



The Partnership
for Gender Equity



**GLOBAL COFFEE
PLATFORM**
for a sustainable coffee world

A Common Measurement Framework

For Gender Equity in the Coffee Sector

November 2017

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Acronyms

CMF	Common Measurement Framework
COSA	The Committee on Sustainable Agriculture
CQI	Coffee Quality Institute
CSA	Climate Smart Agriculture
DHS	Demographic and Health Surveys
GALS	Gender Action Learning System
GAP	Good Agricultural Practice
GCP	Global Coffee Platform
GBV	Gender-Based Violence
IFC	International Finance Corporation
IO	Intermediate Outcome
LT	Long Term
MIF	Multilateral Investment Fund for the InterAmerican Development Bank
PGE	The CQI Partnership for Gender Equity
PIRS	Performance Indicator Reference Sheets
SPF	Sustainability Progress Framework
VAW	Violence Against Women
WEAI	Women's Empowerment in Agriculture Index

Acknowledgements

This toolkit was made possible by the leadership and commitment of Kimberly Easson, Founder and Strategic Director of the Coffee Quality Institute's Partnership for Gender Equity, who both informed and focused the effort to finalize a common tool for measuring improvement in gender equity in the coffee value chain. In addition to providing key input into the many drafts, she made the connections with coffee industry actors and partners for the initial exploratory interviews that gave insight into ongoing data collection practices, which helped to shape this document. Nora Burkey, Programs and Research Advisor at PGE, also reviewed and commented on drafts of documents and surveys. Jenny Kwan, Deputy Director of Global Coffee Platform, has been an interested and important supporter of this activity.

It also builds on the critical input of many other stakeholders in the coffee sector. We are grateful to those who gave their time to answer questions and participated in the pilot verification process between April and September 2017. As partners in our learning process, their questions and feedback have helped refine and improve the measurement framework. For sharing their views on data needs and concerns, we thank the following people, listed in alphabetical order by organization:

Coffee Management Services, Kenya: Catherine Ng'ang'a (Head of Projects)
Committee on Sustainable Agriculture (COSA): Daniele Giovannucci (President) and Gabriela Soto (Coordinator for Indicators and Metrics)
Global Coffee Platform: Jenny Kwan (Deputy Director) and George Watane (Monitoring and Evaluation Specialist)
Kyagalanyi Coffee Ltd./Volcafe Uganda: Anneke Fermont (Regional Sustainability Manager) and Rebecca Wandera (Monitoring and Evaluation Adviser)
Michigan State University, Great Lakes Coffee Support Program: Ruth Ann Church (Monitoring and Evaluation Officer)
Hanns R. Neumann Stiftung Foundation: Gyde Feddersen (Program Manager, Youth and Gender) and Malisa Mukanga (Program Manager, Youth)
Olam International Ltd.: Camilo Sanchez (Corporate Responsibility and Sustainability Manager) and Julie Greene (Corporate Responsibility and Sustainability Manager, Africa)
S&D Coffee and Tea: Olga Cuellar (Manager, Sustainable Sourcing)
Strauss Coffee: Orr Rachlevsky (Director, Strategy and Projects)
Sustainable Harvest: Liam Brody (President)
TechnoServe: Carole Hemmings (Global Coffee Sustainability Director)
Twin, Producer Partnerships Programme: Sylvia Baguma (Monitoring, Evaluation, and Learning Officer, Rwanda)
Utz: Joky Francois (Gender Expert) and Tessa Witte-Laan (Monitoring and Evaluation Officer)

For participating in the pilot indicator verification process and for completing the participant survey, we also express our appreciation to the following organizations, listed in alphabetical order:

Committee on Sustainable Agriculture (COSA); Coffee Management Services; ECOM AgroIndustrial Corporation Ltd., Colombia and East Africa; Hivos; Kyagalanyi Coffee Ltd./Volcafe; Lutheran World Relief; Michigan State University; Hanns R. Neumann Stiftung; Relationship Coffee Institute; S&D Coffee and Tea; and Solidaridad Network.

The CMF was developed and the guidance document written by Deborah Rubin and Caitlin Nordehn of Cultural Practice, LLC. We take responsibility for any remaining errors or omissions.

Introduction

Explosive growth in both research and implementation activities over the past ten years has deepened our understanding of possible pathways towards strengthening women's economic empowerment and gender equity (Buvinic and Furst-Nichols 2015; Buvinic and O'Donnell 2017). Related efforts have focused on exploring women's participation and benefits from engaging in the operation of agricultural value chains (KIT, Agri-ProFocus, and IIRR 2012; IFC 2016, Rubin, Manfre, and Nichols Barrett 2009). An important component of this attention has focused on monitoring and measurement, boosted by the development of the Women's Empowerment in Agriculture Index (WEAI) (IFPRI 2012),¹ to create and maintain a strong evidence base, establish a comparative baseline across different countries, and to follow up with periodic data collection to determine where progress has been made and where gaps remain (Malapit et al. 2014).

Despite these important achievements, two areas of research and action have been somewhat slower to develop: 1) understanding the contribution of women farmers to commodity export crops like coffee and cocoa; and, 2) linking gender and value chain interventions to achieving sustainability goals. Nonetheless, progress is also being made on these two fronts by an increasing number of actors and their efforts are dynamically intersecting, bringing ever-greater attention to gender equity and sustainability.

The Committee on Sustainable Agriculture (COSA), for example, has been a leader in sustainability analysis in the coffee sector (see, e.g., Giovannucci, Potts, et. al. 2008), and continues with work that increasingly integrates social dimension into their work, including attention to women and gender equality (COSA 2013).²

Another key actor, the Global Coffee Platform (GCP), is a sustainable coffee platform that engages coffee industry actors to collectively improve the livelihoods of coffee farming communities and natural environment of coffee production areas. GCP members, who number more than 300, include farmers, farmer organizations, traders, coffee roasters and retailers, supply chain actors, civil society, individuals, donor agencies and other organizations. GCP invests in activities that aim to advance collective action on gender equality in the coffee supply chain and is a leading supporter of pathways towards sustainability. The GCP seeks to improve the livelihoods, ecosystems, and resilience of coffee farming communities and the sector as a whole.³

The Sustainable Coffee Challenge was launched in Paris in late 2015 by Conservation International. It seeks to transform the coffee value chain, increasing the then 12% of coffee marketed as sustainably produced to reach a goal of 100%, becoming the first sustainable agricultural product in the world.⁴

Soon after, the Sustainable Coffee Challenge joined with the GCP to create a Sustainability Progress Framework. The development of the framework has been a collaborative process involving many industry actors and partners in consultations and working groups. The working groups meet regularly to

¹ See the Women's Empowerment in Agriculture Index (WEAI) website (www.ifpri.org/topic/weai-resource-center), developed by the International Food Policy Research Institute (IFPRI), the Oxford Poverty & Human Development Initiative, and the United State Agency for International Development (USAID).

² www.thecosa.org

³ www.globalcoffeeplatform.org

⁴ <http://www.globalcoffeeplatform.org/latest/2015/the-sustainable-coffee-challenge>

move forward with the development of indicators to measure progress on different social, economic, and environmental dimensions, including gender equity. Broadly, the purpose of the framework is to:

1. Understand how the actions and commitments made by actors from across the coffee value chain work together to advance the transition toward a sustainable coffee sector.
2. Track and communicate our collective progress towards our common goals.
3. Build stronger, more adaptive initiatives that drive continuous improvement.⁵

Another complementary effort is the Sustainable Agriculture, Food and Environment (SAFE) Platform,

a multi-stakeholder alliance initiated by the Multilateral Investment Fund of the InterAmerican Development Bank (MIF), coordinated by Hivos and co-founded by private sector participants, donors and non-governmental organizations that share a common vision: improving business processes [and] addressing the challenges of sustainable agriculture while including smallholder farmers in global value chains.⁶

This larger context sets the stage for the work of the Coffee Quality Institute's (CQI) Partnership for Gender Equity (PGE) and its support of the Common Measurement Framework (CMF). The coffee industry has demonstrated a noteworthy commitment to collective action and collaborative initiatives that drive resiliency and sustainability at origin. PGE builds on these efforts and provides the industry with a process for learning across varying initiatives, developing shared tools and frameworks for engagement and measurement. PGE's work addresses access to and benefits from interventions in coffee supply chain activities that lead to a greater return on investment for households, producer organizations, and the end market. Just as climate change, food insecurity, lack of investment in education, and youth reluctance to work on coffee farms threaten the future of our industry, so too do gender inequities. We must make gender equity a priority. *A sustainable coffee sector demands it.* More information is presented in *The Way Forward: Accelerating Gender Equity in Coffee Values Chains*⁷ and on their website, www.genderincoffee.org, describing their approach and current activities.

The CMF complements other outputs produced under PGE's multi-stage initiative, including *The Way Forward: Accelerating Gender Equity in Coffee Values Chains* and *Gender Equity for the Coffee Value Chain: An Engagement Guide*. *The Way Forward* is a practical guide for improving gender equity in value chains, based on research on gender issues throughout the coffee value chain. *Gender Equity for the Coffee Value Chain: An Engagement Guide* provides a roadmap and resources for industry actors to engage in conversations about gender equity and identify actions to support gender equity in their own organizations and with supply chain partners. It shares success stories, lessons learned, and good practices from coffee businesses and actors.

The development of these tools is built on the hypothesis that increasing gender equity in the supply chain will both return greater benefits to women and the households in which they live (including men and young adults), thus strengthening the incentives for their continued participation and innovation, and improving the performance of actors in the chain at all levels. Better, more equitably produced

⁵ <http://www.globalcoffeeplatform.org/assets/files/GCP-Progress/Sustainability-Progress-Framework-Task-Force.PDF>

⁶ <http://www.safeplatform.org/>

⁷ <http://www.coffeeinstitute.org/genderreport/>

coffee will spur more investment and engagement from industry partners. The result will be increased benefits to and resilience of families, communities, and the entire supply chain.

The launch of the CMF was preceded by a pilot process, described below, that confirmed the broad interest in finding common measures by which to: 1) identify the current state of gender equity in the coffee value chain; and 2) track changes as more deliberate attention is paid to improving participation and benefits for coffee communities. **Taking the next steps** will involve more stakeholders **trying out and further refining these measures, forming a community of practice** among diverse industry actors and partners, and **deepening our understanding** of the relationships between gender equity and sustainability in coffee growing, processing, and marketing.

How to use the CMF

In the CMF, you will find information about its purpose and the associated tools and tips for measuring progress towards gender equity in value chain participation, access to productive resources, and return of benefits. We understand that readers may need different information at different times and for different purposes. We structured the CMF to provide information that meet these needs (see Table 1).

Table 1: Structure of the Common Measurement Framework (CMF)

CMF Overview	This section describes how and why the CMF was developed. It explains how industry actors and partners can use it.
CMF Results Framework	This section provides an overview of the Results Framework for the CMF. You can use the Results Framework to understand how coffee sector activities lead to outputs and outcomes that ultimately help to achieve the objective of achieving a more sustainable coffee sector.
CMF Indicators	This section describes the purpose of performance indicators. It also includes a table with 26 piloted indicators for measuring progress toward gender equity by industry actors and partners.
CMF Diagnostic Inputs	This section includes a list of diagnostic inputs (e.g., gender assessments; gender action plans) industry actors can use to measure changes in the development and implementation of policies, procedures, and practices to support gender equity in the coffee value chain.
Quality Assurance	Guidance provided in this section will help to ensure that the data collected are of appropriate quality.
Methodology and Tools for Measuring Results	This section outlines best practices for collecting data, resources on how to collect sex-disaggregated data in agricultural communities, and tips for designing and conducting inclusive training.
Glossary	This section includes key gender terms as a reference for those familiar with gender terminology and those building their knowledge.
Indicator Reference Sheets	Indicator Reference Sheets (IRS) are provided for each of the 26 indicators presented in the CMF. Each IRS includes an explanation about how the indicator links to the Results Framework, an indicator name, definition, characteristics, disaggregation, and where to collect the data. The IRS can be used to ensure definitions, data collection, and analysis methods are consistent over time and across industry actors.

We expect that readers have different **knowledge** of gender issues in the coffee chain and differing levels of **interest** in measuring progress towards gender equity. Table 2 provides a suggestion for where to look for information in the CMF based on your knowledge and interest.

Table 2: How to Use the CMF

	High Knowledge	Low Knowledge
High Interest	You are likely already responsible for measuring progress toward gender equity in the coffee supply chain, but you are looking to refine your approach. Start at the CMF Results Framework and review the Indicator Reference Sheets, considering which fit most appropriately with your own goals and objectives.	Start at the beginning! You are eager to measure progress toward gender equity in the coffee sector, but may need more information about the purpose of the guide, current efforts to measure gender equity, and how the different indicators link to the CMF Results Framework .
Low Interest	If you have come to the CMF with an understanding of gender issues in the coffee supply chain, but are not certain about how measuring progress toward gender equity links to your work, we recommend you start at the beginning .	If you are new to the discussion of gender issues in the coffee supply chain and are less familiar with monitoring systems to measure gender equity, read the introduction and other sections that precede the Indicator Reference Sheets to assist you in deciding where you might begin to establish a baseline using the Diagnostic Inputs .

The Common Measurement Framework (CMF)

The **purpose** of the Common Measurement Framework (CMF) is to provide a set of core indicators that define data to be collected on a regular basis and that help to measure progress towards gender equity in value chain participation, access to productive resources, and return of benefits. These data will help to not only establish a baseline on identified disparities between men and women but also track both the expansion of opportunities and the closing of gaps. Building on the hypothesis presented on page 4, the CMF focuses on indicators that measure conditions that inhibit full participation of both men and women and maximize effective performance of the coffee value chain. The CMF allows coffee industry actors to learn about gender differences in their programs and supply chains. When applied over time, the CMF results will help users to learn whether their efforts to support gender equity are working and, if so, to what extent.

The CMF can be applied across various interventions and field level projects by industry actors at different points in the coffee value chain to deliberately measure and assess return on investment and development outcomes. Using the same indicators over time in a variety of origins and development contexts will help to confirm and validate the business case for investing in gender-equitable activities, as well as clarify which interventions may have the greatest impact for scaling up. This CMF guidance document includes a Results Framework, a core set of indicators that link to the Results Framework, and guidance on data collection and monitoring of each indicator (see Annex B for the guidance on each indicator).

The development of the CMF was based on extensive engagement with industry actors over the past two years (2015-2017). The process began in 2015 with a review of 20 existing measurement frameworks focused on agricultural supply chains. More than 200 indicators were identified as measuring some aspect of gender equity in agriculture. Industry actors were engaged through a survey and interviews to build an understanding of the types of questions the industry wanted to measure

related to gender equity in the coffee value chain and for what purpose. Then the 200 indicators were distilled down to an initial set of 20 draft indicators for validation.

Box 1: Data Collection Trends among 10 Industry Actors

- Most groups interviewed collect data on men’s and women’s participation in different trainings, and many can link that back to other information about producing households’ adoption of Good Agricultural Practices or financial literacy.
- Some groups collect information on men’s and women’s labor, in smallholder coffee; some track the sex of employees in larger firms (e.g., roasters) and link to their positions and salaries.
- Building on the “family farming model,” some groups collect qualitative information about men and women’s decision-making patterns within the household, but no one has documented in detail the allocation of coffee-related income by men and/or women.
- A few groups promote/track “women-grown” coffee.

In March 2017, a second phase (See Box 1) was established to validate the original indicators. This phase began with additional in-depth key informant interviews with representatives from ten industry groups to learn about the types of data they are collecting. The findings informed a revision of the indicators and Results Framework that have resulted in this document, listing 26 indicators in total. Data collection and compilation on these indicators were piloted by a small set of industry actors between July and September 2017.

CMF Results Framework

A Results Framework has been developed to better illustrate how activities lead to outputs and outcomes that ultimately help to achieve the objective of achieving a more sustainable coffee sector. The framework uses causal logic (i.e., if lower-results are achieved, then the next higher-level result can be achieved, if the underlying assumptions hold true). Different terminology is used to designate the various levels of results: objective, long-term outcomes, intermediate outcomes, and outputs (See Box 2)

Box 2: Result Framework Levels

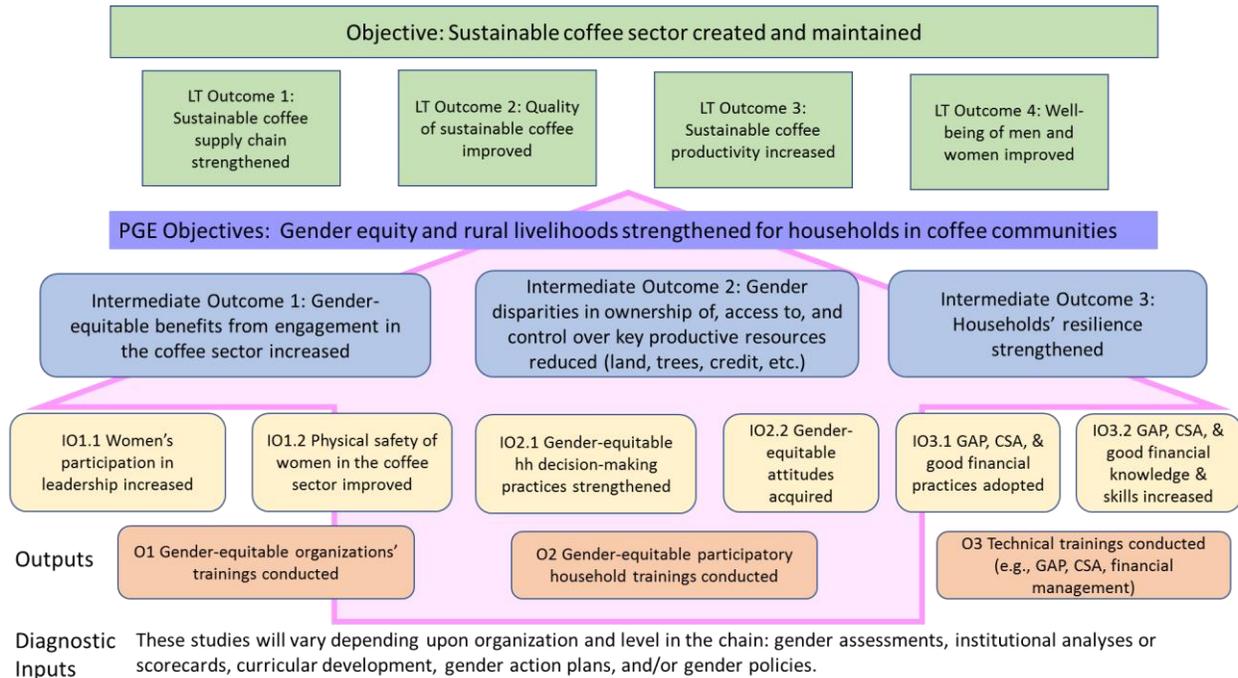
- Objective level** – This is the highest level of result.
- Long-term Outcome level** – At this level, the program demonstrates the highest results that they take responsibility for.
- Intermediate Outcome level** – Just below the long-term outcome level, these results are the necessary steps to achieve the long-term outcome level result(s).
- Output level** – Results at this level are the direct result of activities and necessary to achieve the intermediate outcome level result(s).
- Diagnostic Inputs** – Inputs used to measure changes in institutional policies, practices, and procedures.

The highest objective in this Results Framework is: **Sustainable coffee sector is created and maintained.** The hypothesis is that the long-term outcomes, intermediate outcomes, and outputs, described in greater detail below, are aligned with and lead to this overall objective. The four long-term outcomes align with the goals of the Sustainability Progress Framework for which indicators are currently being developed by the Sustainable Coffee Challenge and the Global Coffee Platform and industry partners.

These long-term outcomes are:

1. Sustainable coffee supply chain strengthened;
2. Quality of sustainable coffee improved;
3. Sustainable coffee productivity increased; and,
4. Well-being of men and women improved.

Figure 1: CMF Results Framework



Just below the long-term outcomes, the PGE objectives are highlighted: **Gender Equity and Rural Livelihoods Strengthened for Households in Coffee Communities**. This objective links the measurements for indicators that look at changes in individual and household performance and those that, at the broader level of sustainability, are likely to be measured at other points in the coffee sector value chain.

The intermediate outcomes presented in the framework contribute to these long-term outcomes. These intermediate outcomes include improvements in women's ability to participate in sustainable coffee marketing; women's ownership, access, and control over productive resources; and households' resilience to climate change. Increased employment opportunities for women and strengthening of women's decisions and control over productive assets could increase women's share of the benefits of participating in coffee value chains. Increased benefits incentivize both men and women to participate in trainings and to adopt GAP that will lead to sustainable coffee outcomes.

Results at the **output** level are the direct result of training activities offered by industry actors necessary to achieve the intermediate outcome level result(s). The rationale for including these outputs is that gender-equitable technical trainings ensure that all coffee producers, men and women, have direct access to the information needed to improve the quality of coffee and resilience to climate change. When both men and women have direct access to that information, both men and women can apply what they have learned to improve the quality and sustainability of the coffee produced. The gender-

equitable participatory household trainings conducted strengthen decision making in the household and support acquisition of gender equitable attitudes.

The **diagnostic inputs** are used to measure institutional changes related to the development and implementation of policies, procedures and practices that support gender equity in the coffee value chain. These could include gender assessments, institutional analyses or scorecards, curricular development, and gender action plans and/or gender policies. The diagnostic inputs will vary depending on the organization and level in the chain (See Table 4: Diagnostic Inputs for more detail).

The Results Framework is not exhaustive. Training programs alone, no matter how comprehensive, will **not** be able to achieve complete transformation of gender relations in the household and in the market. We recognize that financial, policy, and institutional support will need to be in place to ensure that the first steps offered by targeted training programs will ultimately lead to real and sustained gender equitable relationships.

We expect the Results Framework to change as more data are collected and the pathways to greater equity in the coffee value change are increasingly understood. This guidance document is only one of various components contributing to the goal of increased gender equity in the value chain. It is a **living document** that will be revised and updated as results are analyzed and the business practices that strengthen equity are clarified.

CMF Indicators

Performance indicators (both output and outcome) are needed to monitor and demonstrate how results are achieved. Good indicators generally exhibit the following characteristics:

- *Direct*: An indicator should closely track the result it is intended to measure. When direct indicators cannot be used because of costs or other factors, a reasonable proxy indicator⁸ may be used.
- *Objective*: Objective indicators are operationally precise and uni-dimensional. They should be unambiguous about what is being measured and what data are being collected.
- *Useful for Management*: Indicators should be useful for management purposes at relevant levels of decision making.
- *Practical*: An indicator is practical if data can be obtained in a timely way and at reasonable cost.
- *Adequate*: Taken as a group, a performance indicator and its companion indicators should be the minimum necessary to ensure that progress toward the given results is sufficiently captured.

The table below lists each indicator linked to the Results Framework shown above in Figure 1. Details about each indicator are provided in Annex B in the appropriate Performance Indicator Reference Sheet (PIRS).

⁸ Proxy indicators are used to replace other indicators that would be difficult to measure directly.

Table 3: Indicator Summary Table

Indicator Name	Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency	
OBJECTIVE LEVEL: SUSTAINABLE COFFEE SECTOR CREATED AND MAINTAINED					
<i>Indicators at this level are outside of the manageable interest of any one value chain actor but are still important to consider and track, e.g., as success stories.</i>					
LT OUTCOME 1: SUSTAINABLE COFFEE SUPPLY CHAIN STRENGTHENED					
LT OUTCOME 2: QUALITY OF SUSTAINABLE COFFEE IMPROVED					
LT OUTCOME 3: SUSTAINABLE COFFEE PRODUCTIVITY INCREASED					
LT OUTCOME 4: WELL-BEING OF MEN AND WOMEN IMPROVED					
PGE OBJECTIVE: GENDER EQUITY AND RURAL LIVELIHOODS STRENGTHENED FOR HOUSEHOLDS IN COFFEE COMMUNITIES					
INTERMEDIATE OUTCOME 1: GENDER-EQUITABLE BENEFITS FROM ENGAGEMENT WITH THE COFFEE SECTOR STRENGTHENED					
A	Number of women who earn income from engagement with the coffee sector	Outcome	Sex, Household, Country, Company, Project	Survey	Annual
	Percent of women who earn income from engagement with the coffee sector (Number of women/total number of women)				
	Number of men who earn income from engagement with the coffee sector				
	Percent of men who earn income from engagement with the coffee sector (Number of men/total number of men)				
B	Number of women who control income from engagement with the coffee sector ⁹	Outcome	Sex, Household, Country, Company, Project	Survey; Association records	Annual
	Percent of women who control income from engagement with the coffee sector (Number of women who control income from engagement with the coffee sector/ total number of women)				
	Number of men who control income from engagement with the coffee sector				
	Percent of men who control income from engagement with the coffee sector (Number of men who control income from engagement with the coffee sector/ total number of men)				

⁹ "Control" refers to the ability to determine the use or disposition of the income without interference by others.

Indicator Name		Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency
IO 1.1. WOMEN'S PARTICIPATION IN LEADERSHIP INCREASED					
A	Number of women in leadership positions	Outcome	Sex, Household, Country, Company, Project	Survey; Association records	Annual
	Percent of women in leadership positions (Number of women in leadership positions/ total number of leadership positions)				
	Number of men in leadership positions				
	Percent of men in leadership positions (Number of men in leadership positions/ total number of leadership positions)				
IO 1.2 PHYSICAL SAFETY OF WOMEN IN THE COFFEE SECTOR IMPROVED					
A	Number of women with access to adequate protection equipment	Outcome	Sex, Household, Country, Company, Project	Survey	Annual
	Percent of women with access to adequate protection equipment (Number of women with access to adequate protection equipment/ total number of women)				
	Number of men with access to adequate protection equipment				
	Percent of men with access to adequate protection equipment (Number of men with access to adequate protection equipment/ total number of men)				
B	Number of women with access to training on safe application of pesticides	Outcome	Sex, Household, Country, Company, Project	Survey; Training records	Each training offered
	Percent of women with access to training on safe application of pesticides (Number of women with access to training on safe application of pesticides/ total number of women)				
	Number of men with access to training on safe application of pesticides				
	Percent of men with access to training on safe application of pesticides (Number of men with access to training				

Indicator Name		Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency
	on safe application of pesticides/ total number of men)				
C	<p>Number of women engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women</p> <p>Percentage of women engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women (Number and percentage of women engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women/ total number of women</p> <p>Number of men engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women</p> <p>Percentage of men engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women (Number and percentage of men engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women/ total number of men</p>	Outcome	Sex, Household, Country, Company, Project	Survey	Annual
INTERMEDIATE OUTCOME 2: GENDER DISPARITIES IN OWNERSHIP OF, ACCESS TO, AND CONTROL OVER KEY PRODUCTIVE RESOURCES REDUCED					
Land ¹⁰					
A	Incidence of land ownership:	Outcome	Sex, Household, Country, Company, Project	Public land registry	Annual

¹⁰ Land indicators and tree indicators are drawn from Kiernan et al. 2015:

https://www.researchgate.net/profile/Cheryl_Doss/publication/274071635_Examining_Gender_Inequalities_in_Land_and_Rights_Indicators_in_Asia/links/55142c6d0cf23203199cf096.pdf?origin=publication_list

Indicator Name		Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency
	Number of women landowners/total number of women Number of men land owners/total number of men			Survey data	
B	Distribution of landowners by sex: Number of women landowners/ total number of land owners Number of men landowners/ total number of land owners	Outcome	Sex, Household, Country, Company, Project	Public land registry Survey data	Annual
C	Reported control over land use by coffee producers: Number of women who report control over land for coffee production Percent of women who report control over land for coffee production (Number of women who report control over land for coffee production/ total number of women) Number of men who report control over land for coffee production Percent of men who report control over land for coffee production (Number of men who report control over land for coffee production/ total number of men)	Outcome	Country, Company, Project	Survey data	Annual
Coffee Trees					
D	Incidence of coffee tree ownership: Number of women who own coffee trees/total number of women Number of men who own coffee trees/total number of men	Outcome	Sex, Household, Country, Company, Project	Survey	Annual
E	Number of women who report control/ primary management for coffee trees/total number of women	Outcome	Sex, Household, Country, Company, Project	Survey	Annual
Finance					
F	Incidence of accounts at financial institutions:	Outcome	Sex, Household, Country, Company, Project	Survey	Annual

Indicator Name		Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency
	Number of women reporting having an account at a financial institution/total number of women Number of men reporting having an account at a financial institution/total number of men				
G	The name and types of organizations or entities from which women coffee producers report accessing credit, disaggregated by sex of the respondent The name and types of organizations or entities from which men coffee producers report accessing credit, disaggregated by sex of the respondent	Outcome	Sex, Country, Company, Project	Survey	Annual
IO 2.1: GENDER-EQUITABLE HOUSEHOLD DECISION-MAKING PRACTICES STRENGTHENED					
A	Number of women participating in participatory gender training on planning as a household Number of men participating in participatory gender training on planning as a household	Output	Sex, Household, Country, Company, Project	Training participant list	Each training offered
B	Number of households developing household visions or other household budget or business plans Percent of households developing household visions or other household budget or business plans (Number of households developing household visions or other household budget or business plans/ total number of households participating in training)	Outcome	Household, Country, Company, Project	Focus Group Discussions Key informant Interviews	End of training
IO 2.2: GENDER EQUITABLE ATTITUDES ACQUIRED					
A	Number of women who have participated in participatory gender training and self-report changes in attitude toward gender equity. Percent of women who have participated in participatory gender training and self-report changes in attitude toward gender equity (total number of women reporting changes in attitude toward gender equity/ total number of women training participants)	Outcome	Sex, Household, Country, Company, Project	Focus group discussions Household interviews or surveys data	Beginning and end of training activities

Indicator Name		Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency
	<p>Number of men who have participated in participatory gender training and self-report changes in attitude toward gender equity</p> <p>Percent of men who have participated in participatory gender training and self-report changes in attitude toward gender equity (total number of men reporting changes in attitude toward gender equity/ total number of men training participants)</p>				
INTERMEDIATE OUTCOME 3: HOUSEHOLDS' RESILIENCE TO CLIMATE CHANGE STRENGTHENED					
A	<p>Number of coffee producing households reporting ability to maintain or increase productivity</p> <p>Percentage of coffee producing households reporting ability to maintain or increase productivity (Number of coffee producing households reporting ability to maintain or increase productivity/ households who received training)</p>	Outcome	Household, Country, Company, Project	Survey	Annual
IO 3.1: GAP, CSA, AND GOOD FINANCIAL PRACTICES ADOPTED					
A	<p>Number of women training participants who adopt "Good Agricultural Practice" promoted through training</p> <p>Percentage of women training participants who adopt "Good Agricultural Practice" promoted through training (Number of women training participants who adopt "Good Agricultural Practice" promoted through training / total number of women participants)</p> <p>Number of men training participants who adopt "Good Agricultural Practice" promoted through training</p> <p>Percentage of men training participants who adopt "Good Agricultural Practice" promoted through training (Number of men training participants who adopt "Good Agricultural Practice" promoted through training / total number of men participants)</p>	Outcome	Sex, Household, Country, Company, Project	Survey	Six months post-training

Indicator Name	Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency
<p>B</p> <p>Number of women coffee producers who adopt a new CSA practice promoted through training</p> <p>Percentage of women coffee producers who adopt a new CSA practice promoted through training (Number of women coffee producers who adopt a new CSA practice promoted through training/ total number of training participants)</p> <p>Number of men coffee producers who adopt a new CSA practice promoted through training</p> <p>Percentage of men coffee producers who adopt a new CSA practice promoted through training (Number of men coffee producers who adopt a new CSA practice promoted through training/ total number of training participants)</p>	Outcome	Sex, Household, Country, Company, Project	Survey	Six months post-training
IO 3.2: GAP, CSA, AND GOOD FINANCIAL KNOWLEDGE AND SKILLS INCREASED ¹¹				
<p>A</p> <p>Number of women training participants who report learning about Good Agricultural Practices (GAP) promoted through the training</p> <p>Percentage of women training participants who report learning about Good Agricultural Practices (GAP) promoted through the training (Number of women training participants who report learning about Good Agricultural Practices (GAP) promoted through the training / total number of women training participants)</p> <p>Number of men training participants who report learning about Good Agricultural Practices (GAP) promoted through the training</p> <p>Percentage of men training participants who report learning about Good Agricultural Practices (GAP) promoted through the training (Number of men training participants who report</p>	Outcome	Sex, Household, Country, Company, Project	Survey	At the immediate conclusion of training and six months post-training

¹¹ This section on agriculture and climate smart agriculture (CSA) knowledge and skills draws on the World Bank's discussion of CSA indicators: <https://csai.worldbank.org/>

Indicator Name	Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency
learning about Good Agricultural Practices (GAP) promoted through the training /total number of men training participants)				
<p>B</p> <p>Number of women training participants who report learning about new CSA practices promoted through the training</p> <p>Percentage of women training participants who report learning about new CSA practices promoted through the training (Number of women training participants who report learning about new CSA practice promoted through the training/ total number of women training participants)</p> <p>Number of men training participants who report learning about new CSA practice promoted through the training</p> <p>Percentage of men training participants who report learning about new CSA practices promoted through the training (Number of men training participants who report learning about new CSA practice promoted through the training/ total number of men training participants)</p>	Outcome	Sex, Household, Country, Company, Project	Survey	At the immediate conclusion of training and six months post-training
<p>C</p> <p>Number of women training participants who report learning about new financial management practices promoted through the training</p> <p>Percentage of women training participants who report learning about new financial management practices promoted through the training (Number of women training participants who report learning about new financial management practices promoted through the training/ total number of women training participants)</p> <p>Number of men training participants who report learning about new financial management practices promoted through the training</p> <p>Percentage of men training participants who report learning about new financial</p>	Outcome	Sex, Household, Country, Company, Project	Survey	At the immediate conclusion of training and six months post-training

Indicator Name		Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency
	management practices promoted through the training (Number of men training participants who report learning about new financial management practice promoted through the training/ total number of men training participants)				
OUTPUT 1: GENDER-EQUITABLE ORGANIZATIONS' TRAININGS CONDUCTED					
A	<p>Number of women attending gender-equitable trainings</p> <p>Percent of women attending gender-equitable trainings (Number of women attending gender-equitable trainings/ total number of training participants)</p> <p>Number of men attending gender-equitable trainings</p> <p>Percent of men attending gender-equitable trainings (Number of men attending gender-equitable trainings/ total number of training participants)</p>	Output	Sex, Household, Country, Company, Project	Training participation list	Each training offered
OUTPUT 2: GENDER-EQUITABLE PARTICIPATORY HOUSEHOLD TRAININGS CONDUCTED					
A	<p>Number of women attending gender-equitable participatory household trainings</p> <p>Percent of women attending gender-equitable participatory household trainings (Number of women attending gender-equitable participatory household trainings/ total number of training participants)</p> <p>Number of men attending gender-equitable participatory household trainings</p> <p>Percent of men attending gender-equitable participatory household trainings (Number of men attending gender-equitable participatory household trainings / total number of training participants)</p>	Output	Sex, Household, Country, Company, Project	Training participation list	Each training offered
OUTPUTS 3: TECHNICAL TRAININGS CONDUCTED					
A	Number of women from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart)	Output	Sex, Household, Country, Company, Project	Training participation list	Each training offered

Indicator Name	Indicator level	Disaggregation	Illustrative Data Sources	Reporting Frequency
<p>agriculture)</p> <p>Percent of women from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture) (Number of women from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture/ total number of participants)</p> <p>Number of men from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture)</p> <p>Percent of men from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture) (Number of men from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture)/total number of participants)</p>				
<p>B</p> <p>Number of women attending financial management trainings</p> <p>Percent of women attending financial management trainings (Number of women attending financial management trainings/ total number of participants)</p> <p>Number of men attending financial management trainings</p> <p>Percent of men attending financial management trainings (Number of men attending financial management trainings/ total number of participants)</p>	Output	Sex, Household, Country, Company, Project	Training participation list	Each training offered

CMF Diagnostic Inputs

Diagnostic inputs allow institutions to measure changes in the development and implementation of policies, procedures, and practices to support gender equity in the coffee value chain. As noted in *The Way Forward* diagnostic tools can be used to inform program design and select appropriate approaches in specific contexts. The inputs used will vary by organization, but may include:

- Gender Assessments
- Institutional Analyses
- Gender Action Plans
- Gender Policies
- Curricular Development and Training

The table below lists diagnostic inputs used to measure change in the development and implementation of policies, procedures, and practices to support gender equity in the coffee value chain. The table outlines the type of input, the purpose of the input, illustrative data points related to each input, and related resources.

Table 4: Diagnostic Inputs

Inputs	Purpose	Illustrative Data Points
Gender Assessments	To describe existing gender relations in a designated environment—ranging from within households or firms to a larger scale of community, ethnic group, or nation—and organize and interpret, in a systematic way, information about gender relations to identify gender-based constraints and make clear the importance of gender differences for achieving objectives.	Number of Gender assessments completed Number of Gender assessment recommendations implemented
	<p>Suggested Resources: Rubin, D., C. Manfre, K. Nichols Barrett. 2009. “Promoting Gender Equitable Opportunities in Agricultural Value Chains: A Handbook” USAID GATE Project, Arlington, VA: dTS. http://pdf.usaid.gov/pdf_docs/pnaeb644.pdf Meyers, L. and L. Jones. 2012. GENDER Analysis, Assessment and Audit Manual & Toolkit. Washington, D.C.: ACDI/VOCA. http://www.acdivoca.org/wp-content/uploads/2016/07/ACDI-VOCA-Gender-Analysis-Manual.pdf</p>	
Inputs	Purpose	Illustrative Data Points
Institutional Analyses	To understand the status of gender equality within an organization and measure changes in policies and procedures promoting gender equity such as: <ul style="list-style-type: none"> • Organizational policies to address GBV and sexual harassment • Internal gender equality/equity policy 	Number of Institutional Analyses completed

	<ul style="list-style-type: none"> Accommodation of staff needs (child care, elder care) Equal opportunities for employment for men and women 	
	<p>Suggested Resource: Harvey, J. 2010. The Gender Audit Handbook. Washington, D.C.: InterAction. https://www.interaction.org/sites/default/files/Gender%20Audit%20Handbook%202010%20Copy.pdf</p>	
Gender Action Plans	To support gender equity in organizations or programs. It can specify initiatives, strategies, and processes to promote gender equity within the organization (identified through an institutional analysis) or a program (identified through gender assessments). The plans could include activities, when activities will take place, for how long, who is responsible, and what resources are needed.	<p>Number of Gender action plans developed and implemented annually</p> <p>E.g., Plans developed identifying factors impeding women’s participation in training; Plans implemented addressing factors that limit women’s participation in training</p>
	<p>Suggested Resource: <i>Gender Action Plan samples available in</i> Harvey, J. 2010. The Gender Audit Handbook. Washington, D.C.: InterAction. https://www.interaction.org/sites/default/files/Gender%20Audit%20Handbook%202010%20Copy.pdf</p>	
Gender Policies (Multiple levels)	To measure the incidence of gender policies at multiple levels (national, regional, community, company, association) promoting gender equity. Company policies and procedures could include: <ul style="list-style-type: none"> Organizational policies to address GBV and sexual harassment Internal gender equality/equity policy Accommodation of staff needs (child care, elder care) Equal opportunities for employment for men and women 	<p>National policies implemented supporting gender equity</p> <p>National policy that allow associations to control their own bylaws on participation in the association</p> <p>Association policies addressing constraints to women’s participation in associations, or leadership positions</p> <p>Company/ Organizational policies and procedures implemented supporting gender equity</p>
	<p>Suggested Resource: FAO. The Gender in Agricultural Policies Analysis Tool (GAPo). Rome: FAO. http://www.fao.org/3/a-i6274e.pdf</p>	
Inputs	Purpose	Illustrative Data Points
Curricular Development and Training	Development of trainings to build a targeted population’s gender competencies (knowledge, skills, and attitudes).	<p>Gender trainings developed annually</p> <p>Gender trainings offered annually</p>
	<p>UN Women Training Centre. 2016. Compendium of Good Practices in Training for Gender Equality. Santo Domingo, Dominican Republic. https://trainingcentre.unwomen.org/mod/data/view.php?d=1&rid=4161</p>	

Quality Assurance

As performance data are used for crucial decision-making about resources and strategic adjustments, as well as reporting to internal and external audiences, the following criteria should be considered when ensuring data are of an appropriate quality. In the creation of the CMF, measures have been taken to address the quality assurance criteria as well as potential limitations to data being collected.

Validity – Data measure the result or outcome it is intended to measure.

Reliability – Data collected over time are comparable. Trends are meaningful and allow for measurements of progress over time. Data collection methods and analyses are consistent over time.

Timeliness – Data are collected in a timely manner to inform management decision-making and strategic planning.

Integrity – Data quality is routinely monitored. Data quality assessments are integrated into data collection processes and procedures to ensure data are not erroneously reported or intentionally altered.

Accuracy – Data are correct. Deviations in data can be explained or are predictable.

One limitation in the CMF presented here is that some of the data collection tools require self-reporting of changes or achievements. It is accepted that there will be some bias towards positive responses for many respondents, though others may respond with less positive responses in the hopes of obtaining additional funding.

Methodology and Tools for Measuring Results

Interviews with industry actors identified current data collection methods. This information was used to determine feasible options for measuring results. The CMF framework is designed with the assumption that most industry actors are collecting sex-disaggregated data¹² on men's and women's participation in training. The types of training include, but are not limited to 1) Technical trainings on good agricultural practices (GAP) and financial management; 2) gender-equitable participatory household trainings¹³; and 3) gender-equitable training with organizations.

The CMF is a living document that can be adapted and refined over time. Additional outputs are possible and can be added depending on the types of activities industry actors are implementing and the kinds of data they are able to collect given time and staff capacity constraints.

Tips for Data Collection

The list below provides the key steps to follow in preparing for the indicator data collection process:

- Complete any relevant background desk research on the area, project (as appropriate) and the program's organization structure and processes.
- Identify the locations where data will be located, e.g., specific firms, associations or cooperatives, households, and individuals to be interviewed or from which data will be gathered. Obtain staff and client lists from the programs; use them to select participants for the interviews.

¹² See glossary, Annex A.

¹³ Several were using the Gender Action Learning System (GALS) methodology. The refinement of the indicators was based on information about the types of data collected using the GALS method (Mayoux 2014)

- Identify the team members who will be collecting the data.
- Hold a training for the enumerators who will collect the data to ensure that they understand all the questions that will be used and are comfortable asking them.
- Translate selected questions into local language, if needed.
- Set up travel logistics.
- Contact communities to schedule visits.
- Establish a data collection and analysis plan.

Resources providing help on collecting sex-disaggregated data in agricultural communities

- Doss, C., and C. Kieran. 2013. Standards for Collecting Sex-Disaggregated Data for Gender Analysis: A Guide for CGIAR Researchers. CGIAR Gender and Agriculture Research Network. Washington, DC: International Food Policy Research Institute. www.pim.cgiar.org/2014/07/31/standards-for-collecting-sex-disaggregated-data-for-gender-analysis/
- Bishop-Sambrook, C. 2014. How to do Household Methodologies: Gender, Targeting, and Social Inclusion. Rome: IFAD. <https://www.ifad.org/documents/10180/568527da-7d78-4c7c-813e-683aa8483e45>
- Kovarik, C. and K. Sproule 2014. A Toolkit on Collecting Gender & Assets Data in Qualitative & Quantitative Program Evaluations (Revised). Washington, D.C.: IFPRI. http://gaap.ifpri.info/files/2010/12/GAAP_Toolkit_Update_FINAL.pdf
- Manfre, C. 2015. "Monitoring, Evaluation and Learning" in Land O'Lakes International Development. Integrating Gender throughout a Project's Life Cycle 2.0. Shoreview, MN: Land O'Lakes. pgs. 76-78. https://www.landolakes.org/getattachment/Resources/Tools/Integrating-Gender-into-Land-O-Lakes-Technical-App/Integrating-Gender-throughout-a-Project-s-Life-Cycle_FINAL_compressed.pdf.aspx
- Mayoux, L. 2014. Gender Action Learning System (GALS). <http://www.galsatscale.net/documents/GALSatScale0overviewCoffee.pdf>
- Rubin, D. 2016. Qualitative methods for gender research in agricultural development. IFPRI Discussion Paper 01535. Washington, D.C.: IFPRI. <http://www.ifpri.org/publication/qualitative-methods-gender-research-agricultural-development>
- U.S. Government Feed the Future. 2014. M&E Guidance Series. Volume 6: Measuring the Gender Impact of Feed the Future. Washington, D.C.: USAID. https://feedthefuture.gov/sites/default/files/resource/files/ftf_guidanceseries_vol6_genderimpact_march2014_0.pdf



Inclusive Training Checklist 1.0

Before the training

- Explicitly invite women to attend trainings (via written invitations, telephone calls, etc.).
- Offer to pay for and/or accommodate childcare during training, and make this option explicit in both written and verbal invitations.
- Work with the client (agricultural business) to determine any factors that stand in the way of women's participation (e.g., inadequate child care, limited transportation options) and work with business to identify ways to address these barriers.
- For on-site trainings: When possible (and in coordination with the client), invite additional women who may not currently be in leadership roles, but are in training to become or are considered potential candidates for these positions in the future.
- Schedule trainings at appropriate times and locations. This will optimize involvement and avoid cases where women are forced choose between workshop participation and managing their ongoing family/domestic responsibilities.

During the training

- Set the stage for broad participation, by asking all participants – women and men – to introduce themselves to the group.
- Particularly in settings in which women are the minority, approach female participants individually and express your expectation that they participate, while also offering to help, especially to women who have had less experience speaking in public forums.
- At the beginning of the training, establish rules against the use of stereotypes, discriminatory language, or jokes. Make explicit that interrupting others is not allowed, and that everyone must listen to everyone else.
- Model inclusive language by avoiding sexist references, including subtle ones (e.g., use of exclusively male pronouns to talk about farmers, managers, etc.).
- Model inclusive behavior by treating all participants with respect and patience, and inviting everyone to provide input.
- At the beginning of the workshop, assess participant literacy levels and pre-existing subject-matter knowledge in order to adapt the teaching plan appropriately, including using pedagogical techniques that facilitate broad participation from mixed-level groups.
- Encourage everyone to physically position themselves so as to be involved (e.g., at the table).
- Ensure that the childcare provided meets attendee needs and that everyone can be 100% attentive in the workshop.

¹⁴ Root Capital, Women in Agriculture Initiative, www.rootcapital.org/our-impacts/women-agriculture-initiative

Annex A: Glossary¹⁵

Gender: The social category associated with being a **man or a woman**; in some countries, additional categories are identified. It encompasses economic, social, political, and cultural attributes and opportunities as well as roles and responsibilities. The particular constellation of characteristics often changes over time and place. Distinguished **from sex, which refers to the biological categories of males and females and does not change across cultures or over time**, the concept of gender includes the recognition that the social categories of man and woman are defined in relationship to each other. ***We use the words “man/men” and “woman/women” to talk about gender and the words “males/females” to talk about sex.***

Gender accommodating: refers to projects or approaches that acknowledge inequalities in gender relations and seek to develop actions that adjust to and often compensate for gender differences and inequities without addressing the underlying structures that perpetuate gender inequalities. While this approach considers the different roles and identities of women and men in the design of programs, **it does not deliberately challenge unequal relations of power**. In the process of achieving desired development objects, projects following this approach may miss opportunities for improving gender equality.

Gender analysis: Socio-economic methodologies that identify and interpret the consequences of gender differences and relations for achieving development objectives as well as the implications of development interventions for changing relations of power between women and men. It describes the process of collecting sex-disaggregated data and other qualitative and quantitative information on gender issues, including access to and control over assets (tangible and intangible), as well as beliefs, practices, and legal frameworks, and analyzing that data. An examination of gender disparities, differences, and relationships cannot be isolated from the broader social context. There are many methodologies available for conducting gender analyses.

Gender aware: deliberately or intentionally considering gender issues and anticipated gender-related outcomes during both design and implementation.

Gender balance: the equal and active **participation** of women and men in all areas of **decision-making**, and in access to and control over resources and services (FAO). ***It is not simply about having the same number of men and women in a room, on a committee, or in the market.***

Gender blind: refers to the absence of any proactive consideration of the larger gender environment and specific gender roles affecting program/policy beneficiaries or how objectives impact on gender.

Gender-based constraint: Limitations or restrictions on men’s or women’s access to resources or opportunities that are based on their gender role or responsibility. The term encompasses both the measurable inequalities that are revealed by sex-disaggregated data collection and gender analysis as well as the processes, norms, or practices that contribute to a specific condition of gender inequality. For example, the production of a group of farmers, both men and women, may be limited by their small size plots and they are all cash poor. This is a general constraint. Women in this area, however, face greater difficulties in obtaining additional land because they do not inherit family land equally to their brothers and as women they are legally restricted from signing for a loan. These are gender-based constraints because they are linked to laws or

¹⁵ This glossary is excerpted from one prepared by Cultural Practice for the USAID-funded Integrating Gender and Nutrition within Agricultural Extension Services (INGENAES)
<http://ips.illinois.edu/wggp/INGENAES%20Gender%20Glossary.pdf>

practices that are different for men and women (Rubin, Manfre, Nichols Barrett 2009: 124; Rubin 2016).

Gender disparity (or inequality): Measurable differences in the relative conditions between men and women, especially (but not only) as they relate to the ability to engage in economic or political opportunities, e.g., illiteracy rates, levels of land ownership, or access to finance (see also gender equality).

Gender equality: The ability of men and women to have equal opportunities and life chances. Since gender roles change over time, development programming can have an impact on gender equality, either supporting it or inhibiting it.

Gender equity: Equity involves fairness in representation, participation, and benefits afforded to men and women. The goal is that both groups have a fair chance of having their needs met and each has equal access to opportunities for realizing their full potential as human beings.

Gender exploitative refers to projects that intentionally manipulate or misuse knowledge of existing gender inequalities and stereotypes in pursuit of economic outcomes. The approach reinforces unequal power in the relations between women and men and potentially deepens existing inequalities.

Gender neutral: No perceived need to pay attention to gender issues in design and implementation.

Gender-responsive research: Using social science methods and tools to document and analyze the different needs, priorities, and constraints of both men and women. “Research conducted under the umbrella of “gender-responsive research” is understood to yield data and analysis to assist in designing agricultural interventions that are able to meet the needs of men and women and to reduce rather than exacerbate any existing gender disparities” (Rubin 2016).

Gender statistics: refers to sex-disaggregated data that reflect observed gender relations (FAO 2005: vi).

Gender-transformative: Where both men and women are helped while gender roles are transformed and more gender-equitable relationships are promoted. A gender-transformative approach explicitly engages both women and men to examine, question, and change those institutions and norms that reinforce gender inequalities and, through that process, achieve both economic growth and gender equality objectives.

Sex: Biological characteristics that distinguish **males** and **females**.

Sex-disaggregated data: The collection of data according to physical attributes of the individual. Disaggregating data by sex (i.e., in categories of males and females) permits valid cross-country comparison.

Strategic gender research: “studies gender as the primary topic in a social analysis designed to understand what the implications of gender are for agriculture. E.g. how men and women allocate labor resources in intra-household decision-making about farm production” (CGIAR Gender and Agriculture Research Network 2015:1).

Annex B: Indicator Reference Sheets

These indicator reference sheets have been developed to ensure that definitions, and the data collection and analysis methods are consistent over time and across industry actors.

INDICATOR REFERENCE SHEET: Intermediate Outcome #1 A			
Results Framework Link: IO 1: Gender-equitable benefits from engagement with the coffee sector strengthened			
<p>Indicator: Number of women who earn income from engagement with the coffee sector Percent of women who earn income from engagement with the coffee sector (Number of women/total number of women) Number of men who earn income from engagement with the coffee sector Percent of men who earn income from engagement with the coffee sector (Number of men/total number of men)</p>			
DEFINITION			
<p>“Income” refers to cash, mobile money, or salaried payments. It does not include payments in kind or other non-cash compensation.</p> <p>“Engagement” refers to any type of participation as a producer, processor, or employee in a coffee-related job. This can include women or men who plant or care for coffee trees or who harvest the beans; women or men who sort or grade beans, either in their household, in a cooperative, or as an employee of another business; or women or men who have part time, seasonal, or full-time jobs in the coffee industry, including manufacturing packing or shipping materials, transporting or selling/marketing coffee, or any other activity along the coffee value chain.</p> <p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier”—a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>The number that acts as the denominator for calculating the percentage of women or men depends on the location in which the data are being collected. Enumerators should specify if the number refers to total number of people in a village, a community, a cooperative, or a firm.</p>			
<p>Rationale: This indicator shows the extent of participation in the coffee industry in the chosen unit of investigation. Increases in the number and/or percentage will in most cases be considered positive.</p>			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Depending upon the level at which these data are collected, it may be possible to draw on cooperative or company records. In the community, it may be necessary to do primary data collection as part of a household survey.</p> <p>HOW IT CAN BE COLLECTED: The data can be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p>			

INDICATOR REFERENCE SHEET: Intermediate Outcome #1 B			
Results Framework Link: IO I: Gender-equitable benefits from engagement with the coffee sector strengthened			
Indicator: Number of women who control income from engagement with the coffee sector Percent of women who control income from engagement with the coffee sector (Number of women who control income from engagement with the coffee sector/ total number of women) Number of men who control income from engagement with the coffee sector Percent of men who control income from engagement with the coffee sector (Number of men who control income from engagement with the coffee sector/ total number of men)			
DEFINITION			
<p>“Income” refers to cash, mobile money, or salaried payments. It does not include payments in kind or other non-cash compensation.</p> <p>“Control” of income refers to the ability to determine the use or disposition of the income without interference by others. Responses should be categorized as much as possible a one of the following three options:</p> <ul style="list-style-type: none"> • “Yes, I control the income I earn from working in a coffee-related activity” • “No, I do not control the income I earn from working a coffee-related activity” • “My spouse and I jointly control the income I earn from working in a coffee-related activity” <p>“Engagement” refers to any type of participation as a producer, processor, or employee in a coffee-related job. This can include women or men who plant or care for coffee trees or who harvest the beans; women or men who sort or grade beans, either in their household, in a cooperative, or as an employee of another business; or women or men who have part time, seasonal, or full-time jobs in the coffee industry, including manufacturing packing or shipping materials, transporting, or marketing coffee, or any other activity in the coffee value chain.</p> <p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>The number that acts as the denominator for calculating the percentage of women or men depends on the location in which the data are being collected. Enumerators should specify if the number refers to total number of people in a village, a community, a cooperative, or a firm.</p>			
Rationale: This indicator shows the extent to which women and men have the right to control the income they earn without interference from others.			
Increases in the number and/or percentage is considered positive and as an increase in gender-equity within the household.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Depending upon the level at which these data are collected, it may be possible to draw on cooperative or company records. In the community, it may be necessary to do primary data collection as part of a household survey.</p> <p>HOW IT CAN BE COLLECTED: The data can be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p>			

INDICATOR REFERENCE SHEET: Intermediate Outcome #1.1 A			
Results Framework Link: IO 1.1. Women’s participation in leadership increased			
Indicator: Number of women in leadership positions Percent of women in leadership positions (Number of women in leadership positions/ total number of leadership positions) Number of men in leadership positions Percent of men in leadership positions (Number of men in leadership positions/ total number of leadership positions)			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Leadership” refers to an elected or appointed position in an organization, such as a community organization, or a cooperative or producer/processing/marketing association that are linked to the coffee sector. It does not include leadership positions in religious organizations, schools, or other institutions unrelated to the coffee sector. Leadership positions are those open to both men and women. Thus, a woman holding office for a sub-committee on women’s issues that is open only to women candidates would not count as a leadership position.</p> <p>The number that acts as the denominator for calculating the percentage of women or men depends on the organization from which the data are being collected. Enumerators should specify if the number refers to total number of people in the organization. For example, a cooperative in which a woman holds the position of vice-chair and another is the treasurer, elected from a membership of 50 would be calculated as 2/50 or 4%.</p>			
Rationale: As gender equity in organizations increases, there should be an increasing number of women who are elected to or appointed to leadership positions.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Intermediate Outcome	Increase = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Depending upon the level at which these data are collected, it may be possible to draw on cooperative or company records. In the community, it may be necessary to do primary data collection as part of a community survey.</p> <p>HOW IT CAN BE COLLECTED: The data can be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p>			

INDICATOR REFERENCE SHEET: Intermediate Outcome #1.2 A			
Results Framework Link: IO 1.2 Physical safety of women in the coffee sector Improved			
Indicator: Number of women with access to adequate protection equipment Percent of women with access to adequate protection equipment (Number of women with access to adequate protection equipment/ total number of women) Number of men with access to adequate protection equipment Percent of men with access to adequate protection equipment (Number of men with access to adequate protection equipment/ total number of men)			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Adequate protection equipment” refers to equipment meeting national or global standards of safety, as appropriate for the location being assessed (e.g., on the household’s property or on a plantation) and that is recommended for use in, e.g., handling fertilizers, pesticides, cleansers, or other chemicals, and/or cutting, harvesting, or packing equipment. These may include something as simple as protective gloves or a special cutting tool to more expensive or complex equipment such as masks, tanks, suits of resistant materials, etc.).</p> <p>The denominator for calculating the percentage of women or men depends on the organization from which the data are being collected. Enumerators should specify if the number refers to total number of people in the organization.</p>			
Rationale: This indicator provides a measure of the extent to which both women and men work in a safe environment.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Depending upon the level at which these data are collected, it may be possible to draw on cooperative or company records. In the community, it may be necessary to do primary data collection as part of a community survey.</p> <p>HOW IT CAN BE COLLECTED: The data can be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p>			

INDICATOR REFERENCE SHEET: Intermediate Outcome #1.2 B			
Results Framework Link: IO 1.2 Physical safety of women in the coffee sector improved			
<p>Indicator: Number of women with access to training on safe application of pesticides Percent of women with access to training on safe application of pesticides (Number of women with access to training on safe application of pesticides/ total number of women) Number of men with access to training on safe application of pesticides Percent of men with access to training on safe application of pesticides (Number of men with access to training on safe application of pesticides/ total number of men)</p>			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Access” refers to both knowing about the availability of the training (i.e., having received an invitation or announcement and being aware of the dates and location) as well as having the means to attend it.</p> <p>“Training on safe application of pesticides” refers to a formal program or curriculum, provided either in a classroom or on-farm.</p> <p>The number that acts as the denominator for calculating the percentage of women or men depends on the organization from which the data are being collected. Enumerators should specify if the number refers to total number of people in the organization.</p>			
Rationale: This indicator provides a measure of the extent to which women and men are receiving the information they need to work in a safe environment.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	Each training offered
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Depending upon the level at which these data are collected, it may be possible to draw on cooperative or company records. In the community, it may be necessary to do primary data collection as part of a community survey.</p> <p>HOW IT CAN BE COLLECTED: The data can be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p>			

INDICATOR REFERENCE SHEET: Intermediate Outcome #1.2 C			
Results Framework Link: IO 1.2 Physical safety of women in the coffee sector improved			
Indicator: Number of women engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women Percentage of women engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women (Number and percentage of women engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women/ total number of women) Number of men engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women Percentage of men engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women (Number and percentage of men engaged in the coffee sector who self-report changes in attitudes on the acceptability of physical violence against women/ total number of men)			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or label established by the data collectors OR by an existing list, e.g., all households in a cooperative. This indicator measures the total number of men and women who self-report changes in attitudes towards the acceptability of physical violence against women.</p> <p>“Physical violence against women” is defined as any act of gender-based violence that results in physical or sexual harm or suffering to women, whether occurring in public or in private life.¹⁶</p> <p>Gender-based violence is defined as deriving from gender norms and roles as well as from unequal power relations between women and men. Violence is specifically targeted against a person because of his or her gender, and it affects women disproportionately.¹⁷</p> <p>The number that acts as the denominator depends on the location in which the data are being collected. Enumerators should specify if the number refers to total number of people in village, a community, a cooperative, or a firm as is appropriate for the group doing the monitoring.</p>			
<p>Rationale: This indicator contributes to understanding changes linked to IO 1 on Gender-equitable benefits from engagement in the coffee sector increased. The rationale is that attitudes of men and women on the acceptability of physical violence against women are linked to the incidence of physical violence against women, and that women’s physical safety affects women’s participation in and benefits from engagement in the coffee sector. If, e.g., physical violence against women is perceived to be acceptable while traveling to or in public spaces, such as markets, this may limit women’s access to markets to purchase inputs or sell coffee or to attend trainings where she would gain new knowledge to improve coffee production, processing, or sales. Changing attitudes so that violence against women becomes unacceptable would support greater engagement in the coffee sector and increased benefits for women.</p>			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Decrease in acceptability = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: The data can be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p> <p>HOW IT CAN BE COLLECTED: It may be necessary to do primary data collection as part of a household survey.</p>			

¹⁶ See United Nations, General Assembly. Declaration on the Elimination of Violence against Women. 1993 http://www.un.org/ga/search/view_doc.asp?symbol=A/RES/48/104

¹⁷ See Caro, D., C. Nordehn, and M. Betron. 2016. Gender Analysis Toolkit for Health Systems. Baltimore: Jhpiego. <https://gender.jhpiego.org/analysistoolkit/>

MEASUREMENT NOTES

The Demographic and Health Surveys (DHS) are jointly funded and conducted by USAID and host country governments. They include questions and/or specific modules about changes in attitudes among men and women towards gender-based violence. The national reports and the questions used are public and offer useful background on attitudes in each country. See questions for women in the DHS Women's Domestic Violence module (question 932) <http://dhsprogram.com/pubs/pdf/DHSQ7/DHS7-Womans-QRE-EN-07Jun2017-DHSQ7.pdf>. See questions for men in the DHS Men's Domestic Violence module (question 618) http://dhsprogram.com/pubs/pdf/DHSQ7/DHS7_Mans_QRE_EN_12Oct2015_DHSQ7.pdf.

INDICATOR REFERENCE SHEET: Intermediate Outcome #2 A			
Results Framework Link: IO 2: Gender disparities in ownership of, access to, and control over key productive resources reduced			
Indicator: Incidence of land ownership: Number of women landowners/total number of women Number of men landowners/total number of men			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Landowner” is defined as someone who received formal recognition by government institutions or traditional authorities at national or local levels of ownership rights and/or use rights through certificates, titles, leases, or other recorded documentation of land.</p> <p>This indicator measures the incidence of landowners by sex of owner in a targeted population. This tells you how many women out of all women in your targeted population are landowners. It also tells you how many men out of all men in your targeted population are landowners.</p> <p>The number that acts as the denominator for calculating total number of women or men depends on the location in which the data are being collected. Enumerators should specify if the number refers to total number of people in village, a community, a cooperative, or a firm.</p>			
Rationale: This indicator shows the number of men and women who have rights to land potentially allowing them to participate in the coffee sector. It demonstrates trends in changes in men’s and women’s landowner status. Increases in number will in most cases be considered positive.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Intermediate Outcome	Increase = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Groups (cooperatives and/or companies) involved in bulking, roasting, and other nodes of the coffee value chain.</p> <p>HOW SHOULD IT BE COLLECTED: Data should be collected from both men and women within the identified targeted population. Illustrative data sources include public land registry or survey.</p>			
MEASUREMENT NOTES			
Changes in men’s or women’s land ownership over time can be facilitated by different factors. This indicator also does not tell you the size or quality of the land owned by either men or women. It can be analyzed with other indicators on land ownership and individuals’ reported control of land.			

INDICATOR REFERENCE SHEET: Intermediate Outcome #2 B			
Results Framework Link: IO 2: Gender disparities in ownership of, access to, and control over key productive resources reduced			
Indicator: Distribution of landowners by sex: Number of women landowners/ total number of land owners Number of men landowners/ total number of land owners			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Landowner” is defined as someone who received formal recognition by government institutions or traditional authorities at national or local levels of ownership rights and/or use rights through certificates, titles, leases, or other recorded documentation of land.</p> <p>This indicator measures the distribution of land owners by sex of owner in a targeted population. This tells you how many men are landowners and how many women are landowners. The targeted population will be determined by the organization collecting the data.</p> <p>The number that acts as the denominator depends on the location in which the data are being collected. Enumerators should specify if the number refers to total number of people in village, a community, a cooperative, or a firm as is appropriate for the group doing the monitoring.</p>			
Rationale: This indicator shows the number of men and women who have rights to land potentially allowing them to participate in the coffee sector. It helps in illustrating changes in disparities between men’s and women’s land ownership. A reduction in the disparity between men’s and women’s landownership in most cases would be considered positive.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Intermediate Outcome	Reduction in disparity in land ownership between men and women = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Group (e.g., cooperative or companies) involved in bulking, roasting, and other nodes of the coffee value chain.</p> <p>HOW SHOULD IT BE COLLECTED: Data should be collected from both men and women within the identified target population. Illustrative data sources include: public land registry or survey.</p>			
MEASUREMENT NOTES			
Changes in men’s or women’s land ownership overtime can be facilitated by many different factors. It also does not tell you the size or quality of the land owned by either men or women. This indicator can only help you understand if the gap between men and women land owners is closing. It can be analyzed with other indicators on land ownership and reported control of land.			

INDICATOR REFERENCE SHEET: Intermediate Outcome #2 C			
Results Framework Link: IO 2: Gender disparities in ownership of, access to, and control over key productive resources reduced			
Indicator: Reported control over land use by coffee producers: Number of women who report control over land for coffee production Percent of women who report control over land for coffee production (Number of women who report control over land for coffee production/ total number of women) Number of men who report control over land for coffee production Percent of men who report control over land for coffee production (Number of men who report control over land for coffee production/ total number of men)			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>This indicator is based men and women who self-reported control over land used for coffee production. This indicator is disaggregated by sex and tells you the number/percent of women who report having control over land for coffee production as well as the number/percent of men who report control over land for coffee production.</p> <p>The number that acts as the denominator depends on the location in which the data are being collected. Enumerators should specify if the number refers to total number of people in village, a community, a cooperative, or a firm.</p>			
Rationale: This indicator shows the number of men and women who report control of land used for coffee production potentially allowing them to participate in the coffee sector and make decisions about how to use the land which could improve performance. This indicator helps in illustrating changes in disparities between men’s and women’s reported control of land used for coffee production. A reduction in the disparity would be considered positive.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Intermediate Outcome	Reduction in disparity in reported control over land between men and women = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Group (e.g., cooperative or companies) involved in bulking, roasting, and other nodes of the coffee value chain.</p> <p>HOW SHOULD IT BE COLLECTED: Data should be collected from both men and women within the identified target population. These data could be collected through a survey.</p>			
MEASUREMENT NOTES			
Changes in men’s or women’s control of land overtime can be facilitated by many different factors. It also does not tell you the size or quality of the land owned by either men or women. This indicator can only help you understand if the gap between men and women’s reported control of land used for coffee production is closing. It can be analyzed with other indicators on land ownership.			

INDICATOR REFERENCE SHEET: Intermediate Outcome #2 D			
Results Framework Link: IO 2: Gender disparities in ownership of, access to, and control over key productive resources reduced			
Indicator: Incidence of tree ownership: Number of women coffee tree owners/total number of women Number of men coffee tree owners/total number of men			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>This indicator measures the incidence of coffee tree owners by sex of owner in a targeted population. This tells you how many women out of all women in your targeted population are tree owners. It also tells you how many men out of all men in your targeted population are tree owners.</p> <p>“Tree ownership” is defined as having recognized independent rights to use, control, and sell or otherwise dispose of the tree. Ownership can be specified as individual or joint/group rights. In some cases, this may be reflected in formal recognition of purchase, transfer, or inheritance of rights and/or use rights of trees through certificates or other recorded documentation, but more commonly will be an unchallenged assertion by an individual.</p> <p>The number that acts as the denominator depends on the location in which the data are being collected. Enumerators should specify if the number refers to total number of people in village, a community, a cooperative, or a firm.</p>			
Rationale: This indicator shows the number of men and women who own trees used for coffee production potentially allowing them to participate in the coffee sector. This indicator can tell you the number of men or women among total number of men or women in the targeted population who own trees. Increases in number will in most cases be considered positive.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Intermediate Outcome	Increase = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: The data should be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p> <p>HOW SHOULD IT BE COLLECTED: Data should be collected from both men and women within the identified target population. These data could be collected through a survey.</p>			
MEASUREMENT NOTES			
This indicator can be analyzed with other indicators on individuals’ management of coffee trees.			

INDICATOR REFERENCE SHEET: Intermediate Outcome #2 E			
Results Framework Link: IO 2: Gender disparities in ownership of, access to, and control over key productive resources reduced			
Indicator: Number of women who report control/primary management of coffee trees/ total number of women			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>The number and percent of individuals who report control/primary management over trees for coffee production. This indicator is disaggregated by sex and tells you the number/percent of women who report having control over trees for coffee production. The targeted population will be determined by the organization collecting the data.</p> <p>The number that acts as the denominator depends on the location in which the data are being collected. Enumerators should specify if the number refers to total number of people in village, a community, a cooperative, or a firm.</p>			
Rationale: This indicator measures the number women who report primary management of trees telling you the extent to which women from coffee producing households make decisions about trees which affects their performance in coffee production. Increases in number will in most cases be considered positive. At this time, the indicator is not collecting data on men’s management of trees as the literature suggest this is currently the more common situation, and we are interested in understanding increase in women’s management roles.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: The data should be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p> <p>HOW SHOULD IT BE COLLECTED: Data should be collected from both men and women within the identified targeted population. These data could be collected through a survey.</p>			
MEASUREMENT NOTES			
This indicator can be analyzed with other indicators on coffee tree ownership.			

INDICATOR REFERENCE SHEET: Intermediate Outcome #2 F			
Results Framework Link: IO 2: Gender disparities in ownership of, access to, and control over key productive resources reduced			
Indicator: Incidence of accounts at financial institutions: Number of women reporting having an account at a financial institution/total number of women Number of men reporting having an account at a financial institution/total number of men			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>A “financial institution” is defined as a private (shareholder-owned) or public (government-owned) organization that acts as a channel between savers and borrowers of funds (suppliers and consumers of capital). Financial institutions typically require the application or enrollment by the farmer/actor, monitor loans and repayment, and define terms of loans. Financial institutions can include commercial banks, micro- finance institutions, or saving and credit cooperative societies. Micro-finance institutions, included in the definition of financial institutions, are organizations that offers financial services to low-income populations. Almost all give loans to their members, and many offer insurance, deposit, and other services.</p> <p>This indicator measures the number of women among women in a targeted population who report having an account at a financial institution. It also tells you the number of men among men in the targeted population who report having an account at a financial institution.</p> <p>The number that acts as the denominator depends on the location in which the data are being collected. Enumerators should specify if the number refers to total number of people in village, a community, a cooperative, or a firm.</p>			
Rationale: This indicator helps in illustrating changes among men and among women’s access to accounts at financial institutions, which can allow them to invest in coffee production or control income from their labor. Increases in number will in most cases be considered positive.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Intermediate Outcome	Increase = Positive	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: The data should be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p> <p>HOW SHOULD IT BE COLLECTED: Data should be collected from both men and women within the identified targeted population. These data could be collected through a survey.</p>			
MEASUREMENT NOTES			
This indicator can be analyzed with other indicators on men’s and women’s access to credit.			

INDICATOR REFERENCE SHEET: Intermediate Outcome #2 G			
Results Framework Link: IO 2: Gender disparities in ownership of, access to, and control over key productive resources reduced			
Indicator: The name and types of organizations or entities from which women coffee producers report accessing credit The name and types of organizations or entities from which men coffee producers report accessing credit			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>This indicator records the different places that men and women report accessing credit. These places will be self-reported. They may include banks, village savings and loans, cooperative societies, church groups, and/or friends and relatives, etc.</p>			
Rationale: This indicator tells you the different places that men and women report accessing credit, which may allow men or women to participate in the coffee sector and potentially use credit to improve their performance in the coffee sector. This indicator allows you to identify differences in where men and women report accessing credit. It also contributes to an understanding in changes in men’s and women’s access to credit.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Intermediate Outcome	N/A	Annual
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: The data should be collected by researchers and/or hired staff connected to the monitoring teams of coffee cooperatives or firms.</p> <p>HOW SHOULD IT BE COLLECTED: Data should be collected from both men and women within the identified target population. These data could be collected through a survey.</p>			
MEASUREMENT NOTES			
This indicator can be analyzed with indicators on men’s and women’s access to financial institutions.			

INDICATOR REFERENCE SHEET: Intermediate Outcome #2.1A			
Results Framework Link: IO 2.1: Gender equitable household decision-making practices strengthened.			
Indicator: Number of women participating in participatory gender training on planning as a household Number of men participating in participatory gender training on planning as a household			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Participatory gender training” is defined as a training to develop awareness and capacity on gender issues, to bring about personal change for gender equality.¹⁸</p> <p>“Planning as a household” is defined as activities where household members collectively develop household visions, budgets, or business plans. There are several training methodologies that incorporate planning as a household. The following references provide additional information about some of them.</p> <p>Bishop-Sambrook, C. 2014. How to do household methodologies. Rome: IFAD. https://www.ifad.org/documents/10180/568527da-7d78-4c7c-813e-683aa8483e45</p> <p>Musitini, T. 2012. Farming as a Family Business Training Guide. Washington, D.C.: USAID http://pdf.usaid.gov/pdf_docs/PA00JRZQ.pdf A “household” is defined as “the family members for which the farm has to provide and who live permanently in the farmer’s household. This is in line with the definition of a household of OECD.”¹⁹</p> <p>This indicator measures the total number of individuals in households participating in participatory gender training on planning as a household. This indicator is disaggregated by sex measuring changes in men’s and women’s participation in participatory gender training on planning as a household.</p>			
Rationale: This indicator allows you to track the men and women who participated in a participatory gender training. This indicator helps in showing the extent to which the individuals who participated in the training have strengthened their gender equitable household decision-making practices. To understand those changes it will be necessary to triangulate the data from this indicator on individuals who participated in the training with other intermediate outcome indicators linked to Intermediate Outcome 2: Gender-equitable household decision-making practices strengthened.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Output	Increase = Positive	Each training offered
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			

¹⁸ Adapted from Reeves, H. and S. Baden. 2000. Gender and Development: Concepts and Definitions. Brighton: Institute of Development Studies. <http://www.bridge.ids.ac.uk/sites/bridge.ids.ac.uk/files/reports/re55.pdf>

¹⁹ Assessment of FairTrade Coffee Farmers’ Income: Rwanda, Tanzania, Uganda, Kenya, India, Indonesia and Vietnam (2017). https://www.fairtrade.net/fileadmin/user_upload/content/2009/resources/2017-06_At_a_Glance_Assessment_coffee_household_income_FINAL.pdf

WHO COLLECTS DATA FOR THIS INDICATOR: Actors offering the training

HOW SHOULD IT BE COLLECTED: The data should be collected by program organizers as part of their follow-up on the impact of the participatory trainings. Sex of each individual and their household identification number should be recorded.

MEASUREMENT NOTES

This indicator can be analyzed with data from Intermediate Outcome Indicator #2.1B and #2.1C.

INDICATOR REFERENCE SHEET: Intermediate Outcome #2.1B			
Results Framework Link: IO 2.1: Gender equitable household decision-making practices strengthened.			
Indicator: Number of households developing household visions or other household budget or business plans Percent of households developing household visions or other household budget or business plans (Number of households developing household visions or other household budget or business plans/ total number of households participating in training)			
DEFINITION			
<p>“Participatory gender training” is defined as a training to develop awareness and capacity on gender issues, to bring about personal change for gender equality.²⁰</p> <p>This indicator measures the total number of households developing household visions, budgets, or business plans that participated in participatory gender trainings.</p> <p>A “household” is defined as “the family members for which the farm has to provide and who live permanently in the farmer’s household. This is in line with the definition of a household of OECD.”²¹</p>			
Rationale: This indicator contributes to understanding changes linked to Intermediate Outcome 2.1 on gender-equitable household decision-making practices strengthened.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Household	Intermediate Outcome	Increase = Positive	Each training offered
DISAGGREGATION			
Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Actors offering the training</p> <p>HOW SHOULD IT BE COLLECTED: The data should be collected by program organizers as part of their follow-up on the impact of the participatory trainings. The household identification number should be recorded.</p>			
MEASUREMENT NOTES			
This indicator can be analyzed with data from Intermediate Outcome Indicator #2.1A and #2.1C.			

²⁰ Adapted from Reeves, H. and S. Baden. 2000. Gender and Development: Concepts and Definitions. Brighton: Institute of Development Studies. <http://www.bridge.ids.ac.uk/sites/bridge.ids.ac.uk/files/reports/re55.pdf>

²¹ Assessment of FairTrade Coffee Farmers’ Income: Rwanda, Tanzania, Uganda, Kenya, India, Indonesia and Vietnam (2017). https://www.fairtrade.net/fileadmin/user_upload/content/2009/resources/2017-06_At_a_Glance_Assessment_coffee_household_income_FINAL.pdf

INDICATOR REFERENCE SHEET: Intermediate Outcome #2.2 A			
Results Framework Link: IO 2.2: Gender equitable attitudes acquired			
Indicator: Number of women who have participated in participatory gender training and self-report changes in attitude toward gender equity Percent of women who have participated in participatory gender training and self-report changes in attitude toward gender equity (total number of women reporting changes in attitude toward gender equity/ total number of women training participants) Number of men who have participated in participatory gender training and self-report changes in attitude toward gender equity Percent of men who have participated in participatory gender training and self-report changes in attitude toward gender equity (total number of men reporting changes in attitude toward gender equity/ total number of men training participants)			
DEFINITION			
Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative. This indicator measures the total number of individuals who participated in a participatory gender training that self-report changes in attitudes towards gender equity. The data to collect for this measurement will include <ul style="list-style-type: none"> • Number of men who have participated in participatory gender training and self-report changes in attitude toward gender equity. • Number of women who have participated in participatory gender training and self-report changes in attitude toward gender equity. • Total number of participants in the training 			
Rationale: This indicator contributes to understanding changes linked to Intermediate Outcome 2.1 on gender equitable household decision-making practices strengthened. It allows tracking of which participants in a training gained appreciation for and change of attitudes towards greater equity as a result.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	Each training offered
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
WHO COLLECTS DATA FOR THIS INDICATOR: The data collectors can be researchers or other hired staff on the program or project monitoring and evaluation team. Ideally these are not the same individuals who provided the training. HOW SHOULD IT BE COLLECTED: The data should be collected by program organizers as part of their follow-up on the impact of the participatory trainings. Sex of each individual and their household identification number should be recorded.			
MEASUREMENT NOTES			
This indicator can be analyzed with data from Intermediate Outcome Indicator #2.1A and #2.1B. The household identifier can be used to measure differences in attitudes among men and women from the same household.			

INDICATOR REFERENCE SHEET: Intermediate Outcome #3 A			
Results Framework Link: IO 3: Households’ resilience to climate change strengthened			
Indicator: Number of coffee producing households reporting ability to maintain or increase productivity Percentage of coffee producing households reporting ability to maintain or increase productivity (Number of coffee producing households reporting ability to maintain or increase productivity/ households who received training)			
DEFINITION			
A “household” is defined as “the family members for which the farm has to provide and who live permanently in the farmer’s household. This is in line with the definition of a household of OECD.” ²²			
The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.			
This measure is based on household self-reporting of “maintaining or increasing productivity,” as we do not expect data collectors to be able to objectively measure farm level or tree productivity. The data collector will have to ask of the household head or representative, for example:			
<ul style="list-style-type: none"> • Were you able to achieve the same yield of coffee berries that you had last season? • Did you achieve a higher yield of coffee berries than you had last season? 			
If the response to either question is positive, then a positive response is recorded.			
Rationale: This indicator provides insight into the extent to which producers are able to put into practice the information gained from a training and thus into the effectiveness of the training.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Household	Outcome	Increase = Positive	Annual
DISAGGREGATION			
Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
WHO COLLECTS DATA FOR THIS INDICATOR: The data collectors can be researchers or other hired staff on the program or project monitoring and evaluation team. Ideally these are not the same individuals who provided the training.			
HOW SHOULD IT BE COLLECTED: The data should be collected by program organizers as part of their follow-up on the impact of the participatory trainings. The household identification number should be recorded.			

²² Assessment of FairTrade Coffee Farmers’ Income: Rwanda, Tanzania, Uganda, Kenya, India, Indonesia and Vietnam (2017). https://www.fairtrade.net/fileadmin/user_upload/content/2009/resources/2017-06_At_a_Glance_Assessment_coffee_household_income_FINAL.pdf

INDICATOR REFERENCE SHEET: Intermediate Outcome #3.1 A			
Results Framework Link: IO 3.1: GAP, CSA, and good financial practices adopted			
Indicator: Number of women training participants who adopt “Good Agricultural Practice” promoted through training Percentage of women training participants who adopt “Good Agricultural Practice” promoted through training (Number of women training participants who adopt “Good Agricultural Practice” promoted through training/ total number of women participants) Number of men training participants who adopt “Good Agricultural Practice” promoted through training Percentage of men training participants who adopt “Good Agricultural Practice” promoted through training (Number of men training participants who adopt “Good Agricultural Practice” promoted through training/ total number of men participants)			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Adopted” in this case means the farmer has repeatedly used the practice, or, made a capital or labor outlay to make a semi-permanent change in the landscape (e.g., terracing, irrigation).</p> <p>“Good Agricultural Practice promoted through training” is defined as one of a set of practices that were named and taught in the relevant training. It should not simply be a good practice that was recommended by an extension agent, neighbor, or relative. Thus, data collectors will need to have prepared a list of practices that were part of the training curriculum and identify them. They can also collect information on other practices mentioned, but these should not be counted against the indicator.</p>			
Rationale: This indicator provides insight into the extent to which producers are able to put into practice the information gained from a training and thus into the effectiveness of the training.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	Six to twelve months post-training, depending on the local agricultural season
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: The data collectors can be researchers or other hired staff on the program or project monitoring and evaluation team. Ideally these are not the same individuals who provided the training.</p> <p>HOW SHOULD IT BE COLLECTED: The data should be collected by program organizers as part of their follow-up on the impact of the trainings. Sex of each individual and their household identification number should be recorded.</p>			

INDICATOR REFERENCE SHEET: Intermediate Outcome #3.1 B			
Results Framework Link: IO 3.1: GAP, CSA, and good financial practices adopted			
<p>Indicator: Number of women coffee producers who adopt a new CSA practice promoted through training Percentage of women coffee producers who adopt a new CSA practice promoted through training (Number of women coffee producers who adopt a new CSA practice promoted through training/ total number of women training participants) Number of men coffee producers who adopt a new CSA practice promoted through training Percentage of men coffee producers who adopt a new CSA practice promoted through training (Number of men coffee producers who adopt a new CSA practice promoted through training/ total number of men training participants)</p>			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Adopted” in this case means the farmer has repeatedly used the practice, or, made a capital or labor outlay to make a semi-permanent change in the landscape (e.g., terracing, irrigation).</p> <p>“New Climate Smart Agriculture (CSA) practice promoted through training” is defined as one of a set of practices that were named and taught in the relevant training. It should not simply be a good practice that was recommended by an extension agent, neighbor, or relative. Thus, data collectors will need to have prepared a list of practices that were part of the training curriculum and identify them. They can also collect information on other practices mentioned, but these should not be counted against the indicator.</p> <p>The data to be collected will include:</p> <ul style="list-style-type: none"> • Number of women coffee producers who adopt a new CSA practice promoted through training and the total number of women coffee producers who attended the training. • Number of men coffee producers who adopt a new CSA practice promoted through training and the total number of men coffee producers who attended the training. 			
Rationale: The indicator measures the spread of adoption of CSA practices that changed coffee producers’ CSA practices.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	Six to twelve months post-training, depending on the local agricultural season
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: The data collectors can be researchers or other hired staff on the program or project monitoring and evaluation team. Ideally these are not the same individuals who provided the training.</p> <p>HOW SHOULD IT BE COLLECTED: The data should be collected by program organizers as part of their follow-up on the impact of the trainings. Sex of each individual and their household identification number should be recorded.</p>			

INDICATOR REFERENCE SHEET: Intermediate Outcome #3.2A

Results Framework Link: IO 3.2: GAP, CSA, and good financial knowledge and skills increased

Indicator:
 Number of women training participants who report learning about Good Agricultural Practices (GAP) promoted through the training
 Percentage of women training participants who report learning about Good Agricultural Practices (GAP) promoted through the training (Number of women training participants who report learning about Good Agricultural Practices (GAP) promoted through the training / total number of women training participants)
 Number of men training participants who report learning about Good Agricultural Practices (GAP) promoted through the training
 Percentage of men training participants who report learning about Good Agricultural Practices (GAP) promoted through the training, (Number of men training participants who report learning about Good Agricultural Practices (GAP) promoted through the training/ total number of men training participants)

DEFINITION

Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.
 “Learning” in this case is self-reported. Respondent should be able to provide an example of what he or she has learned.
 “New Good Agricultural Practice promoted through training” is defined as one of a set of practices that were named and taught in the relevant training. It should not simply be a good practice that was recommended by an extension agent, neighbor, or relative. Thus, data collectors will need to have prepared a list of practices that were part of the training curriculum and identify them. They can also collect information on other practices mentioned, but these should not be counted against the indicator.

- Number of women coffee producers who report learning about GAP through training and the total number of women coffee producers who attended the training.
- Number of men coffee producers who report learning about GAP through training and the total number of men coffee producers who attended the training.

Rationale: The indicator measures the spread knowledge of GAP among coffee producer trainees.

INDICATOR CHARACTERISTICS

Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	At the immediate conclusion of training and six months post-training

DISAGGREGATION

Sex, Household, Country, Company, Project (if appropriate)

DATA SOURCE

WHO COLLECTS DATA FOR THIS INDICATOR: Initial collection of data on learning is collected by the training providers or program organizers. The six-month follow up data are collected by either the program organizers or its monitoring team, if different.
HOW SHOULD IT BE COLLECTED: The data should be collected as part of their follow up on the impact of the trainings. Sex of each individual participant and his or her household identification number should be recorded.

INDICATOR REFERENCE SHEET: Intermediate Outcome #3.2 B			
Results Framework Link: IO 3.2: GAP, CSA, and good financial knowledge and skills			
<p>Indicator: Number of women training participants who report learning about new CSA practice promoted through the training</p> <p>Percentage of women training participants who report learning about new CSA practices promoted through the training (Number of women training participants who report learning about new CSA practice promoted through the training/ total number of women training participants)</p> <p>Number of men training participants who report learning about new CSA practice promoted through the training</p> <p>Percentage of men training participants who report learning about new CSA practices promoted through the training (Number of men training participants who report learning about new CSA practice promoted through the training/ total number of men training participants)</p>			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Learning” in this case is self-reported. Respondent should be able to provide an example of what he or she has learned.</p> <p>“Climate Smart Agriculture (CSA) practices promoted through training” is defined as one of a set of practices that were named and taught in the relevant training. It should not simply be a good practice that was recommended by an extension agent, neighbor, or relative. Thus, data collectors will need to have prepared a list of practices that were part of the training curriculum and identify them. They can also collect information on other practices mentioned, but these should not be counted against the indicator.</p> <ul style="list-style-type: none"> • Number of women coffee producers who report learning about CSA practices through training and the total number of women coffee producers who attended the training. • Number of men coffee producers who report learning about CSA practices through training and the total number of men coffee producers who attended the training. 			
Rationale: The indicator measures the spread knowledge of CSA practices among coffee producers who have attended training and provides insight into the effectiveness of the training.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	At the immediate conclusion of training and six months post-training
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Initial collection of data on learning is collected by the training providers or program organizers. The six-month follow- up data are collected by either the program organizers or its monitoring team, if different.</p> <p>HOW SHOULD IT BE COLLECTED: The data should be collected by program organizers as part of their follow- up on the impact of the trainings. Sex of each individual and their household identification number should be recorded.</p>			

INDICATOR REFERENCE SHEET: Intermediate Outcome #3.2 C			
Results Framework Link: IO 3.2: GAP, CSA, and good financial knowledge and skills			
Indicator: Number of women training participants who report learning about new financial management practices promoted through the training Percentage of women training participants who report learning about new financial management practices promoted through the training (Number of women training participants who report learning about new financial management practice promoted through the training/ total number of women training participants) Number of men training participants who report learning about new financial management practice promoted through the training Percentage of men training participants who report learning about new financial management practices promoted through the training (Number of men training participants who report learning about new financial management practice promoted through the training/ total number of men training participants)			
DEFINITION			
<p>Women or men are those individuals 18 years or older. The response must be linked to a “household identifier” – a number or other label established by the data collectors OR by an existing list, e.g., a list of all households in a cooperative.</p> <p>“Learning” in this case is self-reported. Respondent should be able to provide an example of what he or she has learned.</p> <p>“Financial management practices promoted through training” is defined as one of a set of practices that were named and taught in the relevant training. It should not simply be a good financial management practices that was recommended by an extension agent, neighbor, or relative. Thus, data collectors will need to have prepared a list of practices that were part of the training curriculum and identify them. They can also collect information on other practices mentioned, but these should not be counted against the indicator.</p> <ul style="list-style-type: none"> • Number of women coffee producers who report learning about financial management practices through training and the total number of women coffee producers who attended the training. • Number of men coffee producers who report learning about financial management practices through training and the total number of men coffee producers who attended the training. 			
Rationale: The indicator measures the spread knowledge of financial management practices among coffee producers who have attended training and provides insight into the effectiveness of the training.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Outcome	Increase = Positive	At the immediate conclusion of training and six months post-training
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
<p>WHO COLLECTS DATA FOR THIS INDICATOR: Initial collection of data on learning is collected by the training providers or program organizers. The six-month follow- up data are collected by either the program organizers or its monitoring team, if different.</p> <p>HOW SHOULD IT BE COLLECTED: The data should be collected by program organizers as part of their follow- up on the impact of the trainings. Sex of each individual and their household identification number should be recorded.</p>			

INDICATOR REFERENCE SHEET: Output #1 A			
Results Framework Link: Output 1: Gender-equitable organizations' trainings conducted (e.g., on topics such as gender awareness and women's leadership)			
Indicator: Number of women attending gender-equitable trainings Percent of women attending gender-equitable trainings (Number of women attending gender-equitable trainings/ total number of training participants) Number of men attending gender-equitable trainings Percent of men attending gender-equitable trainings (Number of men attending gender-equitable trainings/ total number of training participants)			
DEFINITION			
This indicator measures the number of men and women attending trainings offered by the organizations or programs with which they are participants.			
Rationale: The indicator demonstrates trends in men's and women's attendance at trainings for modules that intend to strengthen various aspects of gender equity. Tracking data on attendance clarifies if there is equal access to the trainings and contributes to changes linked to Intermediate Outcome 1: Gender-equitable benefits from engagement in the coffee sector increased.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Output	Increase = Positive	Each training offered
DISAGGREGATION			
Sex, Household, Country, Company, Project			
DATA SOURCE			
WHO COLLECTS DATA FOR THIS INDICATOR: Actors offering the training			
HOW SHOULD IT BE COLLECTED: The data should be collected by the actors providing the training. Each individual's information should be recorded including sex of the individual participants and the household identifier.			

INDICATOR REFERENCE SHEET: Output #2 A			
Results Framework Link: Output 2: Gender-equitable participatory household trainings conducted.			
Indicator: Number of women attending gender-equitable participatory household trainings Percent of women attending gender-equitable participatory household trainings (Number of women attending gender-equitable participatory household trainings/ total number of training participants) Number of men attending gender-equitable participatory household trainings Percent of men attending gender-equitable participatory household trainings (Number of men attending gender-equitable participatory household trainings/ total number of training participants)			
DEFINITION			
This indicator measures the number of men and women participating in gender-equitable participatory household trainings.			
Rationale: The indicator demonstrates trends in men’s and women’s attendance in the training for modules that intend to strengthen gender-equitable household decision making processes. Tracking data on participation reflects the effectiveness of training and can help to determine how the training contributes to changes linked to Intermediate Outcome 2 on gender disparities in ownership of, access to, and control over key productive resources reduced.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Output	Increase = Positive	Each training offered
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
WHO COLLECTS DATA FOR THIS INDICATOR: Actors offering the training			
HOW SHOULD IT BE COLLECTED: The data should be collected by the actors providing the training. Information for each participant should be recorded, including sex of the individual participants and the household identifier.			

INDICATOR REFERENCE SHEET: Output #3 A			
Results Framework Link: Output 3: Technical trainings conducted			
Indicator: Number of women from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture) Percent of women from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture) (Number of women from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture)/ total number of training participants) Number of men from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture) Percent of men from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture) (Number of men from coffee producing households attending training on good agricultural practices (or other technical topic, to be specified, e.g., climate smart agriculture)/ total number of training participants)			
DEFINITION			
The indicator measures individual coffee producers' participation in training offered on the topic of good agricultural practices (or other technical topic, to be specified).			
Rationale: The indicator will demonstrate changes in men's and women's attendance at technical trainings. Tracking data from attendance in these trainings will contribute to learning if the trainings are effective in achieving Intermediate Outcome 3 on Households' resilience strengthened.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Output	Increase = Positive	Each training offered
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
WHO COLLECTS DATA FOR THIS INDICATOR: Actor offering training			
HOW SHOULD IT BE COLLECTED: The data should be collected by the actors providing the training. Each individual's information should be recorded including sex of the individual participants and the household identifier.			

INDICATOR REFERENCE SHEET: Output #3 B			
Results Framework Link: Output 3: Technical trainings conducted			
Indicator: Number of women attending financial management trainings Percent of women attending financial management trainings (Number of women attending financial management trainings/ total number of participants) Number of men attending financial management trainings Percent of men attending financial management trainings (Number of men attending financial management trainings/ total number of participants)			
DEFINITION			
The indicator measures individual coffee producers' participation in training offered on the topic of financial management (or another technical topic, to be specified).			
Rationale: The indicator demonstrates changes in men's and women's attendance at technical trainings. Tracking data from attendance in these trainings will contribute to learning if trainings are effective in achieving Intermediate Outcome 3 on Households' resilience strengthened.			
INDICATOR CHARACTERISTICS			
Unit of Measure:	Indicator Level:	Direction of Change:	Frequency of Reporting:
Individual	Output	Increase = Positive	Each training offered
DISAGGREGATION			
Sex, Household, Country, Company, Project (if appropriate)			
DATA SOURCE			
WHO COLLECTS DATA FOR THIS INDICATOR: Actor offering training			
HOW SHOULD IT BE COLLECTED: The data should be collected by the actors providing the training. Each individual's information should be recorded including sex of the individual participants and the household identifier.			

Annex C: Sources Cited

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