



# Nestlé Action Plan on Women in the Cocoa Supply Chain

April 2013

## **Background**

Nestlé believes that the long term success of the company can be assured if value is jointly created for the Company and Society. This is most marked in the area of rural development where the overall wellbeing of farmers, rural communities, small entrepreneurs and suppliers are intrinsic to the long-term success of our business. Many of these are women who tend to be disadvantaged. According to UN Sources, women perform 66 per cent of the world's work, produce 50 per cent of the food but only manage 10 per cent of the income and own 1 per cent of the property.

Nestlé is committed to scaling up its business-related activities and programmes to focus on gender equality and education for women and girls. The company supports the United Nations "Every Woman, Every Child initiative" that encourages governments, businesses and organisations to play a greater role in improving the health and wellbeing of women and children. This includes exploring how Nestlé can do more to help and improve the lives of women in its supply chain, building on insights gained from its work with female dairy farmers in Pakistan and India.

The Nestlé Action Plan on Women in the Cocoa Supply Chain is the first commodity specific Action Plan but work will be extended to cover other priority commodities such as Milk and Coffee where Nestlé is already working on women's issues in Kenya and Colombia.

## **Nestlé Action Plan**

On 26<sup>th</sup> March, 2013, Nestlé announced that it would publish an Action Plan setting out in more detail what it will do in the short and medium term to strengthen its efforts to promote and support the lives of women in its cocoa supply chain. The Action Plan will be updated in August 2014 following the publication of the Fair Labor Association's (FLA) assessment of our cocoa supply chain in Côte D'Ivoire in spring 2014 which will include gender issues.

Nestlé has expressed its determination to strengthen its efforts to promote and support the lives of women in our cocoa supply chain through the Nestlé Cocoa Plan and the Rural Development Framework. Strengthening the gender component of these projects will assist Nestlé's priority focus on child labour.

## **Ambition**

Nestlé is committed to rolling out the Nestlé Cocoa Plan (NCP) to cover 100,000 tonnes of cocoa (approx 25% of Nestlé global usage across all categories) by end 2015, and to progressively integrate gender aspects into our programme. More details of timings and scale of roll out will be given in April-May 2014.

## **Countries to be covered**

The plan will initially focus on Côte d'Ivoire and will extend to Ghana, Indonesia and Ecuador and subsequently other countries in the Nestlé Cocoa Plan.

## **Main elements of the Action Plan**

1. Gathering data
2. Assessment by the Fair Labor Association
3. Sector wide change

### **1. Gathering data**

We have established some indicators (see Data Indicator table) which make a start at counting the participation of women in our supply chain. The first section of the table covers the participation of women in the Nestlé Cocoa Plan supply chain, the second covers gender aspects of the child labour monitoring and remediation system we are setting up with the International Cocoa Initiative, (ICI) and the last covers gender aspects of two social projects. The indicators will be refined over time.

### **2. Assessment by the Fair Labor Association**

In order to enhance its understanding of the role women play in its cocoa supply chain, Nestlé has asked the Fair Labor Association (FLA) to put an additional focus on gender issues when conducting its independent external assessments of the company's cocoa supply chain in Côte d'Ivoire.

The assessments will take place during the next main cocoa harvest, which runs from October 2013 to March 2014. The assessments will be conducted in five cocoa cooperatives, selected by FLA. They will cover about ten villages and 200 farms. The results will be made public in the spring of 2014.

As part of its external information gathering process, the FLA will also conduct interviews with women outside of our supply chain, as well as local stakeholders and NGOs that specialise in women and gender issues.

The assessments' additional focus on gender issues will cover three main areas:

- mapping the current role of women in Nestlé's supply chain, for example in cooperatives, as workers, as family members, in villages of farmers;
- examining the risks women are exposed to and the obstacles they face at farm cooperatives and villages;
- analysing the potential role women can play in improving labour conditions on farms

Further assessments will be made in other origin countries by 2016.

### 3.Sector wide change

We welcome cocoa sector wide activity on the gender issue. We support the World Cocoa Foundation in continuing to discuss the issue at its partnership meetings and integrating it into their projects.

We will work with all our partners including ICI and other stakeholders such as Oxfam, and the rest of the industry, to make gender issues a mainstream part of existing programmes across the cocoa sector.

Nestlé has written to its certification partners UTZ and Fairtrade highlighting its willingness to work together to help address gender issues through certification. There has been good progress so far with certifiers: UTZ are revising their code this year, will include a consultation on gender and will include Oxfam. Fairtrade have welcomed the dialogue.

Nestlé is also working with its supply chain partners, in particular ADM Cocoa, to collate data about the situation of women in the Nestlé Cocoa Plan (NCP) supply chain, and to look for opportunities and define actions to improve equality of opportunity

Data indicator	Cote d'Ivoire	Ghana
	2013	2013
<b>Women in Nestlé Cocoa Plan Supply chain</b>		
% farmers in survey	19%	100%
% women farmers supplying Nestlé	9%	26%
% women farmers trained on good agricultural practices	9%	26%
% women trainers of total trainers in NCP	19%	
% women in decision making positions in NCP coops /farmer organisations	4%	
% of women farmers holding/owning land		
<b>Women in Cote d'Ivoire child labour monitoring and remediation system</b>		
% women trained on child labour out of all monitoring and remediation personnel		
% women in community receiving awareness raising on child labour out of total		
% incidence identified child labour		
Of identified child labours, % girls		
% cases of child labour followed up and assisted with remediation focussed on female household members		
<b>Women/girls involved in social projects</b>		
% women and other vulnerable groups active in IFRC watsan committees	11%	
% girls in Nestlé built schools	46%	

	to be updated Mar 14
	Not applicable

## **Timeline**

**Oct – Nov 13:** FLA ‘independent external monitoring’ fieldwork in Cote d’Ivoire, with special emphasis on gender.

**Mar 14:** Nestlé update data indicator table, and add Indonesia.

**Apr - May 14:** FLA publish report, and recommendations on gender.

**Aug 14:** Nestlé publish its action plan in response, and further refine data indicators and timings.

**Mar 15:** Nestlé update data indicator table, and add Ecuador.

**Mar 16:** Nestlé update indicator table, and add further origin countries.