

Championing  
female  
role models  
**across the  
cocoa  
value chain**

To celebrate this year's International Women's Day, we are showcasing the contribution that women make to cocoa sustainability across the value chain. It is part of Cargill's global alignment with the Sustainable Development Goals – one of which focuses on achieving gender equality and empowering all women and girls across the world.

[Click here](#) to read more about women and the Cargill Cocoa Promise.



The Cargill   
Cocoa Promise

**Click on the patterns to discover more about some of the women that Cargill interacts with throughout the year – who share their stories of empowerment on the following pages.**



# I am a mother

**Sheila Amponsah**  
Laboratory Technician  
Cargill – Accra – Ghana

As women we face many more expectations from family – combining our roles as wives and mothers with our careers. If given the same opportunities as men we would rise to the task and be able to excel in our careers as well as our duties as women.

## 55%

**of the world's girls  
are still out of school.**

(CARE – Cocoa and gender  
in West Africa, 2014)

# I am a farmer

**Victoria Awine**  
Cocoa Farmer  
Sefwi Asawinso – Ghana

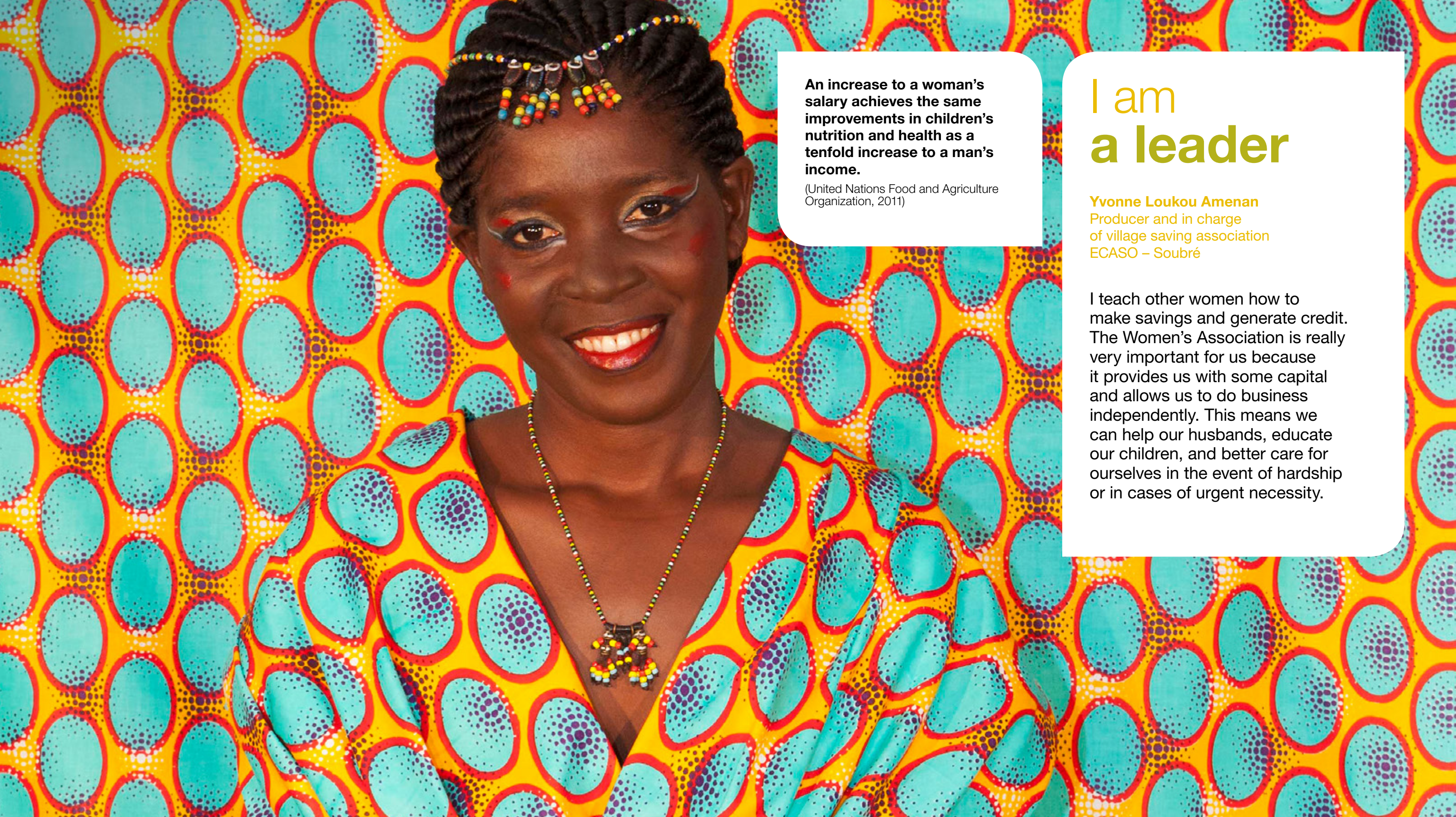
I am 62 years old and have been a widow since 1989. I have four living children, three boys and a girl, and I have worked in a cocoa plantation in Sefwi for as long as I can remember. My husband was also a cocoa farmer. When he was still alive, we grew cocoa on land that was not ours. In 1980 we started to grow cocoa on our own three hectares of land. In 2014, I had the chance to participate in the Cargill Cocoa Promise and a programme on Good Agricultural Practices. Since then I have seen the performance of my plantation multiply by three!

## 5%

**Farmer Field Schools are not designed with women in mind – as few as 5% of training attendees are women.**

(A CARE study on Women & Cocoa, commissioned by Cargill, Kellogg and Asda, 2016)





**An increase to a woman's salary achieves the same improvements in children's nutrition and health as a tenfold increase to a man's income.**

(United Nations Food and Agriculture Organization, 2011)

# I am a leader

**Yvonne Loukou Amenan**  
Producer and in charge  
of village saving association  
ECASO – Soubré

I teach other women how to make savings and generate credit. The Women's Association is really very important for us because it provides us with some capital and allows us to do business independently. This means we can help our husbands, educate our children, and better care for ourselves in the event of hardship or in cases of urgent necessity.



**25%**

**of the cocoa plantations in Côte d'Ivoire are owned by women, and they make up approximately 68% of the labor force.**

(African Development Bank, 2015)

I am  
**a business woman**

**Agnès Yao Amenan,**  
Managing Director CANN N'Douci

I have been managing the Coop since 2005 – I think I was the first woman appointed to head up a Cocoa Coffee Coop in Côte d'Ivoire. I bring all of the values in which I believe to my work: a high level of integrity, discipline, humility, wisdom, a sound environment and cheerful atmosphere.



# I am a change maker

**Oumou Nezzi**  
Accounting Manager  
Cargill West Africa – Abidjan

For me, women represent change, progress, creativity and productivity. While we have seen improvements, the struggle for the emancipation of women still remains very relevant today.

## 50%

**of the world's food is produced by women, but they own just 1% of its land.**

(United Nations Food and Agriculture Organization, 2011)



# I am a decision maker

**Ofori Ntiriwaa**

Shipping Officer since 2015  
Cargill – Accra – Ghana

Women employed at Cargill Ghana are encouraged to be involved in decision-making that contributes to achieving the company's objectives. The organization believes in equality and diversity for both men and women and provides regular training programmes to educate all staff.

## 19%

**On average women report that they spend 19% of their time each day on unpaid activities, compared to 8% for men.**

(United Nations – Progress towards the Sustainable Development Goals, 2017)





# I am a role model

**Marie Adèle Dike**  
Group Administrator at SCAPB

Since starting at the office in 2013, I have managed to change attitudes around me. Beyond my strong commitment to my work, being a woman has largely helped capture the attention and confidence of farmers and I realize that I have become a role model for many women and girls. This makes me feel proud and encourages me to continue changing attitudes.

**Perceptions in cocoa farming are changing – it is no longer assumed that men do the heavy work and women do the light work.**

[Telcar Cameroon Cocoa Survey, IFC, October 2016]

## Women and the Cargill Cocoa Promise

Women's economic empowerment is critical to a sustainable cocoa sector, and a cornerstone of the Cargill Cocoa Promise. Women's economic wellbeing builds the capacity of the farms, and is directly linked to a more productive crop, increased household income, better-educated children, and enhanced health and nutrition.

What's more, as gender equality and women's empowerment issues go mainstream – in part through initiatives like the Sustainable Development Goals – we all need to show consumers what we are doing to support women.

Cargill is taking a leadership role on women's economic empowerment – we are working to offer the skills, the tools and the resources to empower women in cocoa communities. We are doing so systematically, at scale and across the value chain and our evidence-based approach means that we can quantify the difference we are making.

### Discover more

Find out more about how the Cargill Cocoa Promise can support your own women's empowerment initiatives:

<https://www.cargill.com/sustainability/cargill-cocoa-promise>



Sandrine Benitah has a passion for photography and a love of Africa, where she has worked and travelled for more than 20 years. Working with HD Productions in Cote d'Ivoire, she has been involved in photography campaigns for Cargill Cocoa & Chocolate, West Africa for many years. Sandrine developed this series of artistic portraits of women – all key players in the cocoa chain – with Parisian photographer Stéphanie Bré.

**Sandrine Benitah**  
Concept, Design & Artistic Direction

**Stéphanie Bré**  
Photography