



Cocoa Life in Côte-d'Ivoire

“Gender assessment in the pilot communities”

Report submitted by CARE International to Mondelēz International

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1. Objective and structure of this Report

This Gender Assessment Report has been prepared by CARE International with the main objective of updating Mondelēz International on the current status of gender-related analysis and women empowerment activities in Cocoa Life Côte-d'Ivoire. This includes the gathering of data on gender-related KPIs ¹ and other relevant qualitative and quantitative information, to update and extend the findings of the needs assessment conducted as part of the project design process in 2012.

The Report includes the following elements:

- a) an overview of gender issues in the cocoa sector of Côte-d'Ivoire
- b) an explanation of how gender is integrated in Cocoa Life Côte-d'Ivoire
- c) a description of the gender analysis approach adopted by Cocoa Life Côte-d'Ivoire
- d) an outline of current gender-related work and of key observations on the status of women in the pilot communities
- e) the main outcomes of a field survey conducted in February 2014 on gender-related KPIs and other relevant data
- f) key observations and follow-up recommendations

2. Overview of gender issues in the cocoa sector of Côte-d'Ivoire

- ***Women's work in cocoa is not adequately recognized nor rewarded***

Although cocoa is traditionally perceived as a 'male crop', women are deeply involved in cocoa production. In Côte-d'Ivoire they provide approximately 45% of cocoa-related labour and are usually active in about 12 of the 19 typical steps of cocoa production ². At country level, a woman's average income is 59% less than male income, even though 60% to 80% of the national food production is undertaken by women (in particular through fish farming, as well as bovine, ovine and pig farming)³. The cocoa sector is by no means an exception to this, with women participating in cocoa farming but without proper financial returns.

Women are often considered as just "helping" their husbands on the cocoa farm, whereas they are actually actively involved in almost all stages of the production process. Women are mainly involved in post-harvest activities, e.g. collecting and transporting the harvested pods from the fields, extracting, drying and sorting the beans. They also carry out several other tasks such as land clearing, planting and weeding.

"We have neither access to income from cocoa nor the recognition from our husbands and the authorities of this country who ignore that it is us, the women, the pillars of the cocoa economy." President of AFEMCOOP, opening speech at the 5th edition of 'Celebrating Women in the Cocoa-growing Sector' (San Pedro, November 2013).

¹ KPIs = Key Performance Indicators

² Source: IFAD, Rome, 2012

³ Source: National Institute for Statistics, Abidjan, 2013

Some tasks are considered typically male tasks, such as pruning and applying agro-chemicals.

Farm management however remains within male control. Women therefore lack the opportunity to participate in crucial decisions and to retain a fair control over farm resources and revenue from cocoa. High rates of illiteracy also mean that even if women had access to technical and business information needed to improve their economic performance, they would find it challenging to assimilate and apply it.

In the West of Côte d'Ivoire, the number of female smallholders is increasing marginally, together with a growing number of female-headed households in cocoa-producing communities. This is partly due to male migration and to women having lost their husbands due to the recent conflict. Furthermore, changes in inheritance law are paving the way for an improvement in women's rights to land ⁴. However, in the West of the country traditional culture is patriarchal and land is passed down to the males of the family, in contrast with the East of the country where traditional culture is matriarchal and there are many more female smallholders.

Nevertheless, due to the limited knowledge about cocoa farm management (women generally lack exposure and access to relevant training), the considerable burden of household and child rearing, and the lower availability of family labour, women smallholders often become dependent on hired male labourers. The latter increases costs for women farm owners and reduces their profits.

Female wage labourers are mostly hired for the sorting and sifting of the cocoa beans. Wages are higher for male-dominated tasks than for female-dominated tasks. ⁵

- ***Women involved in the cocoa sector have poor access to land, inputs, training and finance***

Women cocoa farmers tend to have a much more limited access to land (due to both legal and cultural norms), agricultural inputs, market information and technical as well as management training, than their male counterparts. Together with poor access to finance, all these factors are compounded to cause low yields and low quality from female-headed cocoa farms. Financial inclusion is hampered by poor financial literacy and information, as well as the lack of collateral that women generally face.

- ***Women's participation in cooperatives and community-level structures is very limited***

Very few women cocoa farmers participate in cooperatives or other forms of farmer-based organisations. When they are members, they very rarely have the opportunity to take part in the governance mechanisms of cooperatives. Additionally, there are very few women-based organisations in the cocoa sector. Women are also usually excluded from the leadership of community-level committees. In a whole range of decision-making processes within cocoa

⁴ In 2012, four articles of the Ivorian inheritance law were amended to abolish the notion that only the husband could be head of household.

⁵ On cocoa farms wage rates for labour are found to be lower in female-dominated tasks than in male-dominated tasks. Women are more involved as family labourers than as wage workers on male-managed farms, while men are involved more as hired labour than as family labour on female-headed farms (Source: adapted from UTZ briefing, 2013).

communities, the main barriers to women's participation are lack of information, lack of time and resources due to the multiple roles (productive, reproductive, care) fulfilled by women on the farm and in the household. Social and cultural norms may also have a disempowering effect, whenever they hinder equitable gender relations and dynamics at the farm, cooperative and community levels.

The Cocoa Life initiative has taken the above situation into account from its very onset. Mondelez International and its partners in Côte-d'Ivoire have recognised the need to take into due consideration the position of women in the Ivorian cocoa sector and to design relevant interventions accordingly.

3. Why and how gender is addressed by Cocoa Life in Côte-d'Ivoire

Gender equality and women empowerment are considered as crucial cross-cutting issues in the Cocoa Life programme and are systematically integrated in its design and implementation.

Mondelez and its partners in Côte-d'Ivoire have chosen to incorporate gender factors in the initial needs assessment, participatory design, stakeholder consultation and community validation of the Cocoa Life pilot project in the country, planned for 11 communities and currently in its first year of implementation in 4 communities.

The sections below outline the rationale and approach for gender integration in Cocoa Life Côte-d'Ivoire.

3.1. Business and development drivers for promoting gender equality

Academic research and development practice have demonstrated over the years that increasing economic and social opportunities for women in rural areas of developing countries generates comparatively greater food security, health, education and welfare benefits for their households.⁶

These improvements contribute to more resilient communities and to a more sustainable production base for agricultural supply chains. In the specific case of Cocoa Life, Mondelez and its partners have found a clear business case for gender mainstreaming, women's economic empowerment and the promotion of more equitable gender relations along the cocoa supply chain (especially in its upstream segments, where women tend to be comparatively more disadvantaged).

The business rationale for promoting gender equality is that a more sustainable cocoa supply chain depends on successful cocoa smallholders, who in turn need a conducive environment in which to thrive: valorising the role of women in enhancing cocoa productivity, but also with regard to their other economic and social roles within the cocoa-producing communities, is therefore a crucial element of the Cocoa Life strategy.

⁶If women in rural areas had the same access to land, technology, financial services, education and markets as men, agricultural production could be significantly increased and the number of hungry people reduced by up to 150 million" (quote adapted from FAO, 'State of Food and Agriculture Report', 2011)

From the point of view of the development partners in Cocoa Life (such as CARE International in Côte-d'Ivoire and in Ghana), promoting gender equality and adopting gender-transformational approaches is an integral part of their mandate and value base. Women empowerment is a value in itself and it is, together with youth and men engagement, an avenue to more equitable gender relations, a more inclusive economy and sustainable positive social change.

Mondelēz and its partners have chosen to embrace an inclusive model based on the synergy of business and development objectives for the attainment of economic, social and environmental sustainability, recognising gender as a central element of this approach.

3.2. Cocoa Life's gender strategy: how women are empowered by this initiative

From its design and inception, the Cocoa Life Project in Côte-d'Ivoire includes a specific gender strategy, composed of:

- a) a **gender analysis** to deepen the partners' and stakeholders' understanding of key constraints faced by women in comparison to men in cocoa production and other economic activities, in the community and in the household, and to identify the context-specific opportunities for women's social and economic empowerment in the cocoa-growing communities;
- b) a **gender-sensitive and gender-transformational approach throughout the activities** of the five outcome areas (or 'pillars') of Cocoa Life;
- c) a **gender-disaggregated M&E system** and gender-aware reflective practices.

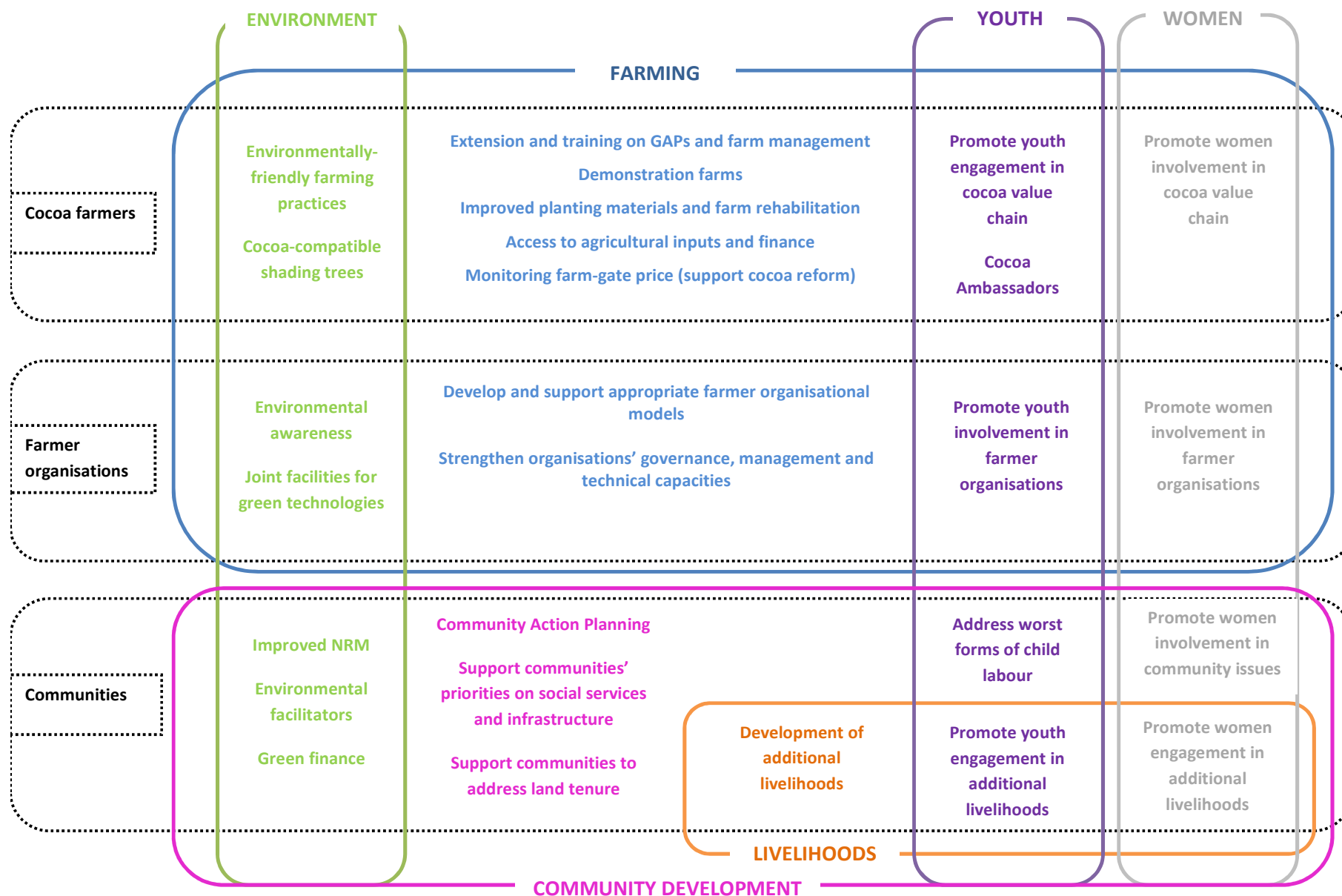
Taking gender into account as a cross-cutting issue throughout the Cocoa Life Project is aimed to ensure that women are effectively represented and take advantage of their involvement in the cocoa value chain and in additional economic activities. In practical terms, activities are planned and delivered taking into consideration the specific roles and needs of women. For example, whenever relevant, GAP (Good Agricultural Practices) training and other capacity-building interventions are tailored to women's demand and availability - given their multiple roles in the economy, the community and the household.

The Project's gender strategy also includes effective engagement of men, boys and power holders (e.g. local leaders) to help them become more aware of gender issues and barriers, and to be supportive of desirable changes in gender relations.

In order to track changes under this dimension, appropriate indicators and indices are used - such as for example the WEAI (Women Empowerment in Agriculture Index), which combines the dimensions of production, resources, income, leadership and use of time ⁷. The specific indicators and metrics used are aligned to the global Key Performance Indicators (KPIs) for Cocoa Life (see section 4.2. below for more details on this aspect).

The diagram in the following page illustrates through a 'systems map' how Cocoa Life in Côte-d'Ivoire specifically targets women to enhance their economic and social standing at the three key operational levels of the project (farm, cooperative, community).

⁷http://www.ifpri.org/sites/default/files/publications/weai_brochure.pdf



A more **detailed description of Cocoa Life activities and their specific gender dimension in Côte-d'Ivoire** is included in the Cocoa Life Project Framework attached to this Report in **Annex I**. This framework was defined by the Cocoa Life stakeholders during the process of project design at the end of 2012, and it is an integral part of the Cocoa Life Côte-d'Ivoire project document adopted by Mondelēz and its partners in January 2013.⁸

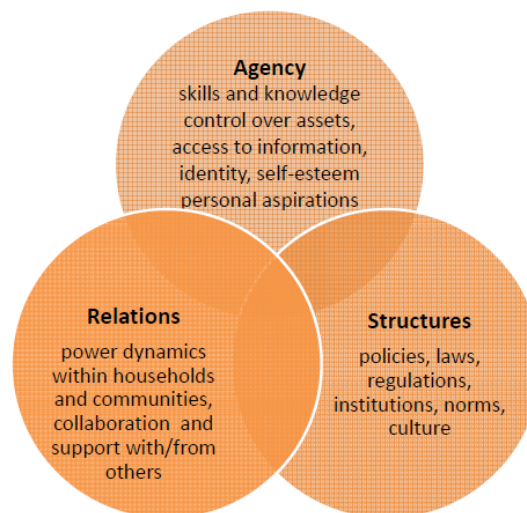
4. Gender analysis methodology

4.1. Gender analysis tools applied by Cocoa Life in Côte-d'Ivoire

In order to identify the constraints faced by women in cocoa-producing communities and explore the most effective avenues to unlock their potential, the Cocoa Life partners have built their strategy on an in-depth understanding of gender equality and women's empowerment in the cocoa sector and in the specific origin country context. This entails considering **women's multiple roles** (*productive - in cocoa and non-cocoa sectors, reproductive, care, social/community and political roles*).

One of the tools used by CARE International to investigate the gender dimension of a specific sector, context or community, is the '**Agency-Structure-Relations**' framework (see diagram below).

Women empowerment = combined effect of ...

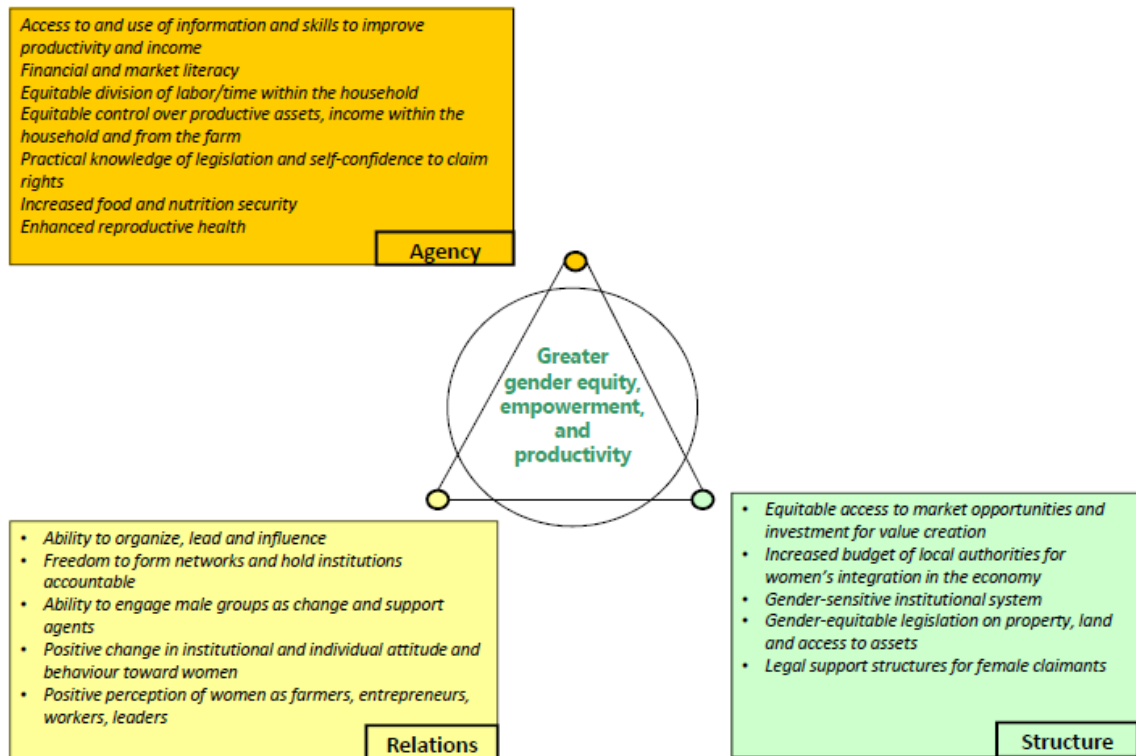


(Source: CARE International)

This same framework can be applied in particular to the agricultural sector to highlight the specific issues that need to be taken into account when promoting agricultural development and women's role therein (see diagram below).

⁸ The Cocoa Life Cote-d'Ivoire Project started its implementation in the first 4 pilot communities in February 2013.

Women's empowerment in agriculture



(Source: CARE International)

As the aim of Cocoa Life is to support a more sustainable cocoa supply chain, a gender analysis considers the roles, constraints and potentials for women within and around cocoa production.

Overall, this gender analysis includes *economic* and *social* dimensions on the following three levels:

- the cocoa value chain level, where women are farmers, cooperative members (and where applicable also other types of entrepreneurs in the inputs provision or trade segments);
- the 'additional livelihoods' level, where women may be engaged in other economic activities beyond cocoa;
- the community level, where women are members of their households and of social groups, where they access social services and infrastructure, and where social norms and cultural dynamics influence the extent to which women voice their priorities, participate in decision-making, are part of community structures and act as community representatives.

The broader context of women's roles and gender relations is also influenced by the local legal-regulatory framework, which may affect differently men's and women's access to assets and resources. This has an impact on all three levels identified above.

The recent gender assessment outlined in the present Report contributes towards the effort of understanding and monitoring the situation of women in the cocoa-producing communities, with the aim of keeping Cocoa Life's approach and interventions relevant to women's empowerment.

4.2. Alignment to Cocoa Life's Key Performance Indicators (KPIs 1, 2, 3 and 5)

A comprehensive gender analysis in the cocoa sector takes into account the social and economic factors outlined in the previous section. Such factors are also aligned to the way Cocoa Life has chosen to track progress - through its Key Performance Indicators (KPIs). The recent gender assessment exercise focused on *contributing towards a baseline for the relevant KPIs*, which would allow Mondelēz to compare performance across other Cocoa Life programmes - as the KPIs are adopted globally and utilised in all origin countries.

The 10 KPIs for the five outcome areas (or pillars) of Cocoa Life are presented in the table in the following page. The ones that have been selected as being more directly gender-relevant are the following:

- KPI 1 = gender-disaggregated net income from cocoa
- KPI 2 = gender-disaggregated cocoa productivity
- KPI 3 = women's participation in decision-making processes
- KPI 5 = gender-disaggregated net income from sources other than cocoa

Together, the above four indicators provide a snapshot of some key determinants in women's socio-economic status in cocoa-producing communities. The information can be used by the partners to verify whether the premises of the programme's design and first year of implementation are still valid (in terms of problem analysis and solutions proposed), as well as forming a baseline against which to regularly measure change.

KPIs 1, 2 and 5 pertain to the gendered division of labour in cocoa farming, the different returns for women and men in this sector, as well as to the opportunities for additional income generation from other cocoa-compatible on-farm or off-farm enterprises.

KPI 3 is a proxy for women's empowerment at the household, farm/enterprise, community and – where relevant – cooperative level. Depending on the context, it can be defined and measured in different ways to capture women's position in society as influenced by formal and informal norms (specific examples of sub-indicators are provided in section 5.2).

Cocoa Life's Key Performance Indicators (KPIs)				
FARMING	COMMUNITY	LIVELIHOODS	YOUTH	ENVIRONMENT
1. Net income from cocoa. ²	3. Increase women's participation in decision making processes.	5. Net income from sources other than cocoa. ²	7. Reduction in child labour and forced child labour.	9. Help future farming generations through sustainable natural resource use on the farm, conservation of forests and maintenance of ecosystems.
2. Cocoa productivity. ²	4. Increase capacity in the community to plan and advocate for their own social development.	6. Cocoa farmers' reduced vulnerability to external shocks.	8. Increase career opportunities for youth in cocoa sector.	10. Government policy and strengthened institutions for conserving the environment.
¹ KPIs may evolve over time as the program develops and will be supported by local measures reflecting the situation in each origin country ² Gender disaggregated				

Section 5.2 below outlines how the selected gender-relevant KPIs defined the scope of the field research phase of this gender assessment in the Cocoa Life pilot communities in Côte-d'Ivoire.

5. Gender assessment in the Cocoa Life pilot communities

5.1 Women empowerment in the pilot communities and examples of gender-related activities

As in the rest of the cocoa sector at the national level, currently only a minority are women cocoa farm owners in the pilot communities of Cocoa Life in Côte-d'Ivoire, and very few women are members of cooperatives or other relevant organisations. For example, in the communities served by the *Case du Planteur*⁹, out of 100 farmers only 6 are women. In CASHAS Cooperative (Nibass community), out of a total of 75 farmer members, there is only 1 woman, i.e. 1,33 %. In ECAFBI, out of a total of 63 farmer members, 4 are women, i.e. 6.35 %.

⁹ The *Case du Planteur* is a farmer service hub model developed by the partner trader ECOM/ZAMACOM to support cocoa farmers who are not organized in cooperatives. The services of the Case du Planteur include:

- point of sale for cocoa produced by members of its sections
- training center to share Good Agricultural Practices with the member producers
- demonstration plot showing the practical application of agricultural techniques
- inputs shop for good quality pesticides and fertilizers and small equipment

In a male-dominated sector like cocoa, women face multiple challenges in ensuring productivity and quality of produce and they are rarely represented in leadership positions within cooperatives.

A recent study by CARE on the barriers for accessing credit in cocoa-growing communities in Côte-d'Ivoire exposed the importance that 'trust' plays in communities when accessing credit (for both enterprise and household, e.g. school fees, basic necessities, health services, etc.): financial institutions do not trust cocoa farmers due to the seasonality and at times volatility of their income and to the risks related to agriculture leading to loan default. Women are even more specifically excluded from financial services due to their more vulnerable position and lack of collateral. Women traditionally borrow money from shop-keepers to buy basic necessities for the family but depend on their husbands to raise the finances for their economic activities.

In response to this lack of financial access, CARE's Village Savings and Loans Associations (VSLA) methodology has been adopted by Cocoa Life in Côte-d'Ivoire to enhance financial inclusion and financial literacy in the cocoa-producing communities. Participation in savings-based groups can increase income for women by providing them with access to credit to invest in farming or to establish their own small businesses. At the same time, it also targets the three spheres of the women's empowerment framework (agency, structures and relations, as outlined in section 4.1 of this Report).

CARE has demonstrated in other Sub-Saharan African countries that an increase in income for women in the household can create an imbalance in power relationships between husband and wife. *By increasing their income and their activity women are able to participate more actively in decision-making processes.*

A total of 45 VSLAs have been created by Cocoa Life in its pilot communities between February and December 2013.

These groups are instrumental in increasing women's financial inclusion and their ability to participate in decision-making and in generating income. Their size and composition by gender is outlined in the table below. *The indicator related to VSLA membership contributes to the achievement of Cocoa Life's KPI 3 on 'Women's participation in decision-making', and is also relevant to the achievement of KPI 5 'Net income from sources other than cocoa'.*

For the President of AFEMCOOP, ensuring sustainability in the cocoa sector necessarily goes through the empowerment of women "This sustainability so sought out by all, is founded on a substantial involvement of women in the decision-making mechanisms."

Cocoa Life CIV - Gender-disaggregated data on VSLA membership (updated Feb 2014)					
Cocoa Life communities	N°	Group name	Male membership	Female membership	Total membership
NIBASS	1	ANOUANZE	32	0	32
	2	ASSETO	1	34	35
	3	BEZEDODO	25	0	25
	4	BINKADI I	0	21	21
	5	BINKADI II	0	23	23
	6	DEKE	19	2	21
	7	DEKEDADA	0	31	31
	8	KAGOGBO	1	32	33
	9	RELWINDE	0	27	27
	10	WENDSONGA	0	15	15
Total			78	185	263
SIKABOUTOU	1	YEKANBONOU	0	35	35
	2	ANOUANZÈ	0	24	24
	3	WEND-PANGA 1	0	15	15
	4	BASNEERE	0	19	19
	5	NONTABA	0	20	20
	6	RELWINDE	0	32	32
	7	WEND-PANGA 2	0	20	20
	8	NABONSE WINDÈ	0	35	35
	9	BIENCADI	0	23	23
	10	WINDISSONGRE	0	18	18
	11	PINDIWINDE	0	35	35
	12	YEYOBIENIAN	0	24	24
	13	FINAGNON	1	15	16
Total			1	315	316
BATEGUEDEA 3	1	LILA	5	10	15
	2	ZOMADRE	0	27	27
	3	WENDE PANGA	0	30	30
	4	NOOM WENDE	0	30	30
	5	BINKADI 2	7	22	29
	6	KAOKA	8	19	27
	7	RELWENDE	0	30	30
	8	BINKADI 1	10	18	28
	9	SABABOYOUUMAN A	24	0	24
	10	SABABOYOUUMAN B	27	0	27
	11	LA REFERENCE	17	0	17
	12	EBOYOKOU	20	14	34
	13	BASILIQUE	18	0	18
	14	ASSIA	21	3	24
	15	COURAGE	0	21	21
Total			157	224	381
MOLONOU	1	ZIMSTAABA	17	0	17
	2	KANDANNAN	0	23	23
	3	YEWOBÈ	15	0	15
	4	EDJRANKEKLE	0	32	32
	5	BENKADI	0	15	15
	6	ETRA HE YAWLIN	3	31	34
	7	EYOENIAN	0	32	32
Total			35	133	168
Overall total			271	857	1128
Overall total in %			24%	76%	100%

Since the start of the Cocoa Life programme in February 2013, CARE has also been working on enhancing the women's representation at all levels of the community, first and foremost through the Community Action Planning process. Community Action Plans are developed by the communities to define and prioritise their own social, economic and environmental needs. The process is facilitated and supported by the Cocoa Life team. Women are now systematically involved in the leadership of the Community Development Committees, as illustrated by the data in the table below. *Also this particular measure contributes to the achievement of Cocoa Life's KPI 3 on 'Women's participation in decision-making'.*

Gender-disaggregated data on leadership of Community Development Committees (CDCOMs)			
Community Development Committees	Number of men	Number of women	Total members
CDCOM NIBASS	11	4	15
CDCOM SIKABOUTOU	11	4	15
CDCOM BATEGUEDEA 2	11	3	14
CDCOM MOLONOU	10	3	13
Total	43	14	57
Total in %	75.40%	24.50%	100%

Despite these initial positive results of the Project's first year of implementation, the Project team continues to observe certain challenges and constraints to the process of women empowerment in the pilot communities.

For example, in spite of the participation of women in the Community Development Committees, development issues directly linked to women's emancipation and well-being are often placed as the lowest priority. Training on the prevention and reduction of Gender-Based Violence (which, in the communities in the Western Region of Côte d'Ivoire, saw an increase during the political crisis), is ranked at the bottom in two of the four pilot communities, sixth out of fifteen items in the third community, and for the last community gender-based violence is not identified at all as an issue.

In the four pilot communities, infrastructural improvements are prioritized in the top three items (e.g. improving a road, constructing a health center or accessing drinking water). Although all of these activities are essential for the communities' wellbeing and would directly improve the lives of women and girls as well, they are not sufficient to improve women's capacity and status to be recognized as active participants and decision-makers in their community.

For all four communities, promoting income-generating activities for women was identified as a mid-table priority (between sixth and ninth position). 'Soft' activities such as financial or literacy training for women finds its position lower down in the priority list. Activities that might enable women to contribute further to household income tend to be supported, however there seems to

be a certain lack of drive in the communities towards accompanying this with the promotion of women's empowerment and gender equality.

This analysis indicates the need to intensify awareness raising and sensitization on gender-related issues and to maintain a clear focus on the gender dimension of the Cocoa Life initiative.

As for the contribution towards the achievement of KPIs 1, 2 and 5, the activities outlined in the relevant pillars (Farming and Additional Livelihoods) are being conducted with a gender focus in order to progressively enhance women's productivity and income from cocoa and from other viable economic activities. A detailed description of the gender dimension of these activities is included in the Project Framework in Annex I.

From the organisational point of view, CARE puts an equal emphasis on *gender, diversity and equity* for staff recruitment and policies. The Cocoa Life team at CARE Côte-d'Ivoire includes one female field supervisor as well as a female VSLA advisor, which encourages women to openly discuss their situation - as cocoa farmers or as wives of cocoa farmers - and the cultural norms that sometimes place them in the role of the silent partner in the household.

The gender approach of Cocoa Life in Côte-d'Ivoire is not only targeted at partner communities but also institutionally within CARE and with partners. On 26th July 2013, CARE organized a session with 15 participants (6 men and 1 woman from the trader ZAMACOM¹⁰, 4 women and 4 men from CARE) on engaging men and boys on the issue of gender equality. Items discussed included the socialization of men and women, how roles are assigned by society and the challenges encountered by both women and men in playing roles that are different from those assigned by social and cultural norms. This session provided an opportunity to raise awareness on Ivorian society's stereotypes on the roles of men and women, and for CARE and ZAMACOM staff to integrate the importance of understanding these differences in their work with the pilot communities of Cocoa Life. Within this context, the *Case du Planteur* model developed by ZAMACOM and supported by Cocoa Life, represents one of the channels to encourage participation and inclusion of women farmers and to enhance their access to information, skills and relevant services.

5.2 Field survey on gender-related KPIs and other relevant indicators

As explained in section 4 of this Report, the Cocoa Life Project is supported by a continuous process of integrated gender analysis (based on the approach outlined under 4.1) to ensure interventions remain relevant to women's needs, contribute to their empowerment and transform gender relations with the aim to achieve equality and sustainability.

Section 5.1 has provided an overview and some practical examples of gender-related work carried out so far in the pilot communities of Cocoa Life. The initial integration of gender in the project design and first year of implementation have recently been complemented by additional data gathering, in terms of both quantitative and qualitative information relevant to the selected gender-relevant KPIs (refer to section 4.2) and other indicators that are relevant to the achievement of the mentioned KPIs.

¹⁰ Local subsidiary of ECOM, partner of Mondelēz and CARE in Cocoa Life Côte-d'Ivoire.

Within this process, the Cocoa Life CARE field team has also been supported by external expertise¹¹ to bring in an independent view and specialised field research skills (including for selecting significant samples, designing and administering questionnaires, etc.). The gathered data have been jointly analysed by the CARE team and the experts, and shared with Mondelēz through the submission of this Report.

Different data collection methods were used in the field for the data-gathering exercise:

- Tailored survey questionnaires
- Structured and semi-structured interviews
- Interaction with key informants
- Focus groups
- Participant observation

The choice of methods was made according to the particular set of indicators investigated, the context of the community and the characteristics of the sample.

With the aim of gathering **quantitative and qualitative gender-specific information and gender-disaggregated data**, the respondents were surveyed on the key areas outlined below.

<u>Summary of areas covered by field questionnaire</u>
Socio-demographic data
Household composition
Key economic activities (cocoa farming, other farming, other enterprises): <ul style="list-style-type: none"> • Type of economic engagement (farm owner, family labourer, seasonal/casual labourer, entrepreneur, employee) • Investment (land, labour, inputs) • Productivity from cocoa and other economic activities • Income from cocoa and other activities • Membership of cooperatives
Gendered roles, status and perceptions: <ul style="list-style-type: none"> • Analysis of roles: productive, reproductive, care, social (comparison M/F) • Time analysis (comparison M/F) • Self-esteem and self-perception (identity, confidence, ability to speak and act in public, etc.) (F) • Perception of status in the household, community, economy (comparison M/F)
Access and control to resources and assets: <ul style="list-style-type: none"> • Access to land • Access to energy and equipment • Access to information and training • Access to finance (savings, credit) • Access to revenue from farm or enterprise

¹¹ Global Challenge Côte d'Ivoire

<ul style="list-style-type: none"> • Control over utilisation of income
<p>Decision-making processes related to:</p> <ul style="list-style-type: none"> • Household (intra-household choices) • Farm (choices related to farming strategy) • Enterprise (choices related to enterprise strategy) • Cooperative (membership, leadership) • Financial inclusion (membership of savings and credit groups) • Community (membership, leadership of relevant committees)

The statistical information observed and analysed for the selected KPIs has been organised by community, cooperative, male and female groups, and sample population, as in the data analysis and tables included below.

The raw data were structured according to the WEA (Women Empowerment in Agriculture) framework explained in section 4.1, in order to ensure that all aspects relevant to women empowerment (from the Agency, Structure, and Relationship points of view) were adequately captured by the assessment.

The tables below include basic gender-disaggregated demographic data for the four pilot communities of Cocoa Life, as well as information on sample sizes and composition for the gender field survey.

Total population in the four pilot communities by gender

<i>Community</i>	<i>Population: total, male, female</i>
Nibass	T= 3,500 M= 1,715 F= 1,785
Bateguedea2	T= 2,000 M= 980 F= 1020
Molonou	T= 1,169 M= 573 F= 596
Sikaboutou	T= 4,850 M= 2,376 F= 2,474
<i>Total</i>	<i>T= 11,519</i> <i>M= 5,644</i> <i>F= 5,875</i>

Cocoa Life total outreach in the four pilot communities by gender

Men	3,282	49%
Women	3,416	51%
<i>Total</i>	<i>6,698</i>	<i>100%</i>

The field survey sample included 300 respondents from across the four pilot communities of Cocoa Life targeted during the first year of project implementation. The tables below show the sample composition by gender and by head of household. The sample was composed by 63.13% women and 39.87% men. Across the sample, 95.75% of men were declared as heads of household, as opposed to only 7.5% amongst women.

Field survey sample composition by gender

<i>Gender</i>	<i>Frequency</i>	<i>%</i>
Men	120	39,87
Women	180	60,13
Total	300	100

Head of household by gender

<i>Sexe</i>	<i>Head of household</i>	<i>Not head of household</i>	<i>Total</i>
Men	117	3	120
Women	28	152	180
Total	145	155	300

In addition to the data from the gender field survey conducted on the sample of 300 community members indicated above, this gender assessment has also analysed data from the *trader records related to three cooperatives that serve the pilot communities*, with particular reference to information on cocoa farmer productivity.

The tables below indicate the overall membership of the cooperatives across the target region as well as the specific membership from the current pilot communities of Cocoa Life. It should be noted that one of the communities is served by the *Case du Planteur*.

Overall membership of surveyed cooperatives and *Case du Planteur* by gender

<i>Organisation</i>	<i>Total</i>	<i>Men</i>	<i>Women</i>
CASAHS	476	468	8
COOPATD	838	823	15
ECAFBI	1,088	1,075	13
Case du Planteur	200	193	7

Membership of cooperatives and *Case du Planteur* in the pilot communities by gender

<i>Cocoa Life</i> pilot community	Farmer organisation	Total	Men	Women
Nibass	CASAHS	75	74	1
Bateguedea2	COOPATD	170	65	5
Molonou	ECAFBI	63	59	4
Sikaboutou	Case du Planteur	100	94	6

The data set from the cooperatives and from the *Case du Planteur* included granular (farmer by farmer) information on land, potential productivity and actual delivery to trader, disaggregated by gender. Income has been calculated by using the weighted average of farm-gate prices across the cocoa season and the relevant cooperative or *Case du Planteur* premiums. In order to obtain more reliable figures, draw more significant observations and compare the data from the pilot communities' farmer members (which amount to rather limited samples) with broader trends within the same cooperatives and target regions, this gender assessment includes data analysis from across the full membership of cooperatives in particular for KPIs 1 and 2.

5.2.1 *Summary analysis of statistical observations*¹² for KPIs 1, 2, 3 and 5

KPI 1 Net income from cocoa	Farmer organisation	Average seasonal income, FCFA ¹³	Average seasonal income (M), FCFA	Average seasonal income (F), FCFA	% differential (F-M)
	COOPATD	1,760,674	1,768,650	1,323,005	- 25.19%
	CASAHS	1,777,273	1,774,655	1,532,320	-13.65%
	ECAFBI	1,628,756	1,638,914	788,732	-51.87%
	Case du Planteur	1,017,111	1,028,375	706,527	-31.29%
	<i>Total</i>				-30.50%
KPI 2 Cocoa productivity	Farmer organisation	Average productivity, Kg/ha	Average productivity (M), Kg/ha	Average productivity (F), Kg/ha	% differential (F-M)
	COOPATD	658	659	618	-6.81%
	CASAHS	448	449	415	-7.57%
	ECAFBI	679	680	596	-12.35%
	Case du Planteur	496	496	495	-0.2%
	<i>Total</i>				-6.73%

¹² Sources: independent field survey for gender assessment at end of Year 1 of implementation of Cocoa Life; project data from Cocoa Life CARE field team; cooperatives and trader data.

¹³ 1 Franc CFA equals 0.0021 USD; 1 USD equals 472.20 FCFA (14/03/14 exchange rate).

The data collected for KPI 1 and KPI 2 (summarised in the above table) outlines a rather consistent pattern of lower productivity and lower income for cocoa women farmers when compared to their male counterparts. The differentials across the communities average at about 7% for productivity and 30% for seasonal income. These findings confirm the initial analysis that informed the design of Cocoa Life in Côte-d'Ivoire: women are significantly involved in the cocoa economy, by investing their time, skills and – when possible – assets in cocoa farming, however they also tend to receive a lower return for their investment. There are of course exceptions to this trend, as shown by the productivity levels observed for the Case du Planteur in the above table (under KPI 2 data). The negligible differential in productivity in this specific case may be due to influencing factors such as the criteria adopted to select the farmers who participate in this farmer service hub.

Overall, differences in cocoa productivity and income can be assigned to a number of variables, including farm scale, land quality, knowledge of good agricultural practices, access to and cost of agricultural inputs, access to finance needed for investment, agricultural risk linked to weather and disease, etc. Cocoa Life has started working on some of these issues during the first year of project implementation, including through capacity building of cocoa farmers and taking relevant gender gaps into account. All women farmers from the pilot communities who are members of the cooperatives and the Case du Planteur have been so far reached by the relevant trainings. More details of the gender dimension of the Farming pillar of Cocoa Life are included in Annex I (Project Framework).

The table below shows the disparity in farm scale between men and women in the target locations, hovering below 30%. The smaller scale of women-led farms is likely to have an impact on efficiency of production which - compounded with other factors such as higher costs due the need for hired labour (and other capacity and access factors mentioned above) – leads to lower net income from cocoa for women.

Farmer organisation	AVERAGE PLOT AREA (Total), ha	AVERAGE PLOT AREA (M), ha	AVERAGE PLOT AREA (F), ha	% DIFFERENTIAL (F - M), ha
COOPATD	3.409	3.422	2.68	-21.00%
CASAHS	4.639	4.633	4.00	-13.66%
ECAFBI	3.047	3.063	1.692	-44.76%
Case du Planteur	2.64	2.61	1.838	-29.57%
<i>Total</i>				-29.39%

The field survey in the four pilot communities reconfirmed the disparity in land access also beyond the cooperatives' and *Case du Planteur's* members. The table below outlines the distribution of plots by surface across the sample of 300 respondents, indicating that women tend to have access to smaller plots of land than men.

Land distribution by surface and by gender

Plot surface (ha)	[0,5 - 1[[1 - 3[[3 - 5[[5 et +[Total
Men	2%	21%	17%	60%	100%
Women	43%	30%	10%	17%	100%

The differential in income between men and women in the pilot communities was also reconfirmed by the field survey findings in the table below.

Monthly income from the main economic activity in the pilot cocoa communities, by gender (in FCFA)

<i>Income</i>	<i>Observations</i>	<i>Minimum income</i>	<i>Average income</i>	<i>Maximum income</i>
Male income	94	1,000	127,345	900,000
Female income	72	2,000	35,485	355,000
Total ¹⁴	166	1,000	87,505	900,000

Based on these data, women's average income from their main economic activity in the surveyed cocoa communities can be as much as 70% lower than men's income, in line with national statistics on the wage differences between men and women (see section 2 of this Report). Additionally, the income of 75% of the female respondents is below the median income in the sample, as opposed to only 29% of the male respondents.

These disparities are partly explained by the fact that most men have adopted cocoa production as their main economic activity, while most women – and in particular those who are not cocoa farm owners – are involved in less profitable activities such as food production (for example tubers such as *yam*), which needs higher and more regular yield to provide a substantial revenue. In several cases this is for direct consumption, and only part of it may generate some income from local petty trade.

The table below provides an overview of the economic activities conducted in the pilot communities. It shows how women, beyond cocoa, are likely to be involved in food crops and to an extent also in small-scale commerce.

Economic activities in the pilot communities by gender

<i>Economic activities</i>	<i>Gender</i>		<i>Total</i>
	<i>Men</i>	<i>Women</i>	
Cocoa	107	33	140
Other export-oriented crop	7	3	10
Public and private administration	4	0	4
Vegetables	1	25	26
Tubers	0	51	51
Fruit	0	1	1
Grains	0	51	51
Oilseeds	0	4	4
Livestock	0	1	1

¹⁴ It should be noted that on this particular issue, out of the 300 people surveyed, only 166 were willing or able to provide quantitative information on their income.

Trade	0	11	11
Removal	0	1	1
Other	0	0	0
Total	120	180	300

When considering the income generated by these additional livelihoods, the disparity between men and women emerges again (see table below), indicating that women in the target communities have far less opportunities for viable income generation than men, and that the economic activities they are engaged in are substantially less profitable.

KPI 5 Net income from sources other than cocoa	Community	Average monthly income, FCFA	Average monthly income (M), FCFA	Average monthly income (F), FCFA	% differential (F-M)
	Nibass	43,497	73,340	19,080	74%
	Sikaboutou				
	Bateguedea2				
	Molonou				

Reasons for this considerable disparity can be found in the analysis of factors that hamper women's entrepreneurship and their ability to run viable small businesses, whether in agriculture, value-addition, trade or services. In this regard, below is a summary of the key findings regarding the gender gaps in fundamental areas such as education, technical skills, access to land and financial inclusion:

- **Women's literacy and education:** 77% of women in the sample are illiterate, as opposed to 53% amongst the men; only 30.5% of women have attended school, with less than half of their male counterparts reaching secondary level.
- **Women's access to agronomic information:** the survey found a disparity of at least 15% in the awareness of good agricultural practices, with women being less exposed than men to technical information that would be crucial for their farming activities.
- **Women's access to land:** earlier in the Report, it has already been noted that women tend to have access only to the smaller plots of land. Across the sample, the field survey also found that in 90% of cases it was the men who were perceived as having the right to access and use the land; in 9% of cases joint access and right of use was recognised. This is also reflected by the finding that 86% of men had legal property of their plots, while in 67% of cases the land accessed by women was not owned by them but just made available by family or community members on an informal basis.
- **Women's financial inclusion:** the survey found that 63% of women had been unable to save and had no access to savings services (as opposed to 46% of men), while 90% of women who managed to keep some liquid savings had to use them to address household emergencies. Only about 50% of women in the sample have had access to credit. Section 5.1 of the Report mentions the strategy of Cocoa Life to enhance sustainable financial inclusion through Village Savings and Loan Associations, whose membership is predominantly female.

The above findings reconfirm the initial analysis that informed the design of Cocoa Life in Côte-d'Ivoire: in order for cocoa-producing communities to thrive, there is the need to complement the

improvement in cocoa productivity and income with the promotion of a viable, diversified local economy, with a particular focus on women's additional livelihoods and entrepreneurship. Details of how these are being promoted by the Project are included in Annex I (Project Framework) under the Additional Livelihoods pillar.

Beyond the factors that more directly affect women's ability to be productive and generate income, women's empowerment is linked to the broader capacity and opportunity to effectively participate in decision-making – as captured by KPI 3 and outlined in the gender analysis approach adopted by Cocoa Life (see Section 4 of this Report).

The table below highlights four specific ways to measure changes in women's participation at different levels of the community. While some progress can already be observed for example with regard to participation in Community Development Committees and to membership of Village Savings and Loan Associations – which have been actively promoted by Cocoa Life during the first year of project implementation, women's limited membership and lack of leadership of farmer organisations confirms the need for the continuous promotion of gender equality in the pilot communities.

KPI 3 Women's participation in decision making	<i>Community</i>	<i>Farmer organisation</i>	<i>% female leadership of community committees</i>	<i>% female membership in cooperatives</i>	<i>% female leadership of cooperatives</i>	<i>% women membership in VSLAs</i>
	Nibass	CASAHS coop	26.6%	1.33%	1.33%	70.3%
	Sikaboutou	Case du Planteur	26.6%	6.00%	0%	99.6%
	Bateguedea2	COOPATD coop	21.4%	2.90%	0%	58.7%
	Moronou	ECAFBI coop	23.0%	6.35%	0%	79.1%
	<i>Total</i>		24.5%	4.14%	0.33%	76.0%

The above analysis is complemented by other relevant findings from the field survey, which explored additional forms of women's participation in the public realm as well as women's intra-household and farm-level influence.

<i>Women's participation in decision-making at different levels</i>		
<i>Level</i>	<i>Issue</i>	<i>Findings</i>
Household	Perception of women's necessity and authority in intra-household decision-making	Only 25% of women perceive their own opinion and influence in household decisions as a 'right' (i.e. it should be taken on board and respected), however 54% of women see their advice as necessary.
	Women's capacity to influence their household's contractual negotiations	Only 51% of women in the sample stated that they were able to influence contractual negotiations relevant to their household.

Farm	Women's participation in decisions related to the farm's production and investment	<p>In 58% of cases women do not participate in the choice of which crop should be produced on the farm.</p> <p>Only 38% of women are able to make decisions on which improvements will be carried out on the farm.</p> <p>Only 32% of women manage to influence the choices related to the utilisation of agricultural inputs on the farm.</p>
Public life	Voice and participation in the public sphere	<p>Women are at least 15% less likely than men to participate in public activities</p> <p>85% of women do not participate in public decision-making with regard to infrastructure and wages</p> <p>83% of women have never protested against mismanagement or abuse of power by the public/administrative authorities</p>

The above analysis confirms the initial assessment that informed the design of Cocoa Life in Côte-d'Ivoire and provides insights as to the different levels of decision-making where women's participation needs to be enhanced, as well as to the engagement of men and boys in the promotion of more equitable gender relations.

In this regard, and with specific reference to KPI 3, the gender strategy of Cocoa Life entails several actions, some of which have already being initiated during the first year of project implementation:

- Taking into account gendered roles in the community and identify opportunities for rebalancing gender relations and for women's empowerment
- Assess and respond to women's specific needs and demand for capacity building, exposure and inclusion in the decision-making processes
- Adopt strategies to make training and exposure accessible and relevant to women participants
- Sensitise communities and local leaders – by appropriately engaging women, men and youth - on the gender issues and the importance of promoting gender equality in development planning and decision-making processes.

Further details of relevant sensitisation, awareness-raising and capacity-building activities are included in Annex I (Project Framework) under the Community pillar.

6. Key observations and follow-up recommendations

The following observations and recommendations emerge from the current status of gender analysis and gender-related work in Cocoa Life Côte-d'Ivoire:

- a) The extent of gender analysis and gender-related work carried out so far in Cocoa Life Côte-d'Ivoire have reconfirmed that women's crucial role in the cocoa economy needs to be strengthened through: enhancing their productivity and net income in both cocoa farming and complementary enterprises; and through strengthening women's participation in decision-making processes at household, farm, cooperative and community levels.
- b) The Project's design and gender strategy are adequately aligned to these needs, however implementation should continue to be supported by a process of gender analysis to deepen partners' and stakeholders' understanding of the multiple challenges faced by women in the Cocoa Life communities. This process is on-going and its methodological tools have been established and tested. The broader gender analysis process has recently been complemented by a specific field survey to gather baseline data related to the gender-relevant KPIs of Cocoa Life. The data analysis outlined in this Report provides useful insights for the further promotion of women empowerment, with particular reference to women's participation in decision-making processes as well as to their access to assets and income-generating opportunities.
- c) After one year of project implementation, gender-related work has already yielded some tangible results with regard to the involvement of women in community-level leadership (through participation in Community Development Committees) and to women's financial inclusion (through membership of Village Savings and Loan Associations). The gender dimension of the Farming and Livelihoods pillars has the potential to enhance women's productivity and income, however this is a complex process that will take time to show substantial results – as it entails considerable changes in the gendered division of labour and significant strengthening of women's access to assets, information and skills. In this connection, Cocoa Life is working through the cooperatives and the *Case du Planteur* to close the gap between female and male membership in farmer-based organisations, which is one of the key priorities for women's empowerment in the cocoa economy.
- d) Finally, the gender strategy and approach of Cocoa Life Côte-d'Ivoire needs to continue being fully supported by all partners involved, in order to ensure coherence and synergy in project implementation and achieve more ambitious and sustainable 'women empowerment outcomes'.

ANNEX I – Cocoa Life project framework

Pillar 1: FARMING		
<i>Expected results</i>	<i>Activities</i>	<i>Gender dimension</i>
Improved farmers' capacity on GAPs (Good Agricultural Practices) and on farm business management	<ul style="list-style-type: none"> • Participatory baseline assessment of farmers' capacity with regard to agricultural practices and farm management, and definition of an integrated training strategy for partners to agree on focus, milestones and respective roles. • Facilitate training of producers and agricultural extension by private and public providers, ensuring coordination and complementarities. ECOM¹⁵, ANADER¹⁶ and other implementing partners will use the appropriate mix of methods, including participatory approaches, field schools, radio modules and video-viewing classes where applicable. Training processes will also be reinforced and made more sustainable through the ToT of community-based facilitators that can also be used for 1:1 coaching where needed. Special focus will be placed on involving women and youth in training activities as relevant. • Establishment of demonstration farms to let farmers see first-hand the value 	<p>Take into account gendered division of labour in cocoa farming and identify opportunities for rebalancing and for women's empowerment</p> <p>Assess and respond to women's specific needs and demand for capacity building</p> <p>Adopt strategies to make training and exposure accessible and relevant to women participants</p> <p>Sensitise farmer community and local partners on gender issues</p>

¹⁵ ECOM operates in Ivory Coast through its local subsidiary ZAMACOM. Their agronomy division (Akwacao) works on the principle that yields can be significantly increased by improving agricultural practices, use inputs and rehabilitation of farms. It is expected that, combined with the right training, demonstration, and access to inputs, farmers can transform their farms into productive and profitable livelihoods for the long-term. The specific focus on farmers' training and technical support needs however to be complemented by stronger capacities and better access to information, assets, services and infrastructure at both farmer organisation/cooperative and community levels. This project thus endeavours to combine all these aspects into a coherent strategy with a holistic approach. CARE International has taken on the task of coordinating the efforts at different levels. Specifically for the activities of Pillar 1, CARE works very closely with ECOM/ZAMACOM to complement and extend their efforts on improving farmers' capacities and income for example through training, technical assistance and better access to planting materials, agro-inputs, and finance. At the same time, CARE is also developing relevant partnerships with other existing stakeholders, e.g. the national bodies mandated to improve agricultural production to ensure work on improving cocoa production and farmers' income is well coordinated and makes good use of complementarities in the target area.

¹⁶ ANADER = Agence Nationale d'Appui au Développement Rural / National Agency for the Support to Rural Development

	<p>of specific techniques such as pruning and sanitary removal.</p> <ul style="list-style-type: none"> Facilitation of capacity building on cocoa farm business management, e.g. on cost management, record keeping. 	
Improved access to inputs by producers (also leading to better disease control)	<ul style="list-style-type: none"> Training to production of organic inputs by use of farm residues, i.e. composting with broken pods. <p>Facilitation between input suppliers and producers, with regard to negotiation, transport, and verification of product standards (e.g. characteristics of agro-chemicals with regard to certification requirements). These efforts will be coordinated as needed with ECOM and existing structures - such as the cooperatives and the <i>Case du Planteur</i>.</p> <ul style="list-style-type: none"> Support to the establishment of input shops in the communities by local entrepreneurs (with a focus on youth and women entrepreneurship). These could be organised as a micro-franchise network with CARE or other suitable organisation acting as the franchisor.¹⁷ 	<p>Assess and respond to women's specific needs and demand for capacity building</p> <p>Adopt strategies to make training and exposure accessible and relevant to women participants</p> <p>Sensitise farmer community and local partners on gender issues</p> <p>Identify opportunities for women's involvement in agro-business</p>
Improved access to finance by producers	<ul style="list-style-type: none"> Define an 'access to finance' strategy based on a rapid participatory appraisal of bottlenecks and opportunities in access to rural finance by cocoa producers. This will entail evaluating baseline status of value chain financing (through traders or input suppliers) as well as external financing (from any financial institutions or schemes) and identifying scope for improvements or support activities by the project (e.g. linkage to farm business management training). Depending on outcomes of above analysis, focus on one or more options: <ul style="list-style-type: none"> Support cooperative credit unions, e.g. capacity building on rural lending and financial product development. Promote rural savings & credit group-based schemes based on social collateral and adapted to seasonality. Facilitation of access to finance from banks through preparation of 	<p>Take into account gender gap in access to finance</p> <p>Sensitise farmer community and local partners on gender issues</p> <p>Assess and respond to women's specific financial inclusion and financial literacy needs</p> <p>Promote rural savings & credit group-based schemes that enable women's financial inclusion</p>

¹⁷ This model was successfully tested by CARE International in the dairy sector of Bangladesh, see <http://edu.care.org/Documents/Krishi%20Utsho%20Microfranchise%20Network.pdf>

	<p>bankable business plans and support to capitalisation (for collateral) for existing financial products.</p> <ul style="list-style-type: none"> - Work with interested financial institutions to develop new tailored financial services and products that meet the needs of the farmers (including women and youth). - Explore the use of mobile phone technology as platform for financial services delivery to farmers. - Set up a financial services innovation fund to support and encourage banks and other financial institutions to finance cocoa farmers. 	
Enhanced access to improved planting materials	<ul style="list-style-type: none"> • Collaborate with CNRA ¹⁸ to contribute to the improvement of their capacity of production of quality seeds for the Project's target area. ¹⁹ • Support to the establishment of a licensed seeds production unit (under the supervision of CNRA). • Organise collaboration with the R&D unit of Mondelēz International on improved planting materials. • Facilitate the establishment of cocoa nurseries.²⁰ 	Ensure equitable access for women to planting materials and relevant exposure activities
Rehabilitated and more productive farms	<ul style="list-style-type: none"> • Conduct monitoring and selection of farms to identify needs and potential for rehabilitation and replanting (as relevant). • Facilitate access to plant materials and provision of relevant technical assistance and capacity building. 	Assess and respond to women's specific needs and demand for capacity building and support on farm rehabilitation processes Adopt strategies to make training and exposure accessible and relevant to women participants

¹⁸ CNRA = Centre National de Recherche Agronomique / National Centre for Agricultural Research

¹⁹ This activity is to be conducted in coordination with Mondelēz and will prove useful also for Mondelēz longer term strategy in Ivory Coast, including when other traders join the programme.

²⁰ This represents an opportunity for supporting additional livelihoods within the cocoa value chain.

<p>Improved chance of cocoa producers receiving the guaranteed farm-gate price (60% of CIF price) ²¹</p>	<ul style="list-style-type: none"> • Working in collaboration with farmer organisations, cooperatives and other local structures, gather information in the target area on the respect of the guaranteed price • Develop a system to report irregularities to the Conseil Café Cacao and liaise on possible monitoring and support activities 	<p>Assess the gender gap in access to guaranteed price</p> <p>Ensure adequate information and exposure of women farmers on guaranteed price</p>
<p>Improved governance and management of cooperatives</p>	<ul style="list-style-type: none"> • Develop or adapting training modules on cooperative governance, transparency, inclusion, leadership and other relevant skills. • Facilitate training of trainers and develop a system that can ensure sustainability and scale. • Facilitate awareness-raising and capacity building of cooperative leaders and members on governance, leadership, gender, inclusion and management models and techniques, and on good practices related for example to operational transparency and representation. 	<p>Assess gender gap in cooperative membership</p> <p>Sensitise cooperative members and leaders, and overall farmer communities, on importance of women's participation in cooperatives</p> <p>Promote women's participation and leadership in cooperatives by enhancing their exposure and capacity</p>
<p>Improved choice of farmer organisational options</p>	<ul style="list-style-type: none"> • Support the implementation and fine-tuning of the '<i>Case du Planteur</i>' model, including the review of targeting and eligibility criteria and the modalities for services to farmers. • Explore additional forms of associations, e.g. women farmer groups ²² and youth farmer groups, and provide the relevant technical assistance and capacity building. • Overall sensitization of all target communities about the concept of farmer 	<p>Promote women's participation in the <i>Case du Planteur</i> and ensuring the relevant of its services to women farmers' needs</p> <p>Promotion of women farmer groups where relevant and feasible</p>

²¹The Coffee and Cocoa Council (CCC) fixed a season-long farm-gate price of CFA Francs 725 per Kg on 3rd October 2012. This represents the 60% of the CIF (Cost, Insurance and Freight) price, and a nearly 9% increase on last season's average farm-gate price.

²² Taking into account current gender patterns and the barriers to women in joining cocoa cooperatives.

	organisations to encourage farmer participation and cooperation.	
Improved capacity of members (producers) in relation to cocoa farming	<ul style="list-style-type: none"> • Reinforce and complement, through the channel of the farmer organisations, the technical training and capacity building on farm management and on additional livelihoods (provided under Pillar 1 and Pillar 3), e.g. group training on entrepreneurship, business management and financial literacy. • Complement activities on access to finance and access to inputs (included under Pillar 1), e.g. support to credit unions and other group-based finance schemes. • Using the forum and scale of farmer organisations, facilitate awareness-raising on key issues related to cocoa farming, e.g. bean quality, standards and certification, farming labour practices, health&safety (e.g. safe use and handling of pesticides, First Aid at work) and environmental stewardship. 	<p>Ensuring women's participation in and exposure to relevant information and capacity building</p> <p>Using the forum and scale of farmer organisations to reinforce awareness of the importance of gender equality in the cocoa economy and in the community</p>
Improved awareness and capacity on women empowerment, youth engagement and reduction of social exclusion	<ul style="list-style-type: none"> • Work with farmer organisations to ensure women, youth and minority groups are fairly represented and actively involved, by raising awareness on their role and promoting representation quotas in organisations' governance where appropriate. 	Promoting women's participation, membership and leadership in farmer organisation
Improved awareness and cooperation on key social issues	<ul style="list-style-type: none"> • Through the channel of farmer organisations, provide information and raise awareness on relevant social issues, e.g. on worst forms of child labour, reproductive health, HIV/AIDS prevention, nutrition and other priorities identified by the members. 	Enhancing women's exposure to key social themes and raise awareness of the gender implications of such issues

Pillar 2: LIVELIHOODS		
<i>Expected results</i>	<i>Activities</i>	<i>Gender dimension</i>
Increased market information and community awareness on additional livelihoods	<ul style="list-style-type: none"> • Market and supply-side capacity assessment to identify opportunities for new local enterprises 	(see under Expected Result: Increased opportunities for women entrepreneurship *)
Improved technical and management capacities of local enterprises, and increased innovation - where applicable	<ul style="list-style-type: none"> • Training on entrepreneurship, business planning and management, marketing • Livelihood-specific technical training • Support to product and service design - where relevant 	
Increased opportunities for women entrepreneurship *	<ul style="list-style-type: none"> • Gender analysis of economic opportunities and relevant barriers, taking into account also intra-household factors such as control over income and assets and leading to the design of specific measures to promote women entrepreneurship. * 	
Improved financial literacy and financial inclusion of community members (households and entrepreneurs)	<ul style="list-style-type: none"> • Improve access to savings and credit services at the local level through promotion of VSLAs (Village Savings and Loan Associations) • Financial training and facilitation of access to appropriate MSME finance 	<p>Assess gender gap in access to finance</p> <p>Respond to women's specific needs and demand for financial services and financial literacy, for example through the promotion of VSLAs</p>

Pillar 3: COMMUNITY		
Expected results	Activities	Gender dimension
Enhanced capacities and structures for community planning and organisation	<ul style="list-style-type: none"> • Provide training to community groups and local organisations on good governance, leadership, public speaking, group management, accountability, transparency and other organisational good practices. • Training local facilitators on community mobilization and facilitation, community sensitization and awareness-raising skills. • Training communities on Community Action Planning process • Building local capacities for implementation, monitoring and evaluation of development projects. This will also be supported by the establishment of a Small Community Projects Fund. 	<p>Take into account gendered roles in the community and identify opportunities for rebalancing and for women's empowerment</p> <p>Assess and respond to women's specific needs and demand for capacity building, exposure and inclusion in the decision-making processes</p> <p>Adopt strategies to make training and exposure accessible and relevant to women participants</p>
Improved availability and quality of community services	<p>Support communities in the use of Community Action Plans (CAPs) to identify and advocate for their needs on social services and infrastructure (e.g. health, education, roads, water, energy, etc.) with local government and other relevant stakeholders.</p> <p>Organize sharing forums (create a platform for community members to facilitate dialogue with government officials) and adopt tools that facilitate accountability (e.g. use of CARE's Community Score Card).</p> <p>Strengthen advocacy and lobbying skills of community leaders with specific reference to access to services.</p>	<p>Sensitise communities and local leaders – by appropriately engaging with women, men and youth - on the gender issues and the importance of promoting gender equality in development planning and decision-making processes</p>
Reduced	In collaboration with farmers, parents, teachers, children, Parent-Teacher Associations,	Ensuring inclusion of women in

<p>incidence of worst forms of child labour on cocoa farms</p>	<p>cooperatives members, community associations e.g. women, youth etc.; representatives of native and non-native groups; community leaders, administrative authorities, ICI ²³ and other relevant stakeholders:</p> <ul style="list-style-type: none"> • Assessment of child labour incidence in cocoa production in the target area, including occurrence of child trafficking • Mapping of various actors addressing child labour, child rights and child protection in the target areas • Definition of a joint strategy to address child labour issues with other stakeholders and technical partners, as relevant • Sensitization of parents and children on child labour and awareness raising on legislation on 'worst forms of child labour' in cocoa farming • Formation of Child Labour Committees at community, district and regional levels • Training of project agents, community leaders, youth and women groups on child labour prevention. • Support to national efforts on eliminating the worst forms of child labour in the cocoa sector. • Facilitation of access to vocational training and other educational paths, in order to develop viable alternatives for children withdrawn from inappropriate work. 	<p>awareness raising, exposure, training, and decision-making processes related to the elimination of child labour</p> <p>Ensuring gender-balanced membership of Child Labour Committees</p>
<p>Improved management of access to land and reduced level of land-related local conflict</p>	<p>In collaboration with cooperatives members, community associations e.g. women, youth etc., representatives of native and non-native groups; community leaders, administrative authorities, Ministry of Agriculture and Ministry of Justice:</p> <ul style="list-style-type: none"> • Training communities, local authorities and local facilitators on conflict sensitivity and prevention (including 'do no harm' training) • Facilitate the formation of peace committees and other community-based mechanisms for mediation and resolution of land-related tensions and disputes • Explore ways to support local government and communities efforts in the 	<p>Assessing gendered access to land and explore opportunities to promote equitable access</p> <p>Ensuring inclusion of women in awareness raising, exposure, training, and decision-making processes related to land-related issues</p> <p>Ensuring gender-balanced</p>

²³ ICI = the International Cocoa Initiative, www.cocoainitiative.org, works in Ivory Coast at both government and community levels to address the worst forms of child labour through multiple initiatives in policy, education, awareness raising, community development and poverty-reduction. ICI is one of the key stakeholders and technical partners in the effort to tackle child labour issues in the project target area.

	implementation of the current legislation on demarcation and titling for use or property of agricultural land, including if relevant the use of GPS technology to delineate plot boundaries.	membership of land-related committees
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Pillar 4: YOUTH		
<i>Expected results</i>	<i>Activities</i>	<i>Gender dimension</i>
Increased involvement in cocoa value chain development	<ul style="list-style-type: none"> Youth analysis to deepen the partners' understanding of the youth perspective, particularly in terms of their involvement and interest (or lack thereof) in the cocoa sector. Including youth in intervention design to ensure that their perspectives are taken into account and tailoring activities to meet their specific needs. Youth-disaggregated M&E and feed-back loop system, so that their inputs are continuously taken into account 	<p>Assessing gender imbalances in youth engagement in the cocoa economy</p> <p>Promoting gender-balanced inclusion in awareness raising, capacity building and exposure activities related to youth engagement</p> <p>Ensuring young women are trained and selected as Cocoa Ambassadors</p>
Increased youth capacity to promote and participate in the cocoa sector (Cocoa Ambassadors initiative)	<ul style="list-style-type: none"> Awareness-raising of youth in the community on opportunities in the cocoa sector (taking into account the challenge of rubber production as competing culture), in particular through the establishment of a 'Cocoa Ambassadors' initiative ²⁴. 	

²⁴This is inspired by the experience of the Cocoa Ambassadors promoted by the Cadbury Cocoa Partnership in Ghana. This initiative seeks to bring together groups of young and dynamic students in tertiary institutions to mentor other young people in cocoa-growing communities. The main duty of the Cocoa Ambassadors is to create awareness about the cocoa value chain and the importance of cocoa production in both their schools and the communities in which they work.

<p>Increased youth participation in farmer organisations and community structures</p>	<ul style="list-style-type: none"> • Developing innovative interventions on youth engagement, such as youth leadership training, tailored mentorship and provision of youth role models.²⁵ • Supporting the establishment of youth-based cooperatives and social enterprises, and working with traders and other stakeholders on having youth quota in marketing and in farmer association leadership. 	
<p>Increased youth access to training and capacity building opportunities on additional livelihoods and local enterprise</p>	<ul style="list-style-type: none"> • Exploring and promoting suitable opportunities for youth to be engaged, e.g. in input sales and distribution, pesticide and weedicide spraying service as business model (using for example knapsack equipment), cocoa drying using appropriate technology (for example solar kilns or other efficient and environmentally-friendly solutions), etc. • Facilitating youth's access to training for entrepreneurship and business development opportunities in and around the cocoa value chain. 	

²⁵ These and other relevant activities can also be promoted through a youth innovation fund.

Pillar 5: ENVIRONMENT		
Expected results	Activities	Gender dimension
Improved farmer awareness of environmental risks in cocoa farming in the target area	<ul style="list-style-type: none"> • Conduct rapid appraisal of key environmental risks linked to cocoa farming in the target area. • Support to the monitoring of changes in local bio-diversity and change in soil quality 	<p>Assessing gendered access to natural resources and gendered roles in environmental management. Identify opportunities for rebalancing and for women's empowerment</p> <p>Assess and respond to women's specific needs and demand for capacity building in relation to environmental management</p> <p>Adopt strategies to make training and exposure accessible and relevant to women participants</p>
Increased adoption of environmentally-friendly farming techniques and approaches	<ul style="list-style-type: none"> • Provide training on environmentally sustainable farming practices • Facilitate production and provision of cocoa-compatible shading trees • Explore definition and pilot adoption of appropriate environmental standards in cocoa farming ²⁶ 	
Improved awareness and capacity of communities to identify and manage environmental risks	<ul style="list-style-type: none"> • Awareness raising and capacity building on environmental issues (e.g. on use of wood as combustible, water and other natural resources) • Facilitate identification and training of community-based facilitators on environmental issues 	
Increased community access to environmentally-friendly energy solutions	<ul style="list-style-type: none"> • Facilitation of access to appropriate technology for sustainable energy (e.g. through 'green finance' products for solar lamps, etc.) 	

²⁶ This will be done in line with existing government standards on quality compliance and taking into account voluntary standards linked for example to Rainforest Alliance certification (currently relevant for the three targeted cooperatives already working with ECOM on meeting requirements for this certification).