender inclusion department, working in a partnership, gender support monitoring system, incentivizing legal frameworks, decision making power, and land owners of women
  - In addition, laws, proclamations, and directives towards the sector do not promote for incentive for women.
- Gaps
  - Low implementation of policies, laws, and proclamations towards gender inclusion.
  - Limited opportunity to implement gender inclusion in institutional operation and leadership,
  - Low understanding, knowledge, and skill around gender equality.
  - Woman' decision making power on land and other productive sources is low.
  - Credit services are not accessible for women.

  - The research system is not gender responsive.
  - The Extension Service is not gender responsive,
  - lack of an organized gender response system that provides input and technology,
  - lack of collaboration among partners within the sector to work on gender inclusion,
  - The support and monitoring system is not gender responsive.
- Recommendations
  - Laws, proclamations, and directives in the sector should include incentives for women's participation.
  - Improve the implementation of policies, laws, proclamations around gender inclusion
  - Improve the opportunities to implement gender inclusions in institutional operation and leadership.
  - Improve understanding, knowledge, and skill around gender equality
  - Strengthen women's decision making power or land and other product resources.
  - Credit services should be accessible for women.
  - The research system should be gender responsive.
  - The extension service should be gender responsive.
  - Establish an organized gender response systems that provides input and technology.
  - Strengthen collaboration among partners within the sector to work on gender inclusion.
  - The support and monitoring system should be gender responsive.
- The role of the government agencies, NGOs, and private sectors in supporting women empowerment
- Government should
  - Make laws, proclamations, and directors in the sector include incentives to improve women's participation.
  - The implementation of policies, laws, and proclamations should be gender inclusive.
  - Strengthen women's decision making power or land and other productive resources.
  - Make the credit service accessible for women.
  - Make the research system gender responsive.
  - Make the extension services gender responsive.
- NGOs and private sectors should strengthen the effort of the government by providing financial support and capacity building.

After that, the moderator expressed his appreciation for the wonderful presentation and recapped some of the main points raised by the presenter. With that, he opened the floor for discussion by reading the first question that was forwarded to Ms. Bamlack on the zoom platform which was a request for additional examples and recommendations on the existing policy gaps related to women in coffee.

In response, Ms. Bamlak highlighted that she would be emphasizing on few points only due to time constraint. She made a note that one of the policy gaps in the context of Ethiopia related to women in coffee was related to the implementation of land ownership for both the male and female married counterparts. She indicated that, even though, the law and regulation has been put into practice, not a lot of people, especially, in rural areas knew about it. She added that many others also found it hard to implement because most out growers were usually signed by the name of the male farmer instead of both. She further indicated that the issue was further related to missed opportunity for women to participate on trainings because the land was registered in the man's name.

After that, the moderator expressed his appreciation to Ms. Bamlack and forwarded the second question to Ms. Karla to share the experience from Honduras on the role of government agencies, NGOs, and private sectors in supporting women's empowerment.

In response, Ms. Karla highlighted on the experience of Honduras indicating that, the process that was led by Kona Café, undertook with the initial step of making the gender policy to be discussed with key actors at national level, which was followed by cascading of some meetings regarding what women saw about their current condition along with conducting a validation workshop, and presenting the findings to the board of directors of Kona Cafe, which was composed of people from the coffee sector. She added that it was after those processes that the document was approved and published on Lagazetta, which was a national and official newspaper where all laws were published.

She further made a note that the work was mainly made by the producers in Ena-café. She has also indicated that KonaCafe, exploiting the opportunity of having liaison with Solidaridad, was working with them to organize workshops to validate the work done so far and to frame what else would need to be addressed.

She expressed her belief that some of the challenges against women in the coffee sector were similar in all countries. She also made a note that, even though, women were more aware of the necessity of being the owners of land, it demanded a lot of work to be done towards ensuring that aspect.

She finally indicated that one of the necessary things to be done in that aspect would be addressing ways on how women could get financial resources to improve the land and the farm, which was one of the main holdbacks for them - to see the farm as a profit business without the proper finance.

Next to that, Mr. Karla delivered a special keynote message to Mr. Javier Hoyos beginning with a warm thankful note for his presentation on AMUCC's work which has spoken for Latin American women. She added that it was a role model to be followed as the coffee culture would be seen as a social responsive and successful business. She added that, it was what was needed to be worked with women associations so that they can consider their products as business products. She once again expressed her gratitude to Mr. Javier for his great presentation that has opened the eyes of everyone. She also extended a congratulatory remark to Techni Café for their work.

After that, the moderator, Mr. Alemu, expressed his gratitude to all the panelists for their insightful presentations, for their commitment to be a part of the Ethio Latin coffee community of practice, and for their invaluable contribution in creating enabling policies and initiatives for women in coffee.

He indicated that the presentations, along with the proceeding and the recording of the webinar would be shared soon on various platforms widely, so that everyone could contribute to the knowledge base of the coffee value chain.

He also extended his gratitude to everyone participated on the webinar for their involvement. With that, he invited Dr.Wubalem Tadesse, lead researcher at the Ethiopian Forestry Development, to deliver a closing remark.

After that, Dr.Wubalem Tadesse commenced a closing remark by extending his gratitude for everyone who has participated in the webinar. He recalled that the webinar was the sixth event under the community of practice and was entitled “the role of women in coffee management and commercialization”. He added that it was a special one compared to the previous similar webinars in such a way that it had entertained several and diversified presentations from the three countries addressing various important issues for the enhancement of women's skill and knowledge.

He stressed that all the presentations were excellent and conveyed his appreciation for the presenters for their efforts and sharing their experiences. He also extended a special thankful message to OSSREA, in general, and to Mr. Alemu Tesfaye, in particular, for organizing a very good learning platform. He once again expressed his gratitude towards everyone participated in the webinar indicating that he was hopeful to see them all in the upcoming community of practice webinar.

The webinar adjourned at 6:00 pm, marking the conclusion of the session.

Annex:

1) Webinar recording in English: https://youtu.be/EEJsqXbtTjQ
2) Webinar recording in Spanish: https://youtu.be/p95xadk8AyE