

## *Farmer + Worker Wellbeing + Prosperity*

**2025 TARGET:** Establish living income /living wage benchmarks in 80% of ICO member producing countries; contribute to public and private and other partnerships to close living income and living wage gaps; and fully protect the rights and well-being of coffee farmer households and coffee farm workers.

INDICATOR OF SUCCESS	CORE METRIC	EXAMPLES
Participation in development or updating of living income/living wage studies	Names of countries and/or regions in which SCC members participate in the development of new living income/living wage studies	Reporting entity should use, preferably, the Anker Methodology or, if not possible, other internationally recognized methodologies.
Steps taken to close the gap between established benchmarks and actual farmer household incomes/farm worker wages	# SCC commitments that support new and verifiable steps to close the gap on living income and living wage	<ul style="list-style-type: none"> <li>• A public commitment to address farmer household incomes/farm worker wages</li> <li>• Inclusion of living income/living wage payment in a code of conduct for suppliers or a human rights policy</li> <li>• A system in place at farm level to assess/monitor/document farmer household income and/or workers' wages; and/or building capacity of local actors/organizations to do so</li> <li>• A specific strategy in place to raise farmer household incomes/farm worker wages in supply chains or landscapes; could include focus on income diversification, access to financial services, financial education for producers, or other strategies</li> <li>• Financial investments made or facilitated to close the gap between current incomes/wages and living income/living wage, such as by paying a living income reference price</li> <li>• Implementing purchasing practices that demonstrably support higher farmer household income /farm worker wages</li> <li>• \$ invested in public-private partnerships that address farmer household incomes/farm worker wages</li> <li>• Advocating for policies that support and create an enabling environment to improve farmer household income/ worker wages (at both the producer and importing country level where applicable)</li> </ul>
Investments in activities at farm level to promote worker rights and well-being	\$ funding facilitated toward programs, projects, or facilities— beyond certifications— at the farm level	<ul style="list-style-type: none"> <li>• Research on labor issues (e.g., forced labor, child labor, gender discrimination, etc.) and root causes in specific countries or regions</li> <li>• Systems in place at farm level to assess/monitor/document farmers'/workers' well-being and/or to build capacity of local actors/organizations to do so</li> <li>• Remediation of violations of worker rights</li> <li>• Promotion of collective bargaining, including the right to organize in free and independent trade unions</li> </ul>

		<ul style="list-style-type: none"> <li>• Grievance mechanisms, strengthening social dialogue and collective bargaining for workers and other mechanisms to enhance worker voice/agency</li> <li>• Personal Protective Equipment (PPE)/safety equipment</li> <li>• Health services</li> <li>• Improvement of housing conditions for migrant workers</li> <li>• Safe drinking water</li> <li>• Provision of educational opportunities/services for workers’ children</li> <li>• Activities to promote workers entrepreneurship and workers formalization, as a way to improve living wage</li> <li>• Initiatives or projects aimed at addressing the root causes of forced labor, child labor, and/or other types of labor exploitation in specific countries or regions</li> </ul>
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**ADDITIONAL METRICS:** To help tell the story of industry progress related to people – farmers and farm workers - the Challenge will monitor several other indicators. Even though these are supplemental metrics, we ask partners who are tracking such data to share so that the Challenge can provide additional context to the efforts related to farmer and worker prosperity & well-being. The following indicators that will be tracked are:

<b>METRIC</b>	<b>RATIONALE / EXAMPLES</b>	<b>WHEN IT WOULD COUNT</b>
# of coffee farm workers impacted from investments at the farm level	Rather than tracking “\$ facilitated,” this metric provides an alternate way to measure activities at farm level to promote worker rights and well-being	Upon reporting
# of coffee farm workers who are provided training on topics related to worker right and wellbeing	<ul style="list-style-type: none"> <li>• Training on general worker rights, wages, working conditions, health &amp; safety, child labor, women’s rights, grievance channels, technical or business skills to improve their livelihoods, other issues related to worker well-being and prosperity</li> <li>• Training for other actors that indirectly benefits workers, such as training to farmers, auditors, or labor brokers about how to protect workers’ rights</li> </ul>	Upon reporting. (Note that reports could include questions to assess demonstrable proof of trainings being applied, e.g. trainee conducted X audits, or X meetings were convened by field staff on labor issues to negotiate contacts, etc.)
# of farmers or farm workers who benefit directly from efforts to close the gap on living wage / income	Rather than measuring #SCC commitments, this metric offers an alternate way to measure steps taken to close the gap between established benchmarks and actual farmer household incomes/farm worker wages	Upon reporting
Participation in PPPs to close income gaps	The provision and review of benchmarks and actual incomes through multi-stakeholder processes is key, as well as actively developing and participating in strategies to close income gaps.	Upon reporting

**DATA COLLECTION PLAN:** Below is an overview of the proposed data collection plan for each metric. This serves as guidance for Sustainable Coffee Challenge partners who are interested in understanding the where, how and when behind the various metric. The sources, frequency and reporting party could change based on the needs of the entity stating the commitment.

<b>METRIC</b>	<b>UNIT</b>	<b>SOURCE</b>	<b>DATA CAPTURE FREQUENCY</b>	<b>RESPONSIBLE PARTY</b>	<b>REPORTING FREQUENCY</b>
# countries in which SCC members participate in the development of new living income/living wage studies	Country name	Places where studies are directed (preferably using Anker Methodology)	Once upfront	Reporting entity	Once at time of reporting
# countries in which SCC members actively participate in PPPs to close income gaps	Country name	PPP activity report	Annual	Reporting entity	Annual
# SCC commitments that support new and verifiable steps to close the gap on living income and living wage	SCC partner name	SCC Commitments Hub forms	Once upfront	Reporting entity	Once at time of reporting
\$ funding facilitated	USD \$	Donor	Annual	Reporting entity	Annual
# of coffee farm workers impacted from investments at the farm level	People	Training logs	Semi-annual or annual	Local partner	Annual
# of coffee farm workers who are provided training on topics related to worker right and wellbeing	People	Training logs	Semi-annual or annual	Local partner	Annual
# of farmers or farm workers who benefit directly from efforts to close the gap on living wage / income	People	Training logs	Semi-annual or annual	Local partner	Annual