

**122ND SESSION OF THE INTERNATIONAL COFFEE  
COUNCIL AND ASSOCIATED MEETINGS**

# **THEMATIC WORKSHOP: WOMEN IN COFFEE**



**17 SEPTEMBER 2018, 16:30-18:00  
INTERNATIONAL MARITIME ORGANIZATION  
4 ALBERT EMBANKMENT  
LONDON SE1 7SR**

**ED-2277/18 Rev. 1**



**INTERNATIONAL  
COFFEE  
ORGANIZATION**

# BACKGROUND

Women play a crucial role in the global coffee value chain, from bean to cup. Up to 70% of labour in coffee production is provided by women, and around 25% of coffee farms worldwide are managed by female growers.



However, compared to men, female farmers face constraints in accessing production factors, markets, finance and extension services, resulting in a gender gap in coffee yield and income.

The gender gap extends further along the coffee value chain where women can often face social, cultural and economic barriers preventing them from reaching their employment and entrepreneurship aspirations.

Gender equality was included as one of the Millennium Development Goals and reconfirmed as a global priority within the Sustainable Development Goals of the United Nations. Bridging the gender gap to empower women and provide equal opportunities in the coffee sector is a basic human right.



Productivity gains are also unlocked in coffee production to help meet increasing global demand and strengthen resilience against the impact of climate change.

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# GENDER EQUALITY AND THE ICO

Gender equality is this year's thematic focus for the International Coffee Organization (ICO), and all development projects supported by the ICO aim to address and provide solutions to reduce the gender gap in the coffee sector.



**Join us in celebrating the role of women in coffee as part of International Coffee Day on 1 October:**

<https://internationalcoffeeday.org/>

## THEMATIC WORKSHOP

Participants in the Thematic Workshop will discuss with a panel of experts ways of fostering gender equality in the coffee sector:

- **What are the main determinants of the gender productivity gap?**
- **What is the role of women farmer groups and collective action in improving market access and value addition?**
- **How can coffee roasters empower women through sustainable sourcing policies?**
- **How can multilateral financial institutions promote equality of opportunity and drive change through investment along the coffee value chain?**
- **What is the role of consumers in fostering gender equality?**

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# PROGRAMME

## **16:30 - 16:40 Welcome and introductions**

Kellem Emanuele - President, International Women's Coffee Alliance

José Sette - Executive Director, International Coffee Organization

## **16:40 - 18:00 Panel: Empowering women: Bridging the Coffee Gender Gap**

Moderator:

Eileen Gordon - Secretary General, European Coffee Federation

Panellists:

- Ann Mayanja - Managing Director, Coffee World (Uganda) Ltd
- Melanie Landthaler - Consultant on Coffee Sustainability and Gender Equality / Nestlé Nespresso
- Barbara Rambousek - Director for Gender and Economic Inclusion, European Bank for Reconstruction and Development
- Casey Lalonde and Fi O'Brien - Co-Founders, Girls who Grind Coffee



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# WELCOME PRESENTERS



## **Kellem Emanuele**

Kellem has spent 15 years engaging stakeholders, including private, public, and non-profit organizations, to identify both shared priorities and the innovative approaches essential to achieving them.

Her track record includes leading collaboratively to maximize positive environmental, societal, and economic impact for communities, stakeholders, and across value chains.

She brings this experience to her role as the President of the Global Board of Directors of International Women's Coffee Alliance (IWCA).



## **José Sette**

José became Executive Director of the International Coffee Organization (ICO) in May 2017. Before rejoining the ICO, he was Executive Director of the International Cotton Advisory Council (ICAC) from January 2014 to April 2017.

He served previously in the ICO as Executive Director ad interim from November 2010 to November 2011, and Head of Operations from November 2007 to December 2012.

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# MODERATOR



## **Eileen Gordon**

Eileen has dedicated the last thirteen years of her life to the coffee industry. She became Secretary General of the European Coffee Federation in 2017. Before joining ECF, she was Secretary General of the Spanish Coffee Federation from March 2005 to July 2017, as well as Secretary General of the Spanish Tea and Herbal Infusions Association from November 2010 to that date.

She previously served as Managing Director of the Spanish Cheese Exporting Board for two years. Eileen worked as Trade Office for the Embassy of Spain in Beijing (China) from June 2000 to October 2001.

Eileen holds a BSc in Business and Economics (Universidad Complutense of Madrid, Spain) and also studied at the Kopenhagen Business School (Denmark).

Eileen lives in Brussels with her husband and two children. Add a little bit of body text

# PANELLISTS



## **Ann Mayanja**

Ann is the Managing Director of Coffee World (Uganda) Limited since 2008 .

She is a member of the African Fine Coffees Association (AFCA), and the International Women in Coffee Association since 2014.

As part of her involvement in agriculture, Ann supports seven Women Farmers Groups in Kapchorwa District of Eastern Uganda, where she is working to install a wet milling plant to ease women's access to markets.



### **Melanie Landthaler**

Melanie began working on coffee sustainability in 2008 with the 4C Association, a baseline coffee sustainability standard. She later joined green coffee merchant ECOM as Sustainability Manager in Indonesia, responsible for building the company's Arabica supply chains with an emphasis on increased productivity and quality, as well as on improving the livelihoods of over 5,000 smallholder farmers.

In 2013, she took up a job with the UN International Trade Centre (WTO/UNCTAD) in Geneva, where she focused on fostering sustainable trade and SME competitiveness in developing countries. A freelance consultant since 2015, she mainly works on gender equality in coffee. For Nespresso's AAA Program, she recently developed the global gender strategy 2017-2020 and a gender analysis tool for smallholder coffee farmers.

Melanie holds a Master Degree in Southeast Asian Studies from the University of Bonn and an IPA in Gender and Social Inequality from the School of Oriental and African Studies (SOAS) at the University of London.



### **Barbara Rambousek**

Barbara is the EBRD's Acting Director for Gender and Economic Inclusion. She leads the Bank's work on gender equality and economic inclusion that creates access to economic opportunity for women, youth and refugees through private sector investments and policy dialogue. Key areas are access to employment and skills, entrepreneurship and services.

Barbara has 20 years leadership experience in the design and delivery of multi-sectoral inclusion, gender and development programmes in Eastern Europe, the Middle East, Asia and the UK. Previously, as Head of Regeneration and Corporate Strategy for the London Development Agency, she led major urban regeneration programmes and the formulation of London's 20 year Economic Development Strategy.

Barbara holds an MBA (Cass Business School, London) and MScs (London School of Economics and the University of Vienna).

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# PANELLISTS



## **Casey Lalonde**

Casey, originally from upstate New York began her coffee career as a roaster working in a coffee lab and roastery in Vermont.

In 2017, after long conversations about gender inequality in the coffee industry, together with Fi O'Brien, she co-founded Girls Who Grind Coffee, a specialty coffee roasters sourcing all of their coffees from female producers and those who work to support them. Casey is the Head Roaster and Head of Coffee.

Girls Who Grind Coffee aims to highlight and celebrate the work that women do in the coffee industry. This is done by seeking out coffees that are specifically helping to empower women.

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# BOOK LAUNCH & WELCOME RECEPTION - 18:00-19:30

Following the Workshop, delegates are warmly invited to the launch of the e-book (English) 'Women in Coffee', supported by Embrapa - the Brazilian Agricultural Research Corporation - and spearheaded by the Brazil Chapter of the International Women's Coffee Alliance.

Drinks and canapés will be provided.

Register at:

<https://womenofthecofoesofbrazillaunchreception.eventbrite.co.uk>

