



**Organization for Social Science Research in Eastern and Southern
Africa
Ethio-Latin Coffee Community of Practice Project**



Proceeding of a webinar on:

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

**Assessment of Women's Participation and Benefit in the Coffee Value Chain
in Yayu Coffee Forest Biosphere Reserve**



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Introduction

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

As part of a community of practice called EthioLatinCoffee established under the project, OSSREA organized the 4th webinar held on June 27th, 2023, on Zoom meeting platform. The primary objective was to raise awareness about the challenges faced by women in the coffee value chain and highlight the importance of their inclusion and empowerment. The webinar also aimed to facilitate knowledge-sharing and exchange of best practices, promoting sustainable and resilient coffee production amidst these challenges.

Through engaging presentations and insightful discussions, the webinar sought to deepen participants' understanding of the specific challenges faced by coffee farmers and communities due to climate change. It also aimed to provide insights into women's participation and benefits in the coffee value chain in the Yayu Coffee Forest Biosphere Reserve. Furthermore, the webinar intended to foster a dialogue among researchers, practitioners, policymakers, and stakeholders interested in gender equality and sustainable coffee production. Participants were encouraged to discuss potential solutions and recommendations for improving women's participation and benefits in the coffee value chain.

The webinar aligns with our project's operational plan, which includes activities aimed at fostering socio-ecological resilience and women's empowerment within the coffee value chain in the face of climate change. We extend our sincere gratitude to all participants and stakeholders whose valuable insights and active engagement played a crucial role in achieving the webinar's objectives.

Welcome

The webinar commenced at 4:00 pm, with a warm welcome from Mr. Alemu Tesfaye, Regional Programs Manager at OSSREA. He expressed gratitude to all the participants for their active involvement, outlined the purpose of the webinar, and set the expectations for the session.

Mr. Alemu highlighted the program agenda, which included opening remarks by Aurora Martin, Program Manager at AECID, a presentation by ECTA emphasizing the importance of assessing women's participation and benefits in the coffee value chain, and presentations by Mr. Mulugeta Mekonen and Mr. Ayalew Achenef from the Ethiopian Coffee and Tea Authority. These presentations would introduce a research study conducted in the Yayu Coffee Biosphere and be followed by a Q&A session.

A panel discussion on strategies for promoting gender equality in the coffee value chain would conclude the webinar. Esteemed panelists, including Kimberly Easson, founder and CEO at Equal Origins; Dahab Bitowli, Director of Diamond Coffee; and Sandra Marquez, Coordinator of the Gender Committee at AMUCAFE at Honduras, were set to share their experiences and best practices in promoting women's participation and benefits in the coffee value chain. They would also discuss key challenges and barriers faced by women in the coffee sector and explore innovative strategies and initiatives to address gender inequalities and empowerment.

Mrs. Sara Yirga, the President of the Ethiopian Women in Coffee, would skillfully moderate the panel discussion.

Mr. Alemu concluded the welcoming and introduction session by expressing his gratitude to the participants and expressing his hope that the discussion would contribute to the collective effort in advancing gender equality in the coffee industry. He encouraged active participation through the chat platform and the Q&A sessions, and he explained how participants could follow the webinar in English or Spanish language.

Following his welcoming address, Mr. Alemu handed over the floor to Ms. Aurora Martin, Program Manager at AECID, to deliver the opening remarks.

Ms. Aurora Martin began the keynote speech by expressing her gratitude to the participants. She explained that the webinar would focus on the importance of women's participation and benefits in the coffee value chain, with a particular emphasis on Ethiopia. She noted that the project aimed to understand the gaps and work towards a more gender-equal coffee value chain from production to value chain.

She added that they were working closely with the Ethiopian Coffee and Tea Authority because they had been conducting important research and assessment on the topic. Ms. Aurora expressed her excitement to hear about the findings and recommendations from the assessment and to start working on addressing the gaps in order to achieve gender equality in the coffee sector.

After that, Mr. Alemu Tesfaye thanked Ms. Aurora for the opening remarks and invited Mr. Mulugeta and Mr. Ayalew Achenef to present their research on the assessment of women's participation and benefit in the coffee value chain in the Yayu Coffee Biosphere Reserve, conducted by ECTA.

Presentation

The presentation began with Mr. Mulugeta Mekonen, a gender expert at the Ethiopian Coffee and Tea Authority (ECTA), sharing the findings of an assessment on women's participation and benefits in the coffee value chain in the Yayu coffee forest biosphere reserve. This study was performed in collaboration with the Spanish Cooperation.

Mr. Mekonen provided key insights into the significance of the coffee industry in Ethiopia. He explained how coffee serves as the primary source of income for millions of households and how it contributes significantly to the country's gross national products, export earnings, government revenue, and population employment. He further elaborated on the importance of the coffee sector to Ethiopia's cultural and economic development.

Interestingly, Mr. Mekonen highlighted the critical role women play in the coffee value chain, citing that they account for 70% of the work in Ethiopia. However, despite their substantial contribution, their benefits are minimal due to challenges such as lack of capital, limited access to institutional credits, poor

participation in decision-making processes, limited control over coffee resources, and lack of a formal market information system.

The presentation also shed light on the objective of the assessment, which aimed to assess women's participation and benefits in the coffee value chain in the Yayu coffee forest biosphere reserve (YCFBR). It also sought to identify the institutional challenges limiting women's participation.

The assessment, conducted in four woredas of YCFBR, was part of a joint initiative by the ECTA and the Spanish Cooperation Office support project (DeSIRA). The study focused on women's participation in the coffee production process at the farm level and their benefits in the coffee sector. Due to security issues, it only covered 75% of the total six districts in YCFBR.

The second presenter, Mr. Ayalew Achenef, discussed the study's results. He revealed that women have high involvement in the coffee value chain but low participation in coffee bean selling. He identified several challenges faced by women, including lack of alternate energy sources, lack of access to inputs and extension services, and lack of market information.

In the conclusion, he emphasized the gap between women's high level of participation and the low benefits they reap. He proposed several recommendations to enhance women's participation and benefits in the coffee value chain. These include gender-specific adult education, strengthening local microfinancing, increasing women's leadership in coffee cooperatives, promoting alternative energy sources, and expanding access to market information, inputs, extension services, and clean water.

The presentation concluded with suggestions for civil society organizations, local governments, ECTA, and partners such as DeSIRA to undertake several key actions. These include providing alternative energy sources, building women's capacity for better market participation, supporting cooperatives to include women in their bylaws, and conducting further assessments on women's participation, benefits, and gender equality in the coffee value chain. They also proposed enhancing gender mainstreaming interventions in the coffee value chain based on ECTA's existing strategy. Following the presentation, the moderator, Mr. Alemu Tesfaye, expressed his gratitude to both the presenters for their insightful presentations. He acknowledged that the presentations have enlightened the audience to have deeper understanding on the level of women's participation in the coffee value chain, their challenges, and potential opportunities.

During the Q&A portion of the presentation, a range of topics was addressed. Here are the questions and answers summarized:

Question: What were the common challenges when assessing women's benefits in the coffee value chain? Are there examples of participatory and gender-sensitive approaches for women's participation in the coffee value chain? What could the Ethiopian government and other stakeholders do to empower women and enable them to get a better share of the benefits in the coffee value chain?

Answer: Mr. Ayalew Achenef explained that common challenges include lack of alternative energy sources and institutional difficulties such as limited access to inputs, market extension services, and clean water. Despite women contributing to over 70% of field work, their involvement in marketing at the primary level was low. ECTA is striving to empower women by providing trainings, sharing best practices, conducting periodic review meetings, and working to mainstream gender at all levels. However, structural barriers and high staff turnover pose significant challenges to these efforts.

Question: How does the lack of clean water affect women's participation? Are there specific reasons why women are not accessing market-related services?

Answer: Mr. Ayalew noted that the lack of access to clean water increases women's workload, causing them to waste time searching for clean water. The extension service system was found to be gender blind and the number of female extension workers was very low. Additionally, there was no adequate access to microfinance in the study area.

Question: Has the research addressed the issue of male engagement? Is male engagement important for women's empowerment?

Answer: Mr. Ayalew admitted that the Ethiopian extension system is not gender-sensitive, with males participating more in most agricultural activities. ECTA's efforts aim to bring women to the forefront, though male engagement to address women empowerment might pose a significant challenge in a male-dominant society like Ethiopia. ECTA has been implementing gender-mainstreaming efforts that include both males and females.

Question: What is the situation of women's land ownership in the coffee plantations? What should be ECTA's priority to ensure gender equity in the coffee sector?

Answer: Mr. Mulugeta explained that the implementation of the gender equality strategy needs to address a variety of aspects including mainstreaming gender issues, modifying extension system bylaws, improving the extension system, increasing access to inputs, transforming the exchange system to be gender-sensitive, strengthening microfinance-related issues, and revising cooperative bylaws to provide affirmative action for women. As ECTA cannot address all these factors alone, collaborative efforts with other stakeholders are essential.

Comment: One participant emphasized the importance of considering some cultural values and heritages as assets and urged ECTA to prioritize existing challenges, given that addressing all of them simultaneously wouldn't be feasible.

In all, the Q&A session provided an engaging and productive discussion about the complexities of gender equality in the Ethiopian coffee sector. It underscored the need for structural and institutional changes, increased access to resources, and the importance of gender-sensitive approaches to empower women in the coffee value chain.

Following the Q&A session, Mr. Alemu Tesfaye expressed his gratitude to the presenters for their in-depth presentations and comprehensive responses to all questions raised. He announced the upcoming session, a panel discussion titled "Strategies for Promoting Gender Equality in the Coffee Value Chain," featuring a diverse group of panelists:

1. **Mrs. Kimberly Eason**, Founder and CEO at Equal Origins, representing a gender-focused NGO.
2. **Mrs. Deha Mesfin**, Director of Diamond Coffee PLC, offering insights from the perspective of coffee processing and marketing.
3. **Ms. Sandra Marquez**, Coordinator of the Gender Committee at ANUCafe, a Women in Coffee organization in Honduras, representing a women farmers association.

The panel discussion would be moderated by Mrs. Sara Yirga, the president of the Ethiopian Women in Coffee Association. The panelists would engage in a dialogue on promoting women's

participation and benefits in the coffee value chain, and share their experiences, best practices, and innovative strategies to address the issue of gender equality and women empowerment.

Mr. Alemu outlined that the discussion would focus on three main areas:

1. Sharing experiences and best practices.
2. Identifying key challenges and barriers faced by women in the coffee sector.
3. Discussing innovative strategies and initiatives to empower women and achieve gender equality.

Mr. Alemu expressed his optimism that the panel discussion would provide valuable insights and inspiration for all participants. Encouraging active participation and interaction, he handed over the floor to the session's moderator, Mrs. Sara Yirga.

Mrs. Sara Yirga, serving as the moderator for the panel discussion, expressed her gratitude to all attendees for their active participation and acknowledged the significant efforts and work put forth by the organizers in arranging the webinar. Additionally, she extended appreciation to the panelists for their willingness to share their valuable experiences and insights.

Mrs. Sara invited the panelists to elaborate on their respective experiences in engaging women in various roles within the coffee industry - as out-growers and cooperatives, and how they have facilitated women to navigate the challenges they encounter. She noted that individuals often overlook existing possibilities due to misperceptions about societal or systemic obstacles. Mrs. Sara was keen to hear from the panelists about their experiences working with women who produce and process coffee and how they can enhance and capitalize on women's contributions.

Subsequently, Mrs. Sara invited Ms. Sandra Marquez, Mrs. Dehab Mesfin, and Mrs. Kimberly Eason, in that order, to share their insights and experiences.

After that, Mrs. Sandra Marquez began her reflection by indicating that.....

Mrs. Sandra Marquez, representing AMUCAFE, voiced her appreciation for the invitation to participate. She noted that land ownership issues faced by Ethiopian women working in the coffee industry were not unique to them, but mirrored the challenges women in Honduras also confront. Mrs. Sandra broadened the scope of the discussion by addressing a range of hurdles women in the coffee industry frequently encounter, including limited access to credit, sexual

violence, lack of access to inputs, a dearth of opportunities for decision-making roles, and restricted access to marketing, among other issues. Drawing from the earlier presentation, Ms. Sandra pointed out a concerning pattern: despite their substantial involvement in coffee production, women in Ethiopia often find themselves excluded from the marketing and sales aspects of the industry. She underscored the critical role civil society organizations (CSOs) and other concerned actors must play in bridging this gap. She also highlighted the presence of several institutions in Honduras who are ready and willing to work on addressing these challenges, and noted that there were indeed strategies and mechanisms available to do so. In her reflections, Ms. Sandra also mentioned the public sector's active engagement in this issue. She praised their participation in workshops from the grassroots level all the way up to the top echelons, stating that such involvement was essential for fostering a sense of ownership and expressing their unique needs.

Mrs. Sara expressed gratitude to Ms. Sandra Marquez for sharing her insights and experiences. She emphasized the valuable lessons learnt from the international visit to Honduras, where they saw how women, despite challenges, were cooperating and pushing forward agendas for decision-makers. She also mentioned that it was heartening to know that there were women among those decision-makers.

Mrs. Sara appreciated Ms. Sandra inspiring presentation and noted the shared challenges women face in the global coffee sector, even though each region might present unique obstacles based on its cultural and social situation. She found it encouraging that workshops held among partners and AMUCAFE members led women to develop a sense of ownership, understand their needs, set their priorities, and step up to leadership roles.

Mrs. Sara then introduced Mrs. Dehab Mesfin, a founder of Ethiopian Woman in Coffee, from Keffa - the origin of coffee. She praised Mrs. Dahab's impressive work, her global reach, and her partnerships with large brands due to her collaboration with numerous farmers and her ability to produce a diverse range of products.

Mrs. Dahab reflected on her own journey, noting that her farm is located in a biosphere reserve. When she took over the company a decade ago, she aimed to have at least 20% of coffee growers be women. However, she was surprised that no women held land ownership certificates. Despite

this setback, she adapted her strategy, focusing on honey production as a way to engage women. Despite their lack of land ownership, women were still responsible for over 70% of work in the coffee sector but were not involved in marketing and other areas of the value chain.

Mrs. Dahab implemented training initiatives for women of diverse socio-economic and demographic backgrounds, providing education on specialty coffee preparation, improving the quality and quantity of coffee products, and offering train-the-trainer programs on the coffee value chain.

Mrs. Sara invited Mrs. Dahab to share more about her experiences with product diversification, honey processing, and other activities on her farm. Mrs. Dahab emphasized the benefits of honey production in the Keffa area, including additional income from wax, environmental protection, and reduced reliance on charcoal production. She also noted the positive impacts on marginalized communities, who shifted from charcoal production to honey production, reducing deforestation in the process.

Mrs. Sara then asked Mrs. Dahab to reflect on how these initiatives had improved the lives of women and their families in her operation area. Mrs. Dahab responded that women's livelihoods had improved significantly due to the extra income from honey production, leading to positive changes in their lives.

Finally, Mrs. Sara thanked Mrs. Dahab for her contributions to the coffee sector and commended her commitment to enhancing women's livelihoods in her local community.

After Mrs. Dehab Mesfin's reflection, Mrs. Sara Yirga then shifted her attention to the next presenter, Mrs. Kimberly Eason. She introduced Mrs. Kimberly as one of the founders of the International Women in Coffee Alliance, a champion for Women in Coffee, and an advocate for gender equality. She expressed her pleasure in having Mrs. Kimberly at the webinar and invited her to share her insights on strategies to achieve gender equality in the coffee sector.

Following her introduction, Mrs. Kimberly expressed her gratitude towards the participants, the moderator, the webinar organizers, and the Spanish Cooperation for centering the discussion on such a critical topic. She also extended her congratulations to Mr. Mulugeta and his team for their earlier presentation.

Mrs. Kimberly stated that she would be sharing a few presentation slides to help frame the experience that Equal Origins had gained in promoting gender equity in the coffee value chain. In her presentation, she recapped some of the key points raised during the previous presentations and discussions, and planned to delve deeper into the topic. Mrs. Kimberly Eason, one of the founders of the International Women in Coffee Alliance, began her insightful presentation by pointing out that in Ethiopia, particularly in the Yayu region, women constitute about 70% of labor in the coffee sector. Yet, this figure doesn't account for the additional household chores and other responsibilities they bear to help their families. She highlighted the disturbing reality of how vocational education extension services, in most coffee-producing regions, including Ethiopia, Colombia, Honduras, and Nicaragua, fail to reach women.

She brought attention to the gender blindness of most existing extension services, disregarding the immense contribution of women, often deemed as the hidden workforce. She commended the International Women in Coffee Alliance (IWCA) and Ethiopian women in coffee for spotlighting the role of women in the industry, but emphasized that many women continue to remain hidden in male-dominated households.

According to Mrs. Kimberly, women's roles predominantly involve labor-intensive farm work, and they often lack access to market education. This dearth of training and resources impedes women from realizing their full potential as thriving farmers. Her research revealed a lack of focus on gender issues across the government, private sector, and even in projects funded by organizations like USAID and GIZ.

She urged the necessity for not only gender-focused projects but also a mainstream gender integration approach in service provision. She lamented over the minimal participation of women in training programs and highlighted various reasons contributing to this predicament. Often, women aren't invited, or when they are, the content isn't relevant or delivered effectively to engage them.

Mrs. Kimberly shared troubling data from the Sustainable Coffee Challenge which revealed that, although over \$500 million was invested in coffee sustainability programming and development in 2008, only a small portion was allocated towards programs designed to empower women and address gender inequalities. This led her to call for an integrated approach that applies a gender

lens to every activity, ensuring women's roles are understood and they benefit from various project components.

She argued that engaging women in training programs can open doors to leadership, economic empowerment, increased agency, and recognition of their crucial roles. She further emphasized that vocational education, a human right acknowledged in the Sustainable Development Goals, could serve as a foundation for many other positive impacts for farming women and their families.

In her discourse, she introduced the Gender Equity Index, a tool created to support private sector companies, government agencies, development agencies, and farmer organizations to ensure equal benefits for women. She mentioned a framework for gender equity in service provision, woven together based on input from investors, gender experts, and farmer organizations. She stressed that the tool, which is free to use, is a pivotal step to enhance women's engagement on a global scale.

Mrs. Kimberly mentioned that the market demand for gender equity is growing, with more and more companies willing to invest in supply chain partnerships that support the journey towards gender equity. She gave the example of ECOM, a major coffee trader, which has agreed to use the Gender Equity Index to achieve greater gender equity in its cocoa supply chains by 2025.

She touched upon a workshop conducted in Ethiopia, supported by GIZ, ECOM, and Faheem Plantation, where they sought to create a shared language for discussing and collaborating on gender equity. The objective was to create better collaborations, understand each other's perspectives, and encourage greater investment and engagement along the supply chain through a shared language and terminology.

Emphasizing the need to elevate Ethiopian farming women, she stated that their upliftment would have an extraordinary ripple effect on their communities. As her presentation neared its conclusion, she indicated a forthcoming legislation from the European Union and expressed her intent to see how the Gender Equity Index could help align and support compliance with human rights due diligence legislation.

Finally, Mrs. Kimberly conveyed her excitement to be part of the journey towards global gender equity and acknowledged the crucial role of men in achieving this vision. She concluded her presentation by offering to share ways for the participants to access the Gender Equity Index.

Mrs. Sara Yirga, the moderator of the session, proceeded to express her appreciation to Mrs. Kimberly for her enlightening presentation, noting its far-reaching implications and the need for widespread attention to its core issues. She recapped some of the salient points from Mrs. Kimberly's talk, highlighting the enormous potential impact of vocational education for women.

Sara noted the principle that whatever is given to women multiplies and has a ripple effect on the community, emphasizing how investing in women's education can bring about profound societal benefits. She underscored the Gender Equity Index as an essential tool, emphasizing its potential to bring about significant changes in gender equality across various sectors. Sara encouraged all participants to seize this opportunity and utilize the index, emphasizing its relevance and utility for everyone, irrespective of their roles or sectors.

Following her reflections on Kimberly's presentation, Mrs. Sara turned the floor over to Mrs. Sandra, inviting her to further elaborate on the points she had raised during her earlier session on the subject of women in politics.

Ms. Sandra Marquez responded with appreciation for Mrs. Kimberly's influential work in championing gender equality, noting that it has positively impacted multiple coffee-producing countries. She expressed enthusiasm about women becoming integral participants in the gender equality program, gaining visibility and the opportunity to share their perspectives within the coffee value chain. She highlighted the work of her organization, AMUCAFE (Association of Women Coffee Growers of Honduras), which is actively engaged in promoting women's roles in coffee through its numerous chapter offices. This involvement, she noted, has come with both its share of challenges and opportunities. She underscored the process as a lengthy one, requiring collaboration with various counterparts and allies. Finally, Mrs. Sandra suggested that strengthening existing institutions such as AMUCAFE could serve as an effective strategy to further advance the cause of gender equity in the coffee industry.

Mrs. Sara Yirga then expressed her gratitude to Mrs. Sandra for providing further insights. She supplemented the discussion by sharing her personal experience from a visit to Honduras. During

her visit, she had the opportunity to meet with female mayors, and this encounter helped her understand the level of engagement and support from the leadership for the Association of Women Coffee Growers (AMUC).

Following these reflections, Mrs. Sara transitioned to the discussion part of the session. She invited participants to ask any questions they might have, in order to foster a broader dialogue around the topics presented. One participant raised an inquiry about the strategies used to ensure that policies are inclusive and advantageous to women in the coffee sector. Specifically, h sought to understand how organizations operating in the sector could develop policies and implement initiatives to benefit women and facilitate their involvement more effectively.

Then, Mr. Jaime Mira from Spanish Cooperation took the floor, expressing his appreciation for the organizers and his fellow presenters for their insightful talks. He proceeded to raise a question about the intersection of land ownership and gender issues, specifically within the context of the coffee sector. He inquired whether the challenges faced by women in the coffee sector mirrored those of women in other agricultural sectors, or whether there were certain aspects that were unique or particularly prevalent in coffee farming.

Mr. Jaime furthered his line of questioning by asking that if indeed the struggles were not similar across different agricultural sectors, what unique elements characterized the coffee sector. Additionally, he pointed out that while the context in Ethiopia was quite specific, it might be beneficial to look into literature and research conducted in other productive areas. This could provide potential strategies and insights on addressing gender issues in rural areas that have already been explored in different settings.

Following Mr. Jaime's remarks, Mrs. Sara Yirga responded by noting that the context for women in agriculture differs between Ethiopia and other countries. She pointed out that nations like Honduras and Rwanda have managed to foster a more supportive environment that promotes the active engagement of women in agriculture.

Mrs. Sara emphasized the importance of a gender strategy from Ethiopia's Ministry of Agriculture, stating that it could facilitate the translation of gender-mainstreaming initiatives across different sectors, thereby better serving women involved in these areas. She also stressed the necessity of promoting understanding around the issue of gender mainstreaming.

Over time, she noted, there has been a concerted effort to enhance awareness around gender issues and work towards gender equity. The South-South Cooperation has served as a valuable platform in this regard, providing opportunities for critical discussions, the identification of significant challenges, and the development of prioritized, area-specific solutions.

Mrs. Sara concluded by emphasizing the importance of harnessing the wealth of information available from academic sources and other research studies. Utilizing these resources could provide further insight and potential strategies for addressing the gender disparities prevalent in the sector.

Mr. Alemu Tesfaye then invited Dr. Truphena Mukuna, Executive Director at OSSREA, to deliver the closing remarks.

In her concluding speech, Dr. Mukuna expressed her appreciation to all participants who attended the webinar, especially those who made significant contributions and shared knowledge from different corners of the world, including Honduras, Colombia, Ethiopia, and beyond. She noted that the discourse had been highly enlightening and had offered deeper insights into the realities of women working in the value chain.

Dr. Mukuna also reminded Mr. Mulugeta and his team to take into account the comments and suggestions shared during the session, with the aim of strengthening the ongoing research and making it more nuanced. She urged them to narrow their focus to the core challenges within the specific sectors of the value chain rather than tackling the more general issues in agriculture.

Expressing her gratitude to the Latin American contributors, Dr. Mukuna highlighted their significant role in championing women's leadership, recognizing their significant efforts as aggregators and individual supporters of women. She emphasized the importance of including them in similar upcoming forums and exploring ways in which they could lend support to women in Ethiopia.

She also acknowledged Mrs. Kimberly's impactful presentation on the gender equity index and its potential to uplift Ethiopian women. Dr. Mukuna expressed her optimism that the DeSIRA project's research would present opportunities to elevate Ethiopian women in the coffee industry.

In her closing remarks, Dr. Mukuna expressed her gratitude to all participants and her hope to see them in the next webinar. She urged everyone to share the knowledge gained from the webinar with their networks and to invite others to join future sessions. This way, a larger team could discuss pertinent issues and explore homegrown solutions to the identified challenges.

The webinar adjourned at 6:10 pm.

Annex:

- 1) Webinar recording in English: <https://youtu.be/xtfMMbPZE9o>
- 2) Webinar recording in Amharic: <https://youtu.be/xiWASqhhSal>