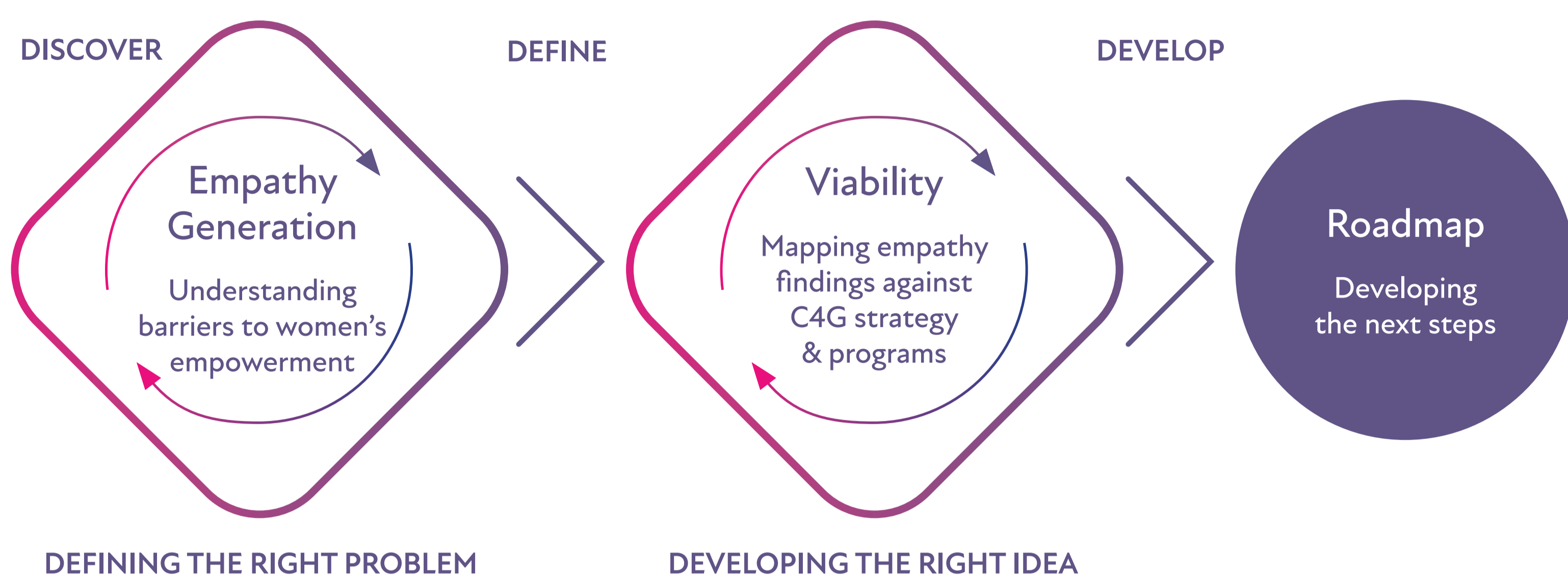


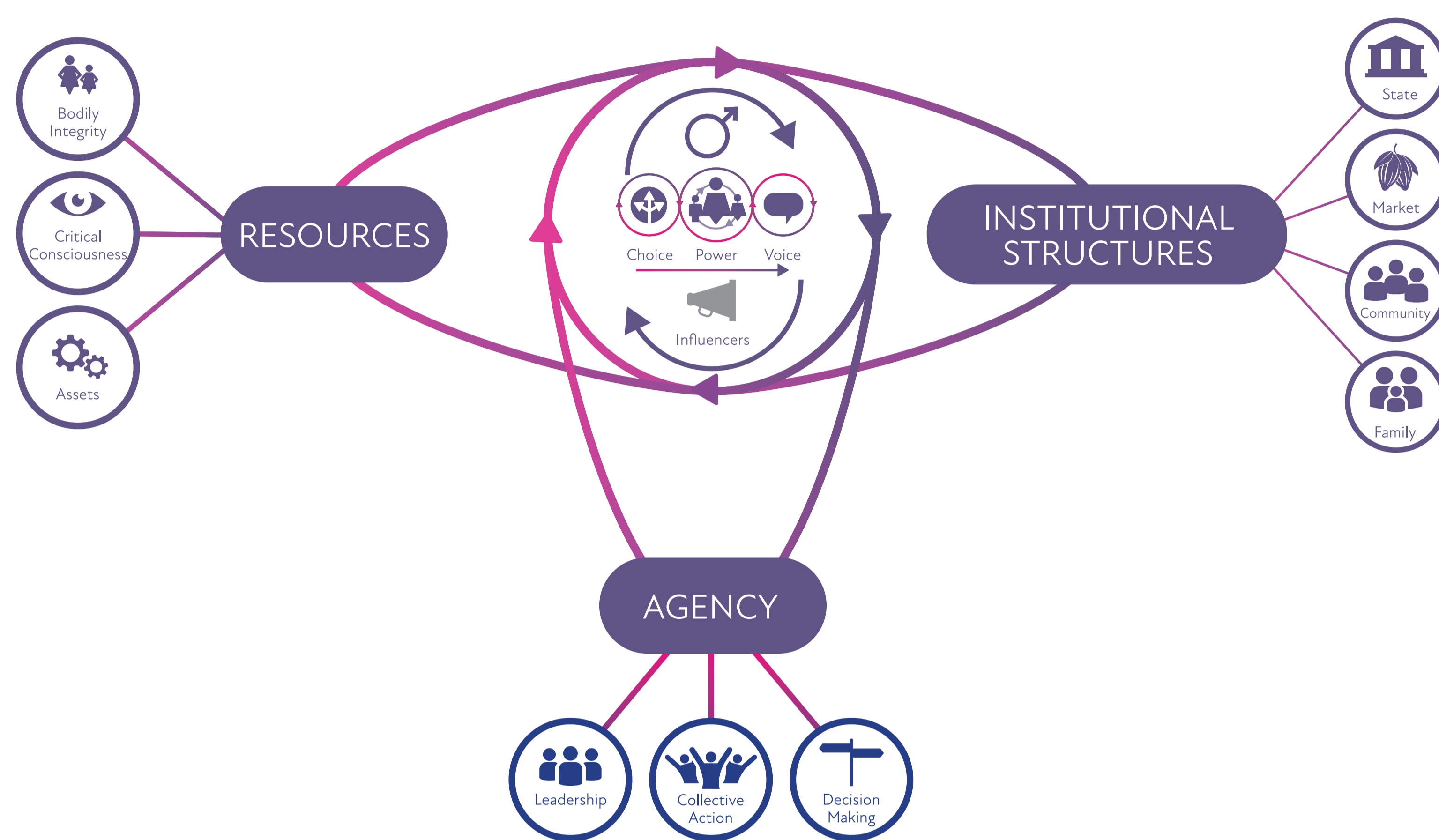
THE RESILIENCE JOURNEY

Develop insight-driven recommendations for potential future investments in women's empowerment and gender equality

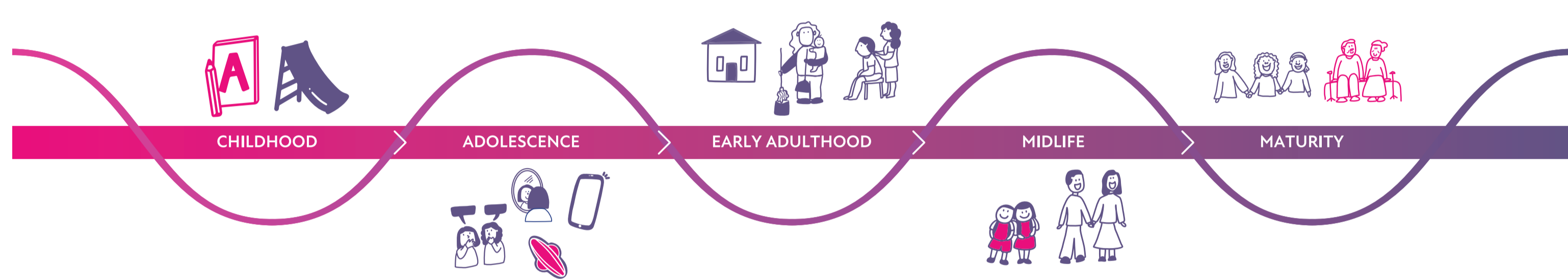
Using a design-thinking approach



Informed by KIT's model of women's and girl's empowerment



Understanding women's lives



Empathy generation

<p>Financial dependency and lack of transparency limit agency.</p>	<p>Adolescence and early adulthood are critical for female youth.</p>	<p>Conservative gender norms maintain unequal power dynamics.</p>	<p>Young women are excluded from cocoa's benefits, while this is the main livelihood option.</p>
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Viability

<p>The time to act is now.</p>	<p>Cocoa's first mile is a key local institution, intertwined with the social fabric, but is gender blind.</p>	<p>Gender equality remains an 'afterthought' in sector-wide sustainable cocoa priority areas.</p>	<p>There is untapped potential amongst existing and new partners.</p>
<p>Improving farmer income requires the recognition of women's contribution to cocoa production. When agri-services do not recognize and include independent female farmers and co-farming wives, the full potential of family farms will never be achieved.</p>	<p>Child protection cannot be achieved without recognizing the differences between boys and girls. Sons and daughters have differentiated tasks at home and on-farm, which warrant sex-disaggregated monitoring and remediation. Girls also face distinctive human rights risks that require dedicated approaches.</p>	<p>Forestry initiatives could benefit from taking a gender-sensitive household approach. Forestry initiatives are about behavioral change in communities, everyone needs to be on board, including women who are key users of the forests.</p>	

Transformative change is needed to pursue gender equality, with interventions at multiple levels. There is no 'silver bullet'.

Roadmap building blocks

- Mainstream in cocoa sustainability strategy:** Build critical consciousness in HQ and in operations to apply a gender lens to the strategy.
- Diversify cocoa's first mile sourcing operations:** Develop a gender-inclusive first mile work force that can act as role model for gender equality and to ensure the provision of services to cocoa farming households will be non-discriminatory.
- Targeted approaches are needed at community and household level:** Promoting and developing targeted approaches that nurture, inspire and protect female youth and engage men and boys as gender allies.