

# FIND YOUR PATH

## *Framework Intervention Pathway Cards*

The Sustainability Framework consists of 15 different ‘intervention pathways’ ranging from education and health to climate change. These pathways represent the different ways stakeholders invest in sustainable coffee at origin and through their supply chains. Each of these pathways has clear connections to common outcomes and contribute to the UN Sustainable Development Goals (SDGs).

The Sustainability Framework Intervention Pathway cards walk through the enabling conditions, activities and investments necessary to achieve outputs, outcomes and impacts. They can also help assess opportunities by looking at the enabling conditions necessary for success and to identify the various activities needed to deliver key outcomes and impacts.

Explore the cards to get new ideas for your next set of commitments and investments. Or use them to identify additional activities you could undertake within the same pathway – using the enabling conditions, investments, actions, outputs, outcomes and impacts – and continue to forge forward on your coffee sustainability journey.

Simply select a card based on the topic of interest to get started.

Color-coded dots on each card link the elements to the compass points — **orange** for sustain supply, **blue** for improve livelihoods and **green** for conserve nature.







# GENDER, YOUTH + INDIGENOUS PEOPLES

## ENABLING CONDITIONS

- Supportive policies (land tenure, human rights, etc.)
- Social science research + capacity

## OUTPUTS

- Percent of women/indigenous people/ youth participating/with leadership roles
- Percent of women/indigenous people/ youth accessing inputs
- Percent of women/indigenous people/ youth accessing services
- Percent women/indigenous people/youth

## INVESTMENTS

- \$ invested in gender programs
- \$ invested in indigenous people programs
- \$ invested in youth engagement programs

## ACTIONS

- Identify marginalized populations + engage
- Identify barriers + needs
- Training (leadership, management, skills, GAP, etc.)
- PO governance + membership requirements
- Business development + organization strengthening
- Develop credit + savings programs
- Develop policy + legal support
- Monitoring + adapting

## OUTCOMES

- Increased representation of women, youth + minorities in decision making + planning within value chains
- Increased representation of women, youth + minorities in decision making + planning within communities
- Increased adoption of good agricultural practices
- Professionalism among farmers + cooperatives (farmer organization)

## IMPACTS

- Increased representation of women, youth + minorities in decision making + planning within value chains
- Increased representation of women, youth + minorities in decision making + planning within communities
- Increased adoption of good agricultural practices
- Professionalism among farmers + cooperatives (farmer organization)
- Improved/maintained productivity/acre (SDG12)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)
- Increased/maintained forest cover (SDG16)





# EDUCATION + HEALTH

## ENABLING CONDITIONS

- Supportive policies
- Infrastructure
- Technical training + capacity

## INVESTMENTS

- \$ invested in educational/social + health programs
- \$ invested in best practices training

## ACTIONS

- Identify education and/or medical care gaps
- Implement education + medical care/ WASH interventions (schools, teachers, school fees, clinic workers, sanitation, training, etc.)
- Integrate natural resource management + WASH in school curriculum
- Promote education + health care best practices via standard + supplier programs
- Develop M+E framework + verify + monitor results

## OUTPUTS

- Number of children in school
- Percent of farms with access to medical care
- Percent increased awareness of natural resource management + WASH best practices among farmers
- Percent of farms complying with education + health care best practices

## OUTCOMES

- Increased access to education
- Increased access to medical care
- Increased education levels of farm households
- Increased uptake of best practices for education + health
- Increased uptake of best practices for water, biodiversity + forest conservation

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates/education levels (SDG4)
- Improved/maintained productivity/acre (SDG12)
- Improved water quality + availability (SDG6)
- Increased/maintained forest cover (SDG16)





# LABOR

## ENABLING CONDITIONS

- Supportive laws + policies (e.g. minimum wage, overtime, anti-discrimination, health + safety)
- Strong local enforcement mechanisms
- Consumer-side regulations + laws (e.g. TETF act)
- Culture encouraging voicing grievances, including from marginalized populations
- Established business case for labor interventions
- Institutional alliances

## INVESTMENTS

- \$ invested in projects to improve labor conditions + worker welfare
- \$ invested in responsible sourcing programs

## ACTIONS

- Establish + communicate supply chain codes of conduct
- Research labor flows, conditions, + living wage at country-level
- Conduct supply chain mapping/traceability
- Audit/measure/track compliance to norms
- Remediate non-compliances
- Train workers + farm owners on rights + labor best practices
- Increase capacity of supply chain actors to support compliance
- Establish grievance mechanisms
- Engage government agencies on policy/regulations

## OUTPUTS

- Diagnostic on labor conditions at country level w/ identified hotspots

- Percent traceable purchases
- Percent compliance to norms
- Number of workers + farm owners trained on rights + labor best practices
- Percent of workers aware of specific rights
- Percent coverage of grievance mechanisms
- Use of grievance mechanisms
- Number incidences reported, by severity
- Percent of total export volume in compliance w/ benchmarked code of conduct
- Results from pilot projects confirming the business case for labor interventions
- Average worker wage (and as percent of living wage)

## OUTCOMES

- Improved compliance
- Reduced non-compliances reported/reduced severity
- Improved worker wages
- Improved worker retention/reduced worker scarcity
- Improved farm performance (productivity, quality, cost savings)

## IMPACTS

- Eradication of child + forced labor from coffee (SDG8)
- Improved labor conditions (wages, rights, health + safety) (SDG1, SDG8)
- Improved worker health + safety (SDG3)
- Empowerment of women + indigenous communities (SDG5, SDG10)
- Improved/maintained productivity + quality per acre (SDG12)
- Reduced cost of production (SDG8)







# CLIMATE

## ENABLING CONDITIONS

- Supportive policies
- Research + science
- Demand for carbon credits

## INVESTMENTS

- \$ invested in climate adaptation
- \$ invested in climate mitigation

## ACTIONS

- Climate risk assessment
- Adaptation plans/curriculum development
- Training on climate smart practices
- Credit + access to technical innovations (varieties, shade trees, irrigation, etc.)
- Disaster relief
- Monitoring + adapting
- Renewable energy
- REDD+ project

## OUTPUTS

- Number of farmers participating
- Number of hectares under climate smart agriculture practices
- Number of farms or ha in a carbon mitigation project

## OUTCOMES

- Diversification of farms (adaptation)
- Increased adoption of climate smart practices for coffee
- Increased adoption of water conservation practices
- Increased adoption of soil conservation practices
- Increased conservation of primary forest + other high conservation value areas
- Reduced greenhouse gas (GHG) emissions

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Increased food security (SDG2)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates/education levels (SDG4)
- Gender equity/reduced domestic violence (SDG5)
- Improved working conditions (SDG8)
- Improved/maintained productivity/acre (SDG 12)
- Reduced GHG emissions (SDG13)
- Improved water quality + availability (SDG6)
- Increased/maintained forest cover (SDG16)
- Increased use of renewable energy/energy efficiency (SDG7)





# WATER ACCESS + CONSERVATION: WATER

## ENABLING CONDITIONS

- Supportive + enforced policies
- Research + science

## INVESTMENTS

- \$ invested in water access
- \$ invested in water conservation

## ACTIONS

- Assess water risks
- Inform watershed management plans
- Improve access to potable water in producing communities
- Train producers on good water management practices
- Improve access to credit + technical innovations (wastewater processing, drip irrigation, etc..)
- Monitor + adapt

## OUTPUTS

- Number of communities participating
- Number of improved water sources
- Number of farmers receiving credit +/- applying new technology
- Number of improved wet mill facilities
- Number of farmers trained on improved practices (forest, soil + water conservation)

## OUTCOMES

- Increased access to potable water
- Improved farm + mill infrastructure (SDG9)
- Increased adoption of water conservation practices
- Increased adoption of soil conservation practices
- Increased conservation of primary forest + other high conservation value areas
- Reduced greenhouse gas (GHG) emissions

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Improved worker health + safety (SDG3)
- Decreased infant mortality rates (SDG3)
- Improved working conditions (SDG8)
- Improved/maintained productivity/acre (SDG12)
- Improved water quality + availability (SDG6)
- Increased/maintained forest cover (SDG16) + thereby reduced GHG emissions (SDG13)





# RESTORATION

## ENABLING CONDITIONS

- Financial partners
- Government partners
- Platforms for identification, certification + exchange of habitat credits
- Awareness + implementation of training among farmers
- Platforms for conservation easements
- Cooperation of local coops
- Available + affordable expert knowledge on habitat assessment
- Remote sensing capacity

## INVESTMENTS

- Develop coffee habitat credits
- Develop conservation/mitigation banks
- Develop easement programs
- Develop in lieu fee programs

## ACTIONS

- Develop + deliver restoration training materials
- Identify farmers for participation
- Establish benchmark/baseline values
- Identify + secure financial incentives for restoration
- Develop + implement restoration plans

## OUTPUTS

- Number farmers gaining financial benefit from restoration
- Number hectares restored
- Yield (area remaining under production)

## OUTCOMES

- Improved biodiversity + ecosystem services/ greater carbon sequestration
- Complete restoration of non-productive coffee areas to natural forests
- Conservation or mitigation credits established
- Conservation easements issued
- Conservation in lieu fee programs exist + are available for wetland + streambank restoration

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Increased food security (SDG2)
- Improved working conditions (SDG8)
- Improved water, soil quality to community (SDG6)
- Improved/maintained productivity/acre (SDG12)
- Improved water quality + availability (SDG6)
- Increased/maintained forest cover (SDG16) + thereby reduced GHG emissions (SDG13)





# TECHNICAL ASSISTANCE

## ENABLING CONDITIONS

- Coordination of TA programs
- Research + local knowledge
- Infrastructure

## INVESTMENTS

- \$ invested in training on best practices
- \$ invested in establishment of demo plots
- \$ invested in training materials

## ACTIONS

- Identify skills gaps/training needs of farmers
- Identify or develop relevant training material
- Train technicians on best practices + teaching methodologies
- Train producers on best practices (workshops, farm visits)
- Develop support materials to reinforce best practices
- Develop farmer action plans
- Monitor adoption of new skills

## OUTPUTS

- Number of farmers receiving support
- Number of farmer groups strengthened
- Number of workshops or individual visits
- Number of TA hours received per farmer

## OUTCOMES

- Increased adoption of best practices (number of hectares)
- Improved farm performance: productivity, quality, cost savings

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Increased food security (SDG2)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates/education levels (SDG4)
- Gender equity/reduced domestic violence (SDG5)
- Improved working conditions (SDG8)
- Improved/maintained productivity/acre (SDG12)
- Increased/maintained forest cover (SDG16)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)







# RENOVATION

## ENABLING CONDITIONS

- Research on new varieties
- Finance partners with accessible terms
- Availability of quality inputs that are suitable for local conditions
- Service providers with knowledge on R&R best practices
- Area suitable for coffee production into the future

## INVESTMENTS

- \$ invested in training on best practices
- \$ Invested in ensuring access to quality inputs

## ACTIONS

- Farmers identified
- Renovation plans developed
- Nurseries established
- Seedlings produced + distributed
- Farmers trained
- Program monitoring to ensure results + compliance with environmental + social safeguards

## OUTPUTS

- Number of trees planted + survival rates
- Number of hectares renovated
- Number of farmers participating

## OUTCOMES

- Improved farm infrastructure (new trees)
- Improved farm performance: productivity, quality, cost savings due to efficiency gains

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Improved/maintained productivity per hectare (SDG12)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)
- Increased/maintained forest cover (SDG16)





# ACCESS TO INPUTS

## ENABLING CONDITIONS

- Product research + development
- Distribution infrastructure
- Supportive policy environment

## INVESTMENTS

- \$ invested in purchase of inputs
- \$ invested in improving access to inputs

## ACTIONS

- Identify key inputs needed
- Identify nurseries + establish relationships with input distributors
- Support negotiation of bulk distribution rates
- Communicate input options to farmers
- Farmer training on proper use of inputs

## OUTPUTS

- Number of farmers receiving inputs
- Number of farmers receiving training
- Number of farmer groups strengthened
- Number of trees, bags of product, tools, etc. sold/provided

## OUTCOMES

- Increased adoption of best practices (number of hectares)
- Improved farm performance: productivity, quality, cost savings due to efficiency gains

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Improved/maintained productivity/acre (SDG12)
- Increased/maintained forest cover (SDG16)





# ACCESS TO FINANCE

## ENABLING CONDITIONS

- Financial infrastructure
- Supportive policy environment
- Land tenure
- Research

## INVESTMENTS

- \$ invested in loan products/funds
- \$ invested in insurance/pools

## ACTIONS

- Identify specific needs for loan/insurance products
- Establishment of loan/insurance criteria + conditions
- Communication of products to farmers
- Loan application + due diligence
- Provision of accompanying TA (where necessary)

## OUTPUTS

- Number of loans issued
- Percent of farmers receiving loans
- Value of loans
- Percent of farmers with crop insurance policies

## OUTCOMES

- Improved cash flows
- Improved farm + mill infrastructure (SDG9)
- Increased adoption of good agricultural practices

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Improved/maintained productivity/acre (SDG12)
- Increased/maintained forest cover (SDG16)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)
- Increased use of renewable energy/energy efficiency (SDG7)





# PRODUCER COUNTRY POLICY

## ENABLING CONDITIONS

- Extension services
- Supportive policy environment/alignment across ministries

## INVESTMENTS

- \$ investment to develop + implement national or subnational sustainable coffee strategy/plan/policy

## ACTIONS

- Identify key stakeholders + conduct multi-stakeholder consultation
- Draft policy + present for review
- Develop + implement farmer support programs
- Design + implement conservation incentive programs
- Develop + implement M+E program

## OUTPUTS

- Number of various actors from stakeholder categories participating in drafting + consultation process
- Number of stakeholder consultation sessions convened
- Number of farmers receiving training about sustainable practices
- Number of farmers implementing sustainable practices

## OUTCOMES

- Improved labor conditions
- Increased access to education
- Increased access to medical services

- Increased representation of women, youth + minorities in value chain
- Increased adoption of good agricultural practices
- Improved farm + mill infrastructure (SDG9)
- Improved market access
- Improved farmer organization
- Increased adoption of water conservation practices
- Increased adoption of soil conservation practices
- Increased conservation of primary forest + other high conservation value areas
- Reduced greenhouse gas (GHG) emissions

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Increased food security (SDG2)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates/education levels (SDG4)
- Gender equity/reduced domestic violence (SDG5)
- Improved working conditions (SDG8)
- Improved/maintained productivity per hectare (SDG12)
- Increased/maintained forest cover (SDG16)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)







# STANDARDS/CERTIFICATION

## ENABLING CONDITIONS

- Research on best practices
- Supportive policy environment
- Platforms for dialogue

## INVESTMENTS

- \$ invested in standard-setting, policy + systems
- \$ invested in standard roll-out + training
- \$ invested in farmer capacity building + organization

## ACTIONS

- Convene stakeholders
- Identify best practices
- Communicate best practices
- Train producers on best practices
- Verify performance
- Train + approve assurance
- Monitor results

## OUTPUTS

- Number of farmers participating
- Number of workers participating on farms
- Pounds of green coffee produced in compliance with a standard
- Number of hectares complying with a standard

## OUTCOMES

- Improved labor conditions
- Increased access to education
- Increased access to medical services
- Increased representation of women, youth + minorities in value chain
- Improved price received for coffee exceeds cost of production
- Improved purchases of sustainable coffee in markets
- Increased adoption of water conservation practices
- Increased adoption of soil conservation practices
- Increased conservation of primary forest + other high conservation value areas
- Reduced greenhouse gas (GHG) emissions

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Increased food security (SDG2)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates/education levels (SDG4)
- Gender equity/reduced domestic violence (SDG5)
- Improved working conditions (SDG8)
- Improved/maintained productivity/acre (SDG12)
- Increased/maintained forest cover (SDG16)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)
- Increased use of renewable energy/energy efficiency (SDG7)





# SOURCING

## ENABLING CONDITIONS

- Supply availability + transparency
- Supportive policy environment
- Technical assistance capacity
- Farmer organization + market access
- Credit availability

## INVESTMENTS

- \$ premiums paid
- \$ invested to develop sourcing strategy

## ACTIONS

- Engage suppliers
- Define required practices/criteria + harmonize
- Communicate requirements to suppliers/ training
- Create assurance mechanism
- Train auditors
- Verify performance
- Database + analyze results

## OUTPUTS

- Number of farmers participating
- Pounds of green coffee purchased
- Number of hectares in program

## OUTCOMES

- Improved labor conditions
- Increased access to education
- Increased access to medical care
- Increased representation of women, youth + minorities in value chain + community

- Professionalism among farmers + cooperatives
- Increased adoptions of good agricultural practices
- Improved farm + mill infrastructure (SDG9)
- Improved market access
- Improved prices received for coffee
- Increased purchases of sustainable coffee in markets
- Increased conservation of primary forest + other high conservation value areas
- Increased adoption of soil conservation practices
- Increased adoption of water conservation practices

## IMPACTS

- Improved/maintained productivity per hectare (SDG12)
- Increased food security (SDG2)
- Decreased infant mortality rates (SDG3)
- Increased literacy rates/education levels (SDG4)
- Gender equity/reduced domestic violence (SDG5)
- Improved working conditions (SDG8)
- Improved farmer/household income + profitability (SDG1)
- Increased/maintained forest cover (SDG16)
- Improved water quality + availability (SDG6)
- Reduced GHG emissions (SDG13)
- Increased use of renewable energy/ energy efficiency (SDG7)





# CONSUMER COUNTRY POLICY

## ENABLING CONDITIONS

- Procurement targets
- Supportive trade policy
- Supportive overseas development assistance program

## INVESTMENTS

- \$ investment to develop + implement green public procurement (GPP) policy/guidelines
- \$ invested in development assistance for sustainable coffee

## ACTIONS

- Multi-stakeholder consultation in development + drafting of policy
- Number of training materials for government procurement officials
- Number of workshops conducted with government procurement officials
- Design + implement development assistance strategy for sustainable coffee
- Due diligence system for policy implementation

## OUTPUTS

- Percent increased investment of suppliers in supply chain assurance + due diligence (duty to respect)
- Percent of publicly procured coffee that is sustainably sourced
- \$ invested in sustainable coffee via development assistance

## OUTCOMES

- Professionalism among farmers + cooperatives
- Increased adoption of good agricultural practices
- Improved farm + mill infrastructure (SDG9)
- Improved market access
- Improved prices received for coffee
- Increased purchases of sustainable coffee in markets

## IMPACTS

- Improved farmer/household income + profitability (SDG1)
- Improved/maintained productivity per hectare (SDG12)
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# CONSUMER EDUCATION + AWARENESS

## ENABLING CONDITIONS

- Research on consumer behavior

## INVESTMENTS

- \$ invested in sector-wide/pre-competitive consumer education campaign or program

## ACTIONS

- Establish collaborative partnership on consumer
- Identify target consumers
- Identify most effective communications vehicles
- Develop + disseminate communications materials

## OUTPUTS

- Number of consumers reached through campaign
- Number of consumers/people participating in discussions
- Increased consumer knowledge + awareness about sustainability in coffee sector

## OUTCOMES

- Increase in purchase + consumption of 'sustainable' coffee in relation to conventional coffee

## IMPACTS

- Increased investment by private sector actors in sustainability programs
- Diminished gap between supply of sustainable coffee + market uptake

