

REPUBLIQUE DU CAMEROUN  
PAIX – TRAVAIL – PATRIE

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**MINISTERE DE LA PROMOTION  
DE LA FEMME ET DE LA FAMILLE**  
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REPUBLIC OF CAMEROON  
PEACE – WORK – FATHERLAND

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**MINISTRY OF WOMEN'S  
EMPOWERMENT AND THE FAMILY**  
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# CAMEROON

## **COUNTRY GENDER PROFILE**



**JOINT SDG FUND**

**November 2020**

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Figure 1: Map of Cameroon



Source: Geology.com, Cameroon Map and Satellite Image, 2007





## Definition and Gender Principles

Gender refers to “socially constructed roles and responsibilities assigned to women and men in a given culture and space. They are influenced by perceptions and expectations arising from cultural, political, environmental, economic, social and religious factors, as well as customs, law, social class, ethnicity and individual and institutional biases. Gender attitudes and behaviours are learned and can be changed”.

Gender and Development (GAD) has three main principles:

- Men and women create and perpetuate society and determine the division of labour. However, the benefits and sufferings are not well shared. Women should therefore be given more importance because they have been more disadvantaged than men.
- Women and men relate to society in different ways and, despite some interdependence, they often function in different sectors of the community. Therefore, their priorities and perspectives are different. Because of gender roles, men can limit or expand women's options.
- Development affects men and women differently; and women and men influence projects differently. Both must be involved in identifying problems and solutions if the interests of the community are to be advanced.

**The Centre for Development and Population Activities (CEDPA), Genre et Développement, Série de manuels de formation CEPDA, Volume III.**



## Key development indicators

- ▶ Growth rate: 4.6% (NIS, EC-ECAM: 2016, Edition 2018)
- ▶ Monetary poverty rate: 37.5% (NIS, ECAM4:2014)
- ▶ Poverty rate per gender: Male-headed households (38.9%), Female headed households (32.8%) (NIS, EC-ECAM 2016 edition 2018)
- ▶ Poverty line: 339,715 FCFA per adult equivalent per year, i.e. 28,310 FCFA per month and thus 931 FCFA per day (NIS, ECAM 4; 2014)
- ▶ Employment rate of people aged 15-64 in 2010: 70.3% (NIS, EESI 2, 2010)
- ▶ Proportion of informal employment in the non-agricultural sectors, by gender: Male 69.1%; Female 76.1 % (EC-ECAM 2016, Edition 2018)
- ▶ Underemployment rate: 77.6 % NIS, EESI-2, 2010) against 70.6 % (ECAM, 2014)
- ▶ Gender parity index in primary education: 0.99 (EC-ECAM 2016, Edition 2018)
- ▶ Gender parity index in secondary education 0.98 (EC-ECAM 2016, Edition 2018)
- ▶ Gender parity girl/boy index in secondary education 0.83 (EC-ECAM 2016, Edition 2018)
- ▶ Total fertility rate: 4.8 children per woman (NIS, EDSC-V, 2018)
- ▶ Gini Index (Inequality): 44.0% (NIS, EC-ECAM 2016, Edition 2018)
- ▶ Contextualised SDGs: 153/169 targets and 149 indicators (MINEPAT, Document National de contextualisation et de priorisation des ODD pour le Cameroun, 2020)
- ▶ Maternal mortality rate: 467 per 100,000 live births (NIS, EDSC-V; 2018)
- ▶ HIV/AIDS prevalence: Male 1.9%, Female 3.4% (NIS, EDSC-V; 2018)
- ▶ Human Development Index: 0.563, Ranking 150 out of 187 countries (UNDP, Human Development Report, 2018)
- ▶ Human Capital Index: 0.39 at the national level, i.e. 0.39 for women and 0.40 for men (World Bank Report, 2017)
- ▶ Ibrahim Index of African Governance: 37/54 (Gender Profile CEA, 2015)
- ▶ Gender Inequality Index: 132/155 (UNDP, Human Development Report, 2014)





## LIST OF ACRONYMS

**AFDB:** African Development Bank;  
**AIDS:** Acquired Immune Deficiency Syndrome;  
**BCC:** Behaviour Change Communication;  
**BEAC:** Bank of Central African States;  
**BUCREP:** Central Bureau of the Census and Population Studies;  
**CAR:** Central African Republic;  
**CEDAW:** Convention on the Elimination of All Forms of Discrimination against Women;  
**CEDAW:** Convention on the Elimination of All Forms of Discrimination against Women;  
**CDP:** Community development planning;  
**ECA:** Economic Commission for Africa;  
**CEMAC:** Central African Economic and Monetary Community;  
**CSAG:** Civil Society Advisory Group;  
**CSO:** Civil Society Organisation;  
**CSW:** Commission on the Status of Women;  
**DHS:** Demographic Health Survey  
**ECAM:** Cameroon Household Survey;  
**EC-CAM:** Supplementary Survey-Cameroon Household Survey;  
**EDSC-V:** Fifth Cameroon Demographic and Health Survey;  
**EESI:** Cameroon Employment and Informal Sector Survey  
**FEICOM:** Special Fund for Equipment and Inter-Communal Intervention;  
**FOSA:** Medical Facility;  
**GBV:** Gender-Based Violence;  
**GBVIMS:** Gender Based Violence Information Management System;  
**GCAL:** General Census of Agriculture and livestock;  
**GCE:** General Certificate of Education Examination;  
**GENCAP:** Gender Standby Capacity Project;  
**GESP:** Growth and Employment Strategy Paper;  
**GEWG:** Gender Equality Working Group;  
**GTOG:** Civil Society Working Group on Gender Equality and Public Policy Monitoring;  
**HDI:** Human Development Index;  
**HH:** Super Scale;  
**HIV:** Human Immunodeficiency Virus;  
**HNO:** Humanitarian Needs Oversight;  
**HRP:** Humanitarian Response Plan;  
**ICBT:** Informal Cross-Border Trade;  
**ICT:** Information and Communication Technology;  
**IDP:** Internal Displaced Person;  
**IEC:** Information-Education-Communication;  
**IOM:** International Office for Migration;  
**IPU:** Informal Production Unit;  
**IUD:** Intra Uterine Device;

**NIS:** National Institute of Statistics;  
**MDGs:** Millennium Development Goals;  
**MICS:** Multiple Indicator Cluster Sample;  
**MINADER:** Ministry of Agriculture and Rural Development;  
**MINAS:** Ministry of Social Affairs;  
**MINDDEVEL:** Ministry of Decentralization and Local Development;  
**MINEPAT:** Ministry of Economy, Planning and Regional Development;  
**MINEPIA:** Ministry of Livestock, Fishing and Animal Industries;  
**MINJEC:** Ministry of Youth and Civic Education;  
**MINJUSTICE:** Ministry of Justice;  
**MINPROFF:** Ministry of Women's Empowerment and the Family;  
**MFI:** Micro-Finance Institution;  
**MMR:** Maternal Mortality Report;  
**NDS:** National Development Strategy;  
**NGO:** Non-Governmental Organisation;  
**NGP:** National Gender Policy;  
**NSFI:** National Strategy for Financial Inclusion;  
**OHADA:** Organisation for the Harmonisation of Business Law in Africa;  
**PHEI:** Private Higher Education Institutions  
**PNDP:** National Participatory Development Program;  
**RGE:** General Business Census;  
**RGPH:** General Population and Housing Census;  
**RH:** Reproduction Health;  
**RLAC:** Regional and Local Authorities;  
**SDGs:** Sustainable Development Goals;  
**SDSN:** National Statistical Development Systems;  
**SE:** Small-sized Enterprise;  
**SFR:** Synthetic Fertility Rate;  
**SNV:** Dutch development agency  
**TFP:** Technical and Financial Partner;  
**TGI:** High Court;  
**TPE:** Very Small-sized Enterprise;  
**TPGI:** First Instance and High Court;  
**TPI:** Court of First Instance;  
**UASC:** Unaccompanied and Separated Children  
**UNDP:** United Nations Development Programme;  
**UNDAF:** United Nations Development Assistance Framework;  
**UNFPA:** United Nations Fund for Populations Activities;  
**UNGTC:** United Nations Gender Thematic Group;  
**UNHCR:** United Nations High Commission for Refugees;  
**UNIFEM:** United Nations Development Fund for Women;  
**UN Women:** United Nations Entity for Gender Equality and the Empowerment of Women;  
**VEAD:** Violence-Exploitation-Abuse-Discrimination;  
**ZEP:** Education Priority Zone.

## TABLE OF CONTENTS

<b>LIST OF ACRONYMS</b>	<b>vi</b>
<b>TABLE OF CONTENTS</b>	<b>ix</b>
<b>LIST OF TABLES</b>	<b>xi</b>
<b>LIST OF FIGURES</b>	<b>xi</b>
<b>PREFACE</b>	<b>xii</b>
<b>FOREWORD</b>	<b>xiv</b>
<b>EXECUTIVE SUMMARY</b>	<b>xv</b>
<b>INTRODUCTION</b>	<b>i</b>
1. Background	i
2. Objectives	i
3. Methodology	ii
4. Structure of the Report	iv
 <b>CHAPTER I. COUNTRY CONTEXT</b>	 <b>v</b>
I.1 Administrative and political organisation	v
I.2 Structure of the population	v
I.3 The country's economy and the fight against poverty	vi
I.4 Socio-cultural Data	vii
 <b>CHAPTER II. LEGAL, POLICY AND INSTITUTIONAL FRAMEWORKS FOR GENDER</b>	 <b>ix</b>
II.1 Legal Framework	ix
II.1.1 The international and regional legal framework	ix
II.1.2 Domestic legal framework	x
II.2. Strategic Framework	xii
II.3 Institutional Framework	xiv
II.3.1 Ministry of Women's Empowerment and the Family (MINPROFF)	xiv
II.3.2 Other sectorial ministries and parastatals	xv
II.3.3 Regional and Local Authorities	xv
II.3.4 Technical and Financial Partners	xvi
II.3.5 The Civil Society	xvi
 <b>CHAPTER III. GENDER AND THE PILLARS OF THE NATIONAL DEVELOPMENT STRATEGY 2020-2030</b>	 <b>xviii</b>
III.1 Gender and Structural Transformation of the National Economy	xviii
III.1.1 The situation of women and men in industry, services and the private sector	xviii
III.1.2 The situation of women and men in the rural sector and food security	xx
III.1.3 The situation of women and men in transport infrastructure, regional integration and the financial system	xxii
III.1.4 The situation of women and men in the environment and climate change	xxv
III.2 Gender and Human Capital	xxvi



III.2.1 The situation of women and men in education, training and employability_	xxvi
III.2.2 The situation of women and men in the health and nutrition sectors_	xxix
III.2.3 The situation of women and men with regard to access to basic social facilities_	xxxi
III.2.4 The situation of women and men in social protection_	xxxiii
III.3 Gender, Employment and Economic Inclusion_	xxxiv
III.4 Gender and Governance, Decentralization and Strategic State Management_	xxxviii
III.4.1 The situation of women and men in governance and decision-making_	xxxviii
III.4.2. The situation of women and men in decentralization and local governance_	xlii
III.4.3. The situation of women and men in National Planning and Budgeting and Statistics_	xlvi

#### **CHAPTER IV. GENDER ANALYSIS BY CROSS-CUTTING SECTORS xlvii**

IV.1 The situation of women and men in relation to gender-based violence and harmful cultural practices_	xlvi
IV.2 The situation of women and men with regard to power of action and decisionmaking within the household_	l
IV.3 The situation of women and men in humanitarian action, peace and security_	lii
IV.4 The situation of women and men in relation to HIV/AIDS_	lvi
IV.5 The situation of women and men in relation to COVID 19_	lviii

#### **CHAPTER V. PROGRESING TOWARDS THE CONTEXTUALISED SUSTAINABLE DEVELOPMENT GOALS (SDGs) CAMEROON lxii**

V.1. Analysis of the level of gender anchorage in the contextualisation process of the SDGs_	lxii
V.2 Analysis of progress towards the gender-focused SDGs_	lxvi

#### **CHAPTER VI. ROOT CAUSES OF BARRIERS TO PROGRESS ON GENDER EQUALITY AND WOMEN'S EMPOWERMENT, CONCLUSIONS AND RECOMMENDATIONS lxxvi**

VI.1. Analysis of the causes that impede progress on gender equality and women's empowerment_	lxxvi
VI.2. Conclusion and Recommendations_	lxxix
ANNEX 8: BIBLIOGRAPHY_	lxxxvi
ANNEXES_	1
ANNEX 5: HIGHER EDUCATION SCOREBOARD_	10

## LIST OF TABLES

Table 1: Evolution of the number of baccalaureate holders by gender between 2016 and 2018	28
Table 2: Evolution of students by gender between 2016 and 2018	29
Table 3: Distribution (%) of IPU's by sector of activity according to the gender of the promoter	39
Table 4: Distribution (%) of employed persons by status and sector of activity by gender	40
Table 5: Summary of the distribution of positions at political level	43
Table 6: Distribution of men and women by selected policy responsibilities	43
Table 7: Number of magistrates	43
Table 8: Representation of women in the judiciary by strategic responsibility	44
Table 9: Contextualised gender-specific targets (excluding SDG 5)	69
Table 10: Progress in the implementation of SDG 5	72
Table 11: Progress on gender in the implementation of other SDGs	76
Table 12: List of annexes	95

## LIST OF FIGURES

Figure 1 : Map of Cameroon	iii
Figure 2: Percentage of girls between 2016/2017 and 2017/2018 in various types of training facilities (%)	30
Figure 3 : Evolution of the maternal mortality rate per 100 000 live births	31
Figure 4 : Prevalence of HIV/AIDS (15-49 years old)	61
Figure 5 : Distribution of contextualised targets integrating gender	71

Gender Equality and the Empowerment of Women (UN Women). The Government is grateful to this organisation and also to other UN agencies for their necessary contributions to the realisation of this important development tool. I would also like to congratulate the experts from the public and parastatal administrations, the technical and financial partners and the civil society partners who contributed their knowledge, experience and resources to the production of this document. The Ministry of Women's Empowerment and the Family advocates for a social and institutional ownership of this tool for planning, programming, budgeting and monitoring-evaluation of development as well as for the monitoring of the international commitments made by our country regarding gender equality and women's empowerment.

We wish you to enjoy the reading

**Madame Abena Ondoa née Obama Marie Thérèse**  
**Minister of Women's Empowerment and the Family**



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## FOREWORD

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) has been present in Cameroon since 2010 and has always supported the Government in the promotion of gender equality and women's empowerment. Achieving this common ideal requires strong actions on the ground in favour of women and girls, as well as the creation of a normative, institutional and programmatic environment that is conducive to the development of women and to an equal access of all to the benefits of development. UN Women's role in this last component was to support the government in the development of strategic documents for the promotion of gender and women's empowerment, including support for the implementation of the National Gender Policy and its Multisectorial Action Plan.

The existence of reliable and relevant data on the situation of men and women in all areas, highlights the main gender challenges facing the country. Thus, the importance of gender statistics for the development, monitoring and evaluation of public policies, programmes and projects. Therefore, since 2019, UN Women has been working with the Government of Cameroon to promote and improve the production, dissemination and use of gender statistics in the strategies, policies, projects and programmes of the Government, Civil Society and Technical and Financial Partners. The availability of gender statistics and sex-disaggregated data is therefore essential to assess how far we have come in reducing gender inequality and what remains to be done. This is precisely the purpose of this Country Gender Profile.

Developed with the support of UN Women, the Gender Profile aims to provide development actors such as the Government, Civil Society Organizations as well as Technical and Financial Partners with a reference framework to ensure that their interventions contribute to the reduction of disparities between men and women in all areas of national life. It is a document that also offers guidelines for the revision of the National Gender Policy and it positions Cameroon among the countries that show more determination and commitment to eradicate inequalities between men and women in the implementation of its public policies. The development of this Gender Profile is timely as we are heading towards the implementation of the recently adopted new United Nations Sustainable Development Cooperation Framework UNSDCF 2022-2026. It will certainly support the establishment of baselines and support the monitoring and evaluation framework to track progress toward the Sustainable Development Goals.

I wish to express my appreciation and deep gratitude to all the contributors to this quality outcome which further enhances the collaboration between the United Nations and the Government of Cameroon.

**HIND JALAL Ph.D. (Mrs)**  
**Representative a.i. UN WOMEN Cameroon**



## EXECUTIVE SUMMARY

This Gender Profile provides Cameroon's National Development Strategy 2020-2030 (NDS30) with a reference framework for the implementation of its gender equality and women's empowerment operations. The NDS30 will systematically integrate them in the implementation of its four pillars which are (i) The Structural transformation of the national economy; (ii) The Development of human capital; (iii) The Promotion of employment and integration of young people into the economic circuit; (iv) The Governance, decentralization and strategic management of the State. In its approach, Cameroon's Gender Profile took into account the country's geo-political, demographic, socio-economic and sociocultural context as well as its legal and political framework for the promotion of gender. XXX This summary of the Gender Profile focuses on the findings/analysis points and recommendations for priority actions that the NDS 30 can draw on to maximize the positive impact of its interventions on women and men in the process of development and inclusive growth.

### ◀ OVERVIEW

Cameroon's political, economic and social environment is conducive to gender equality and women's empowerment. Indeed, Cameroon has always expressed a political will to promote all components of the society. Thus, Cameroon is a party to most international and regional conventions and treaties that ensure the protection and promotion of women's rights. At the domestic level, efforts have been made to take gender into account in the Electoral Code, to bring some provisions of the Penal Code into line with the CEDAW and to punish certain attacks on the physical or moral integrity of women. In spite of this political will, it is necessary to note the persistence of gender issues, which are becoming 'systemic issues', affecting all sectors and hindering inclusive growth in Cameroon: they are intertwined and constitute the immediate, underlying and deep causes of gender disparities, from the most visible to the most subtle, which characterise the country. These include:

**a. Discriminating social norms against women:** these are reflected in their most visible form in the persistence of patriarchal customs and traditions, gender stereotypes and the traditional division of labour within the household, that assign subordinate roles and responsibilities to women and control/decision-making roles to men. Difficulties in accessing inheritance and land are also examples. This trend is witnessed in all the regions.

**b. The wide gap between laws and their application, induced in particular, by the coexistence of positive law with customary law and the inaccessibility of courts in rural areas, maintaining sexist attitudes and practices and keeping women in a subordinate position.** The country already has a legal arsenal that is favourable to women, although it still lacks



certain discriminatory provisions, including legal loopholes that encourages the expansion of certain practices that are harmful to women/girls or impede affirmative actions to accelerate the achievement of effective gender equality. The main challenges lie in the popularization and effective application of these legal instruments for the promotion and protection of women's rights adopted by the country.

**c. The relative representation of women in decision-making spheres.**

Cameroon does not discriminate between women and men on access to public life. Significant efforts have even been made in recent years with regard to the participation of women in the country's high positions through elections or appointments. But the available data show that the required regional and international standards are not yet met in several areas.

**d. The persistence of gender-based violence and harmful cultural practices.**

Although the Penal Code adopted in 2016 has strengthened national legislation through certain provisions that specifically address the issue of gender-based and sexual violence, this phenomenon remains a reality in Cameroon. The determinants of gender-based violence are linked to ignorance due to insufficient literacy among women, particularly in rural areas, to the depravity of morals, to poverty that affects many families, to the economic dependence of women, and to customs.

**e. The prevalence of early marriage and pregnancy which is a combined effect of (a) and (b), and (c) points and which perpetuates gender disparities, androcentric social norms and compromises the life trajectory, the status and schooling of a large proportion of girls.**

**f. Poverty in Cameroon and the low economic power of women.** Although the poverty rate is higher in male-headed households (38.9%) than in female headed households (32.8%), it should however be note that about 37.7% of women live below the poverty line in 2014, compared to 37.2% of men. This situation is due to the high size of households, low literacy rate of women and strong presence of women in the informal sector and the primary sector, and in some cases, their restricted roles in household chores or subsistence activities to the detriment of valuing their level of education on the labour market.

**g. the still high prevalence of maternal morality and HIV/AIDS.** Despite the efforts recorded in the fight against maternal mortality, Cameroon's rate remains quite high (467 deaths per 100,000 live births in 2018), even though it is close to the 2020 forecasts. Also, the prevalence of HIV remains high. Although the epidemiological situation of HIV has improved in recent years compared to 2011, women and girls are still exposed to this pandemic (2 women are infected compared to 1 man and 3 girls are infected compared to 1 boy).

**h. Discrimination between girls and boys, women and men which remains a major obstacle to human development in Cameroon.** The Gender Inequality Index is 0.566 and the country ranks 150th out of 189 countries according to their level of gender inequality (UNDP, Gender inequality index, 2017). The Inequality Index reveals significant disparities in the three key dimensions of human development: reproductive health, education and access to employment.

**i. Insufficient consideration of gender in policies, programmes and budgets at national and local levels. In terms of sectorial policies, gender issues are not sufficiently addressed.** Thus, MINPROFF should better position itself as a partner in supporting these ministries in taking gender into account in their policies, programmes and projects. This will be the case for Gender Responsive Budgeting which is not yet well adapted in the Medium Term Expenditure Frameworks (MTEFs) despite the various circulars issued by the President of the Republic on the consideration of gender in the preparation of budgets. It is worth noting that this shortcoming is due less to a lack of will on the part of the sectorial actors, but more to the need for the development of appropriate tools and capacity building of the sectorial actors. In addition to this, there is the insufficient appropriation of the content of the National Gender Policy by sectorial actors and regional and local authorities and the absence of an effective and functional mechanism for monitoring the implementation of this reference document;

**j. The need to strengthen the gender mechanism.** It should be noted that the Ministry of Women's Empowerment and the Family plays its role quite well in defining and implementing government policy in this area. However, this department lacks sufficient power to ensure that gender is effectively taken into account and that international commitments are followed up by other sectorial departments. Furthermore, the gender focal points and committees do not function optimally. Their main role of monitoring, alerting and advising on the implementation of the NGP within their ministries is not being fulfilled. There is poor planning of activities, and above all a lack of resources for the implementation of planned activities.

**K. The role of Civil Society. Cameroon has a vibrant civil society.** There are many actors in this field. However, their actions are scattered, not very coherent and sometimes opposed to government orientations. It is therefore necessary to establish a framework for consultation between civil society actors working in this field and to guide actions towards the implementation of the NGP, which constitutes the reference framework for interventions in this field. Also, the country does not have a framework in which all actors working in this field meet. Hence the need to institutionalize an annual national forum on women as a prelude to international meetings.

**I. Gender financing. The question of gender financing remains a thorny issue.** The Ministry in charge of gender has one of the smallest budgets (2% of the overall government budget). The option would be to resort to national and international partners for the mobilisation of additional resources in order to fill the current gaps. At this level, the private sector and philanthropic organisations could be an interesting avenue for resource mobilisation in this area.

In addition to these factors, it is important to note that the national context in Cameroon has been marked in recent years by a security crisis and sociopolitical tensions in some parts of the country. Women and girls are the most exposed during these crises to different forms of violence: physical, economic, moral and sexual. These situations of emergency limit and undermine their access to basic social services, such as education, health and the economy. As a result, the gains made in terms of reducing gender disparities, notably maternal mortality, school enrolment of the girl child and the fight against violence against women and girls, are all being reversed. In addition, these situations undermine their economic capacity and make them more vulnerable, and also have a negative impact on the host communities.

## ◀ RECOMMENDATIONS

Systematic gender mainstreaming in the implementation of the four pillars of the NDS 30 will involve consideration of the systemic issues identified by the CGP, through specific actions linked to the sectors, but also in a more global framework, in synergy with the interventions of different actors and partners.

### THE GOVERNMENT:

- Complete the institutional framework for gender in Cameroon by setting up a gender equality observatory. The Observatory will thus have a role of consultation, observation, evaluation, dialogue, regulation and coordination in the promotion of gender equality and women's empowerment in Cameroon;
- Review the gender mechanisms within the ministries by instituting gender units at the cabinet level (technical and small structures), in the police and gendarmerie stations, draw up new terms of reference and strengthen the capacities of members;
- Support a gender audit of sectorial ministries with a gender analysis of existing sectorial policies, strategies and action plans;
- Finalise the gender responsive planning and budgeting strategy. This will involve requiring: (i) technical assistance to develop the various procedures for integrating gender into each stage of the budgetary process, in particular the inclusion of gender in programmes, budgets and the preparation of

gender reports; (ii) technical assistance to train MINPROFF staff and other relevant state structures at each level to understand the GRPB approach and to be able to put the procedures into practice, if possible before the start of the drafting of the 2022 Budget Law;

- Develop and implement a gender strategy in decentralisation and local governance in collaboration with FEICOM, NASLA and the TDC;
- Develop a five year flagship programme on the promotion of women's economic opportunities supported by the Government and its partners. The programme will address the rural sector, entrepreneurship, the domestic and cross-border informal sector and financial services;
- In order to empower women economically, it is crucial to provide women entrepreneurs with an appropriate and efficient system for financing their income-generating or entrepreneurial activities. A study can help to identify and set up this funding system;
- Develop tools for monitoring gender in the implementation of the NDS 30 through a mechanism for monitoring the gender indicators of the NDS 30 including the SDGs and ensure annual monitoring;
- **XXI** Revise the National Gender Policy including its multi-sectorial plan, ensure its appropriation and implementation through targeted actions in sectorial plans and programmes; institutionalise gender reports to be presented by sectorial bodies to Parliament. This could start with some pilot ministries and scale up. To this end, a gender sub-committee could be set up in parliament to better examine these issues;
- Conduct a study on women's entrepreneurship in the formal and informal sectors, focusing on the specific needs and constraints of women entrepreneurs, including analysis of gender norms in production, including time budgeting, access to productive resources (including access to finance), barriers to accessing markets and information as well as factors that could affect their productivity, and barriers and opportunities for women agricultural entrepreneurs to move from agriculture to agro-industry that adds value to the entire value chain;
- Accelerate the process of adopting the Persons and Family Code and examine the possibility of a specific law addressing gender-based and sexual violence, including against children;
- Set up the institutional and legal mechanisms for a better integration of gender into public policies, notably through the preparation and adoption of a framework law for an effective gender equality in Cameroon;

- Initiate measures to improve women's access to land by ensuring gender parity up to the securing of land titles in the planned reforms;
- Include in the development policy of the private sector, innovative measures that can organise and supervise the informal sector, taking into account the specific needs/constraints of women entrepreneurs, in addition to the implementation of the actions foreseen in the NDS 30 with regard to decent work;
- Strengthen the capacities of judicial personnel for (i) a greater mastery of the legal arsenal (international, regional and national instruments) on women's rights, (ii) the revision/reformulation of certain legal provisions that are contradictory to these rights or to fill certain legal gaps on this subject and (iii) the reference to and application of the provisions of positive law in pre-eminence over customary rules; Capacity building of members of the legislature on women's rights is also needed;
- Strengthen the role of parliament in gender monitoring in public policies, programmes and budgets;
- Strengthen the fight against gender-based violence: The aim is to legislate on the prohibition of sexual violence and Female Genital Mutilation, to include modules on this issue in the training of future judicial personnel, to carry out a national survey on violence against women in peacetime and in times of conflict, and to widely disseminate the United Nations 1325 Resolution;
- Strengthen gender mainstreaming in national plans and budgets through the elaboration/finalization of the strategy and its effective application in the pilot ministries for the preparation of the Finance Law (inclusion of GRPB in programmes, budgets and elaboration of the Gender Report). In addition to specific instructions from MINPROFF, capacity building and close monitoring are required for the rapid implementation of GRPB;
- Ensure the emergence of a strong dynamic female entrepreneurship. It would be necessary to create an institutional (special window) and financial mechanism (setting up a fund for economic capacity building under the aegis of the Prime Minister's Office) for women's entrepreneurship, to ensure that the national micro-finance strategy integrates proactive measures to improve rural women's access to financial services, and to increase the amount of credit granted to them and to mobilize funds to serve as a guarantee mechanism in the banks in order to guarantee loans in favour of women entrepreneurs;
- Strengthen women's access to land by giving concrete expression to the Government's desire for social justice, by adopting a gender-sensitive land

and property Code;

- Adopt a law on quotas in governance and decision-making. It may be a Decree that clarifies the provisions of the electoral code on the subject;
- Review the 1325 National Action Plan on Women, Peace and Security and ensure its effective implementation through secretariats in the 10 regions;
- Generate political will for gender mainstreaming at the local level: taking gender into account in the decentralisation process calls for the primary responsibility of the governing bodies, i.e. the municipal council and the executives. To date, there is still a lack of interest on the part of some mayors and their municipal councils in the promotion of women. Gender issues should be seen as a contingency and not optional (one can do or not);
- Develop national gender expertise: training on, or gender sensitivity is still a serious handicap in the institutionalisation of this approach in Cameroon. Therefore, there is a need to develop training plans for decision makers and populations in this area;
- Strengthen gender mainstreaming in local development planning and budgeting processes: This will involve ensuring that communal development plans, including the related budgets, are gender sensitive. This involves integrating this perspective into the entire planning, programming, budgeting and monitoring-evaluation cycle;
- Build a culture of accountability for gender issues within RLAs: managers at all levels are accountable for the implementation of gender. For example, gender markers could be used to rate projects or municipalities and funding could be conditional on compliance with this requirement;
- Revitalise the networks of associations by channelling them into real centres of development for women at local level;
- Ensure gender equality in municipal and regional teams: Gender equality within working teams is about recruiting qualified women and girls to senior positions. The principles of gender quotas or parity are needed at all levels.

## **TO THE UNITED NATIONS SYSTEM**

- To continue its programmes in governance, economic empowerment, the fight against gender-based violence, humanitarian action, women, peace and security. Second Chance Education, Monitoring International Commitments and Gender Responsive Planning and Budgeting should be priority programmatic areas for the country. Also put special emphasis on maternal health issues apart from (RH), menstrual hygiene and HIV issues which have been successful in the past;

- Support the Government in the implementation and monitoring of the NGP, CSW and CEDAW national plans, contextualized SDGs and other international commitments;
- Support national capacity building on gender, GRPB, women's human rights;
- UN Women should strengthen its gender coordination role within the UNCT by coordinating the development of joint programmes and providing strong leadership in the UNCTG and the GTEG (Gender Group of the Multi partners Committee), and by mentoring CSO gender platforms. To this end, support the annual organisation of a national forum on women in collaboration with MINPROFF;
- Align its support to the Government in the implementation of the NGP by ensuring that this support is likely to produce a definite impact that can be evaluated at the end of a programme cycle;
- 
- Support programmes for the development of financing mechanisms adapted to the needs and typology of women entrepreneurs, taking into account the results of studies and approaches developed by the National Strategy for Inclusive Finance (NSIF) implementation programme;
- Develop with the Government and other partners a flagship programme on economic empowerment;
- Support the revision of the national strategy to combat GBV and ensure better coordination of interventions to combat violence against women;
- To support the inclusion of gender in local development plans and to strengthen the capacities of officials and populations on this issue;
- Promote women's participation in peace processes (prevention, conflict resolution, peace building)
- Develop a coordinated strategy on gender issues and protection of the girl child.



#### **OTHER TECHNICAL AND FINANCIAL PARTNERS OF CAMEROON:**

- Reinvigorate the Gender Working Group to support MINPROFF in the steering and monitoring and evaluation of the NGP and its action plan, particularly in the implementation of gender capacity building programmes within MINPROFF and at national level. The GTEG should play a role of "gender quality watch", both with regard to TFPs and other stakeholders in the field of gender or having gender as a cross-cutting theme in their



interventions, i.e. it should be able to give an upstream assessment of the level and quality of gender mainstreaming in the projects and programmes of partners. Its recommendations may be accompanied by advisory support. But this role will only be effective if the TFPs and the various stakeholders recognise the core position of gender in the development of Cameroon. The GTEG could provide MINPROFF and the future Gender Equality Observatory with its expertise in order to carry out regular studies and research on current gender issues, and to monitor the overall gender situation in Cameroon, draw the attention of all parties concerned to relevant gender issues and the measures to be adopted;

- Provide advisory support to sectorial ministries in the development of their respective gender programmes, and in mainstreaming gender in their policies and areas of action;
- Support the Government in taking gender into account in local development plans and in strengthening the capacities of officials and populations on this issue;
- Establish an information and monitoring system, including gender disaggregated data and indicators to measure the performance of the NGP;
- The major national programmes (in the field of agriculture, infrastructure, employment, the fight against HIV/AIDS, etc.), which have a direct impact on gender equity, deserve a concerted financial participation of the different Technical and Financial Partners;
- Provide institutional support to the government, by getting involved in the actions of the GTEG. More specifically, they could assist MINPROFF in carrying out a gender audit of ministries and a gender analysis of existing sectorial policies, strategies and action plans, so that these reference documents become working tools for the effective consideration of gender in the various development sectors. The gender audit and gender analysis will essentially consist in assessing the strengths and weaknesses of the ministries in terms of promoting gender equality, and in translating the existing action plans into concrete facts accompanied by all the resources to be mobilised to operationalize gender mainstreaming in the different sectors;
- Also provide substantial support to promote and protect women's rights in Cameroon. Partners could intervene in this area by supporting the communication strategy to be carried out with a view to the adoption of the Persons and Family Code and technical and financial assistance for advocacy on gender issues related to the Penal Code, and for information and popularization actions of the Penal Code;

- Support activities leading to the development of laws on GBV and FGM, such as the completion of an inventory of violence against women and the dissemination of the results of a study on a mechanism for the integrated management of victims of violence against women (VAW). The national strategy to combat violence against women and girls can serve as a reference for concrete actions that can be taken;
- Develop partnerships to support MINPROFF's efforts in the GRPB process by providing technical and capacity-building expertise to make gender mainstreaming a reality at each stage of the budget process, at the national, sectorial and local levels: preparation of draft budgets , budget arbitration, monitoring and reporting with gender-sensitive indicators;
- Support women's economic empowerment through the creation of an enabling environment for women to have better access to finance for their income-generating activities or businesses. To this end, they could initiate a study on capitalizing on the many experiences in the field of micro-finance, with a view to identifying the most appropriate ways and means of making the financing granted to women real levers for the development of their activities and the creation of wealth and employment;
- Provide support for the establishment and operation of the Women's Economic Empowerment Trust Fund, as part of a flagship programme to support economic empowerment and promote women's entrepreneurship;
- Support institutional capacity building in gender mainstreaming in the energy, transport, agriculture, industry and private sector development sectors;
- Support rural electrification projects through the development of renewable energy micro-sources (solar, hydro, wind, etc.), initiatives involving local associations and communities can be capitalized;
- Support the provision of affordable and innovative clean cooking alternatives that can alleviate women's domestic chores and improve their health conditions and promote rural self-production of improved charcoal and its use;
- Conduct an impact assessment (social, economic, etc.) of the construction of road infrastructure on women and men, document the good practices identified and disseminate them;
- Support reforms aimed at revising employment and pay policies to make them gender sensitive;

- Provide financial support for the development of the gender strategy of the agricultural sector as well as the private sector;
- Support micro and small agricultural enterprises, with a quota of at least 40% for either gender, through capacity building, access to finance and improved production techniques, and structuring to promote the transition to agro-industry in the targeted growth poles;
- Organize awareness-raising activities among the custodians of traditions and local communities on the right to land ownership; Engage in advocacy on the application of ratified international conventions and national laws adopted by the State;
- Include in the terms of contracts with service providers and contractors, a clause on the signature by their workers of a code of conduct committing them to fight against GBV and any form of sexual exploitation of girls and boys in the course of their work. Plan partnerships with organizations specialized in the fight against GBV, commercial sexual exploitation of children and HIV/AIDS to raise awareness of these issues among workers and local communities.



#### **TO CIVIL SOCIETY AND WOMEN'S NGOS:**

- Ensure adequate ownership of the NGP and that actions taken are consistent with the implementation of this framework;
- Become more involved in information, awareness-raising and training activities for the general public and for women, on the knowledge and exercise of women's rights, including the right to participate in public life;
- Focus their efforts on educational actions for women to acquire the appropriate «know-how» for their development and emancipation, and for communities to appropriate socio-cultural values that are egalitarian for women and men;
- Carry out reflection on the ways and means to play their role of encouraging and controlling government action and the implementation of the National Gender Policy;
- Capitalise on their experiences in combating all forms of violence for example, collect good practices and lessons learned, organize themselves into coalitions, strengthen umbrella organisations that can carry out effective advocacy, and get involved in producing shadow reports for CEDAW;
- Better organize themselves within the framework of a national platform around the topic of gender.

**TO THE PRIVATE SECTOR:**

- Review its national Corporate Social Responsibility (CSR) policy by putting in place tools such as the gender marker for those companies that respect the commitment to gender issues.
- Provide financial support to gender projects that have an impact on its activities.

# INTRODUCTION

## 1. Background

In keeping with the various international, regional and national commitments to gender equality and women's empowerment to which it has subscribed, the Government of Cameroon has always given priority in the consideration of gender issues in all sectors of national development. Indeed, the affirmed will of the State of Cameroon to promote the advancement of women and gender equality is enshrined in the Constitution of 18 January 1996 and materialised in the national development frameworks, notably in the Vision 2035, the National Development Strategy 2020-2030 (NDS 30) and other key documents of the country in this area, foremost among which is the National Gender Policy. Cameroon's adherence to the United Nations 2030 Agenda and the African Union's 2063 Agenda is also a strong commitment by the country to achieve the Sustainable Development Goals, including 'gender equality', which is explicitly considered as one of the essential conditions for achieving the other goals.

To this end, the formulation of policies, programmes, projects and budgets in the area of gender equality and women's empowerment requires quality information to increase knowledge at the national level and to strengthen national systems for monitoring international, regional and national commitments in this area. To achieve this objective, the Government, with the technical and financial support of UN Women (United Nations Entity for Gender Equality and Women's Empowerment), has endeavoured to develop a Country Gender Profile. This paper analyses the causes and consequences of identified gender disparities based on sex-disaggregated data in different sectors. The drafting of the Country Gender Profile is also an integral part of the implementation of the NDS 30, and helps to clarify the extent to which the gender dimension can be integrated into this strategy.

The main findings and recommendations of the Country Gender Profile will serve as an advocacy tool for policy dialogue and as a guiding instrument for future interventions in the 2020-2030 period. In short, it is a strategic tool to guide the interventions of the Government and other development partners in order to reduce the gaps between men and women and thus make progress towards achieving the Sustainable Development Goals (SDGs).

## 2. Objectives

The main objective of the Gender Country Profile is to analyse gender issues that affect the economic and social development of the country and to identify solutions that in the short, medium and long term can improve the status and living conditions of women and men, girls and boys in the perspective of a sustainable, equitable and inclusive development.

Specifically, the Country Gender Profile will:

- ▶ Establish an updated diagnosis of all gender disparities in key sectors taking into account the pillars of the NDS 30 which are: (i) the structural transformation of the national economy; (ii) the development of human capital; (iii) the promotion of employment and the integration of young people into the economic circuit; (iv) governance, decentralisation and strategic management of the State;
- ▶ Compile up-to-date, sex-disaggregated data that reflect the disparities between men and women, girls and boys, and identify the most appropriate strategies and actions to address them;
- ▶ Focus on the effect of crises (such as the COVID-19 crisis or other humanitarian crises, climate change) on the preservation of gender equality gains;
- ▶ Formulate a set of recommendations for a better consideration of gender in the implementation of the NDS 30 including gender analysis by sector and by pillar, concrete actions to be proposed and performance indicators.

### **3. Methodology**

The methodology adopted for this work was backed on participatory approaches, based primarily on assigning leadership of the process to the Ministry of Women's Empowerment and the Family, which is the main governmental mechanism for the promotion of gender equality and women's empowerment and the mechanism for anchoring and national ownership of the activity<sup>1</sup>.

The whole process was based on the UN Women's gender profile methodological guidelines. The development of the Gender Country Profile was based on the principle of "not leaving anyone out" by addressing inequalities and discrimination, meaningfully involving beneficiaries, including women's organisations and other agents of change, such as men and boys, and responding to the conditions of the poorest and most excluded women, especially those facing marginalisation, including vulnerable strata, indigenous and local populations and various intersecting forms of discrimination<sup>2 3</sup>.

In concrete terms, the development of the Country Gender Profile followed four main steps:

- **Launch of the process through a national participatory consultation session**

During this meeting, the gender focal points of public and para-public administrations, and Cameroon's technical and financial partners, in particular

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<sup>1</sup> UN Women, Country Gender Equality Profiles, Guidance Note, 2018.

<sup>2</sup> UN Women, Country Gender Equality Profiles, Guidance Note, 2018.

<sup>3</sup> CAD/OCDE, Paris Declaration on Aid Effectiveness, 2005

the United Nations, were consulted. This phase of the development of the Country Gender Profile responds to the general principles of the Paris Declaration, in particular: coordination between technical and financial partners, and the alignment and harmonisation of their interventions on gender<sup>4</sup>. Other key gender actors in Cameroon such as civil society, local and international NGOs, religious organisations, women's associations and universities were also involved in the exchanges and discussions on the gender situation in Cameroon.

- **Use of relevant documentation**

The development of the Country Gender Profile was primarily based on the main intergovernmental programmatic instruments related to gender equality and women's empowerment, including the 2030 Agenda, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action and the outcome documents of these reviews. It has also benefited from the existence of appreciable progress in terms of gender institutionalization in Cameroon, such as the National Gender Policy (NGP), sectorial policies and action plans that integrate the gender dimension, periodic reports (Beijing+25, 6th CEDAW report, Maputo Protocol, Solemn Declaration on Gender Equality in Africa, Cameroon's reports on the various sessions of the Council on the Status of Women (CSW 59, 60, 61, 62, 63, 64) and major national surveys (ECAM, MICS, HDS...), the National Action Plan of Resolution 1325. The results of the reflections and analyses already carried out in this framework have been used to enrich this Profile. Other important documents such as the Growth and Employment Strategy Paper (GESP) 2010-2020, the National Development Strategy-Cameroon 2020-2030 (NDS 30), the UN Women Strategic Note 2018-2020 and the UNDAF 2018-2020 were consulted. It should be noted here that the data used in this work was collected during the period from 2010 to 2020.

- **Review and development of the first draft of the Profile**

This activity brought together, during a workshop, sectorial technicians from public administrations and civil society, notably the members of the Gender Statistics Technical Committee and the gender focal points. During this meeting, the first draft of the profile was examined and the necessary amendments and additions were made.

- **Profile Validation**

At the end of the collection and analysis of complementary data, a feedback workshop was organised to share the results of the gender profile with the government and other partners. The objective of the workshop was to present and discuss the initial findings, validate the data, provide additional information, promote discussion on the key issues and explain the next steps and follow-up activities.

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<sup>4</sup> CAD/OCDE, Paris Declaration on Aid Effectiveness, 2005.

#### **4. Structure of the Report**

This Country Gender Profile report is structured in six (06) chapters:

- Chapter 1 introduces the country by highlighting general data on development, population structure, economic issues and poverty reduction, followed by socio-cultural aspects.
- Chapter 2 presents Cameroon's institutional, policy and legal frameworks on gender issues.
- Chapter 3 analyses the situation of women and men, girls and boys through the four pillars of the National Development Strategy 2020-2030 (NDS 30).
- Chapter 4 analyses the situation of men and women through the crosscutting issues that are also among the underlying and/or root causes of gender issues affecting other development sectors, including those targeted by the four pillars of the NDS 30.
- Chapter 5 provides a gender analysis of Cameroon's progress towards achieving the contextualised SDGs in Cameroon.
- Chapter 6 analyses the root causes of the obstacles to progress towards gender equality and women's empowerment in Cameroon and draws conclusions and suggests ways to improve.



# CHAPTER I: COUNTRY CONTEXT

## I.1 Administrative and political organization

Cameroon is a unitary and decentralised state in Central Africa, bordered by Chad to the north, Congo to the south, Nigeria to the west and the Central African Republic to the east. Administratively, it is organised into 10 administrative regions (2 English-speaking regions and 8 French-speaking regions), which are further subdivided into 58 divisions and 360 subdivisions equivalent to 360 municipalities. Cameroon is nicknamed «Africa in miniature» because of its climatological, mining, geographical, human, linguistic and cultural diversity. The official languages are French and English for a country with a multitude of local languages.

Cameroon is a presidential republic. The executive power is exercised by the President of the Republic. The legislative power is exercised by two chambers: an upper chamber, the Senate, composed of 100 senators, 26 of whom are women, and established on 14 May 2013, and a lower chamber, the National Assembly, which has 180 MPs, 60 of whom are women. It is a relatively stable country, although it has been experiencing a humanitarian and security crisis in the eastern, northern, north-western and south western parts of the country since 2013. To date, the country is home to around 1,790,466 people in a humanitarian situation<sup>5</sup>, including 418,623 refugees and 9,726 asylum seekers, mainly from three neighbouring countries in open or ad hoc crisis (Nigeria with Boko Haram, the conflict in CAR and Chad), around 1,362,117<sup>6</sup> internally displaced persons, and is faced with the recurrence of floods, which very often cause the displacement of a number of people, particularly in the Far North region.

## I.2 Structure of the population

The total population of Cameroon increased from 10,493,655 in 1987<sup>7</sup>, 17,463,836 in 2005<sup>8</sup>. This population is estimated to be 24,348,251 in 2019<sup>9</sup>. If the growth rate is maintained, this population would reach 32,947,000 inhabitants in 2030 and triple in 2063 (58,815,000 inhabitants)<sup>10</sup>. This population is predominantly female and juvenile. Women make up 51%, and half of the population is under 19.2 years of age<sup>11</sup>. Around 45% of the population is under 15 years of age, and only 4% is 65 years or older.

<sup>5</sup> Government, IOM, OCHA, Facts Sheet 2020

<sup>6</sup> Internally displaced persons North-West and South-West: 679,393, Internally displaced persons Far North: 321,886, Internally displaced persons returned : 360,838

<sup>7</sup> BUCREP, RGPH, 1987

<sup>8</sup> BUCREP, RGPH, 2005

<sup>9</sup> BUCREP Site, projections of population growth, 2020

<sup>10</sup> BUCREP, idem

<sup>11</sup> MINPROFF, Rapport analyse situationnelle, Processus de révision de la PNG, 2020. Republic of Cameroon, EDSC V, 2018.

Republic of Cameroon, EDSC V, 2018

INS, (EC-ECAM 2016, Edition 2018) 15INS, Idem

The Total Fertility Rate (TFR) remains high at around 4.8, i.e. an average of almost 5 children per woman, although it shows a very long-term downward trend<sup>12</sup>. The level of fertility is clearly higher in rural areas (6.0 children per woman) than in urban areas (3.8 children per woman). This difference in fertility between urban and rural areas is, however, more pronounced among women in the 20-24 age group, where there are 171 live births per 1,000 in urban areas compared with 294 live births per 1,000 in rural areas.<sup>13</sup>

### **1.3 The country's economy and the fight against poverty**

Cameroon is geographically and ecologically diverse and has an abundance of natural resources. Despite the security crises and the unfavourable international situation linked to fluctuations in the price of exported raw materials, the national economy has remained resilient, maintaining the growth path begun in 2009. The year 2018 was marked by continued improvement in national economic activity, with growth estimated at 4.2% compared to 2017 when the economy grew by 3.5%, after 4.6% in 2016. This relative performance is explained by the gains from a favourable international environment (linked to strong external demand for forest products) and the diversification of its economy<sup>14</sup>. These two factors made it possible to maintain growth above the average for the CEMAC zone, which stood at 1.7% in 2018.

In terms of trade with the rest of the world, the trade balance deficit widened further (by 18.7%) and stood at 1292.8 billion CFA in 2018. It thus recorded an increase of 120.5 billion (+10.3%) compared to 2017. The rate of coverage of imports by exports stood at 62.0% CFA in 2018 compared with 61.6% in 2017. On the budgetary front, the government has continued its policy of revenue mobilisation and expenditure optimisation. Within the framework of monetary policy management by the Bank of Central African States (BEAC), the evolution of Cameroon's aggregates was globally marked on 30 June 2018, by an increase in the money supply over one year of 6.9% to stand at 4 441.9 billion<sup>15</sup>.

Beyond this relative performance, it is worth noting that Cameroon's Human Development Index (HDI) for 2018 stands at 0.563, which places the country in the 'medium human development' category and at 150th place among 189 countries and territories. In addition, the ECAM 4 results showed that the incidence of poverty in 2014 at national level is 37.5%. It also shows that poverty is more prevalent in rural areas (56.8%) than in urban areas (8.9%)<sup>16</sup>.

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<sup>12</sup> Republic of Cameroon, EDSC V, 2018.

<sup>13</sup> Republic of Cameroon, EDSC V, 2018

<sup>14</sup> INS, (EC-ECAM 2016, Edition 2018) 15INS, Idem

<sup>15</sup> PNUD, Human Development Report 2019.

<sup>16</sup> INS, (EC-ECAM 2016, Edition 2018).

Since 2010, the Government of Cameroon has been implementing a long-term development strategy that takes into account gender issues. This strategy is set out in the document entitled 'Vision 2035', the main objective of which is to make Cameroon 'an emerging country, democratic and united in its diversity by 2035'. The aim is to substantially reduce poverty by bringing its prevalence below 10%<sup>17</sup>. This should be done through the promotion of accelerated and job-creating growth and an ambitious policy of income redistribution through, among other things, the intensification, generalisation and improvement of social services (health, education, training, water, electricity, communication routes, etc.). The first phase of the operationalisation of the Vision, which sets out the fundamentals, was contained in the Growth and Employment Strategy Paper (GESP) 2010-2020. The second phase covering the period 2020-2030 is based on the recently adopted National Development Strategy<sup>18</sup>.

#### **1.4 Socio-cultural Data**

At the socio-cultural level, Cameroon has approximately 280 ethnic groups, including six major groups (Semites, Hamites, Bantus, Semi-Bantus and Sudanese) and numerous interbreeding. The Sudanese, Hamites and Semites who occupy the northern regions (Adamawa, North and Far North) are generally Christian, Animist or Muslim. The Bantu, Semi-Bantu and related peoples, as well as the Pygmies living in the rest of the country, are predominantly Christian and Animist. The social organisation varies from group to group. Among the Sudanese, Hamites and Semites, social hierarchy is strong and power is generally centralized. Among the Bantu, Semi-Bantu and related groups, the types of power are partly based on those that govern the functioning of poorly hierarchical societies<sup>19</sup>. The religious landscape is dominated by Catholics (38.4%), Protestants (26.3%), Muslims (20.9%), followed by adepts of traditional religions (Animists) and emerging Christian religions<sup>20</sup>.

Despite its great ethnic diversity, Cameroon has a common socio-cultural background, particularly with regard to the family and marriage. Cameroonian society as a whole is governed by the patriarchal and patrilineal order and the majority of the population has a pro-family behaviour, due to customs, mentalities and tradition<sup>21</sup>. This behaviour is linked to the prestige, economic and psychological satisfaction of having many offspring. In addition, the socio-cultural context of Cameroon is characterised by habits and customs, most of which encourage exclusions or restrictions based on gender and consecrate the primacy of men in several areas. In particular this concerns the exclusion of women from access to land, the primacy given to the man and sometimes even to other

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<sup>17</sup> MINEPAT, Cameroon Vision 2035, 2009.

<sup>18</sup> Republic of Cameroon, National Development Strategy 2020-2030.

<sup>19</sup> BUCREP, Rapport national sur l'état de la population, 2014.

<sup>20</sup> BUCREP, Rapport national sur l'état de la population, 2011.

<sup>21</sup> BUCREP, Idem 23BUCREP, Idem.

family members with regard to the number of children a woman should have, the subordination of access to reproductive health services to the husband's consent, etc. In addition, social representations of male and female roles in Cameroonian society still contribute to maintaining sexual disparities to the disadvantage of women. One of the salient facts of this situation is the persistence of sociological constraints in certain regions with regard to the schooling of children in general and young girls in particular. For a long time, Cameroonian women have been confined to biological and social reproduction roles. Today, women's contribution to the productive system and to the cash income of their families is somewhat challenging traditions, which generally limited their social role to that of wife and mother. The illiteracy of the population in general, and of women in particular, is still a worrying problem, which limits, on the one hand, women's participation in the development process and in the management of public affairs, and, on the other hand, their access to the decision-making spheres.

## CHAPTER II: LEGAL, STRATEGIC AND INSTITUTIONAL FRAMEWORKS FOR GENDER

For decades, the Government of Cameroon, through its legal, strategic and institutional gender frameworks, has worked hard to improve the rights and opportunities of women as full and equal citizens in all segments of national life. In line with this agenda, the Head of State, His Excellency Paul BIYA, has put in place a socio-cultural environment conducive to the promotion and protection of women's rights, with the objective of better positioning them in the economic, political and cultural spheres. He said this at the Global Forum of Women in Parliaments held in Mexico City in 2015: «We want more women in parliaments and as decision-makers, because it is a question of equity and gender respect. The equal access of women to decision-making positions and the fight against all forms of sexist discrimination undeniably contribute to the construction of a more open and just human society»<sup>22</sup>.

The sub-sections below deal with the following points: (i) the gender legal framework including the Constitution, laws, decrees and other relevant instruments; (ii) the gender strategic framework which refers to the main orientation documents of the national development policy and to the programmes and projects that derive from them; (iii) the institutional mechanisms put in place to achieve gender equality.

9

### II.1 Legal Framework

#### II.1.1 *The international and regional legal framework*

In general, Cameroon has ratified the majority of international and regional conventions, treaties and resolutions promoting human rights and more specifically women's rights<sup>25</sup>. The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) was signed on 6 June 1983. Also, the Charter of the United Nations, the Beijing Platform for Action, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Convention for the Suppression of the Traffic in Women and Children, the Programme of Action of the International Conference on Population and Development, the Millennium Development Goals (MDGs), the Sustainable Development Goals (SDGs), UN Resolution 1325 and related resolutions on "Women, Peace and Security", the Geneva Conventions have all been ratified by the Government.

At the regional level, several instruments have also been ratified, recognizing the equal rights and duties of women and men and prohibiting discrimination against women. These include the African Charter on Human and Peoples' Rights

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<sup>22</sup> Campaign "He For She", Women in Parliaments Global Forum, Mexico City, 7-9 October 2015) <sup>25</sup> See Annex 2

and its Protocol on the Rights of Women in Africa (Maputo Protocol), the African Charter on the Rights and Welfare of the Child, the Addis Ababa Declaration on Gender Equality in Africa, the African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa (Kampala Convention).

It is important to note that Cameroonian legislation has adopted the principle of legal monism. Section 45 of the Constitution of 18 January 1996 provides that: “International treaties or agreements that have been duly approved or ratified have, from the time of their publication, an authority superior to that of laws, subject, for each agreement or treaty, to its application by the other party”. Based on this principle, the treaties and agreements raised and ratified have legal value in Cameroon.

### **II.1.2 Domestic legal framework**

The legal landscape in Cameroon is favourable to the promotion of gender equality. In its Fundamental Law No. 96/06 of 18 January 1996, Cameroon reaffirms the attachment of its people to the principles enshrined in the Universal Declaration of Human Rights, the United Nations Charter and the African Charter on Human and Peoples’ Rights. In this regard, the Preamble to the Constitution states that “every human being, without distinction as to race, religion, sex or creed, has inalienable and sacred rights”, and that all “Human beings are equal in rights and duties». This reminder of the universality of human rights has not obscured the categorical protection of rights. Thus, “the Nation protects women, the young, the elderly and the disabled”<sup>23</sup>.

This position in favour of gender equality, non-discrimination and the protection of women is one of the founding principles of public policy and is reflected in the domestic legal arsenal through several legislative and regulatory provisions<sup>27</sup>. Thus, we can mention without being exhaustive:

- ▶ the enhancement of women’s rights contained in the two internal legal orders of Cameroon, notably the Civil Code (1804), the Matrimonial Causes Act (MCA 1973), the Probate and Contentious Rules, the Wills Act (1837) and the Administration of Estate Act (1925), which contain numerous provisions emanating from civil and common law, protecting women’s rights, following the example of the enshrinement of inheritance rights for women, and property and extra property rights;
- ▶ ordinance No.81/02 of 29 June 1981 on the organisation of civil status in Cameroon which recognises the right of married women to exercise a separate profession;
- ▶ the OHADA Uniform Act on General Commercial Law which allows a married woman to carry out a commercial activity separate from that of her husband;

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<sup>23</sup> Law n° 96/06 of 18 January 1996 to establish the Constitution of the Republic of Cameroon <sup>27</sup>See Annex 3

- ▶ law 2016/007 of 12 July 2016 on the Penal Code, many of whose provisions can be used to punish attacks on the physical or moral integrity of women;
- ▶ law No. 2005/007 of 27 July 2005 on the Code of Criminal Procedure, which sets out the principle of equality in criminal proceedings and provides for treatment in favour of pregnant or breastfeeding women;
- ▶ law No. 2011/024 of 14 December 2011 on the fight against trafficking in human beings, which protects women and children against acts such as sexual exploitation and economic exploitation;
- ▶ law No. 92/007 of 14 April 1992 on the Labour Code, which contains provisions aimed at preserving the employment of women during childbirth and maternity leave and protecting women in certain jobs deemed dangerous for them;
- ▶ law No. 2009/04 of 14 April 2009 on the organisation of legal aid, which grants unemployed and destitute women abandoned by their spouses legal aid in order to obtain from the judicial authorities maintenance for themselves and for minor children left in their care;
- ▶ law No. 2012/01 of 19 April 2012 on the Electoral Code, which promotes the involvement of women in politics by requiring that gender be taken into account in the constitution of electoral lists for municipal, legislative and senatorial elections.

## 11

At the regulatory level, we can mention several texts that promote equal access to certain functions, including equal treatment:

- ▶ Decree No. 94/199 of 7 October 1994 on the General Statute of the Civil Service, which opens access to the Cameroonian Civil Service to all citizens without discrimination on the basis of sex;
- ▶ Decree No. 95/048 of 8 March 1995 on the Statute of the Judiciary with its subsequent amendments;
- ▶ Decree No. 2012/539 of 19 November 2012 on the special status of the body of officials of the National Security;
- ▶ Decree No. 2011/020 of 04 February 2011 on the special status of the civil servants of the Registries.

With regard to women's access to justice, this has been based on the principle of equal treatment of litigants, which is one of the guiding principles of the distribution of justice and the examination of cases<sup>24</sup>. Article 1-1 of the Penal Code states that "the penal law is binding on all". Equality before the courts implies free access to justice and equal treatment before the judge. In this regard, the Constitution, in its Preamble, provides that the law ensures that everyone has the

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<sup>24</sup> MINPROFF, Report of the State of Cameroon on the 25th anniversary of the Beijing Platform for Action (2014-2019)

right to justice. In addition, Law No. 2009/004 of 14 April 2009 on the organisation of legal aid was adopted. Thanks to the provisions of this law, full or partial exemption from legal fees is granted to indigent persons, including divorcing women with minor children and without income, to facilitate their access to justice. Moreover, this law offers to the woman abandoned by her husband and without resources to benefit of the legal assistance of full right, in order to obtain in court the maintenance for her children and for herself.

Cameroon does not have a specific law that punishes violence against women. However, there are specific provisions in the Penal Code on sexual harassment, female genital mutilation, and early marriage. The new texts currently being drafted incorporating the relevant provisions of the CEDAW, such as the Persons and Family Code and probably a specific law against gender-based violence, give hope to many victims. In addition, the Code of Criminal Procedure restrictively requires prison conditions for women who are still incarcerated in the same prisons with men. The absence of a specific prison for women is a real obstacle to the rights related to their detention. Also, during the conciliation phase in divorce cases, the woman's desire to divorce is not always taken into account by the conciliating judge, who prefers to limit himself to that of the man, very often putting the woman's situation in an unfavourable light.

Although the normative framework for the promotion and protection of women's rights contains many relevant international, regional and national legal instruments, it does not guarantee the exercise and enjoyment by women of all the rights thus recognised. The factors that limit the impact of these texts include their insufficient popularisation and appropriation, the insufficient harmonisation of domestic legislation with international legal instruments specific to the protection of women's rights, the mixed application of the legal and regulatory provisions in force, the coexistence of written law and custom, and the reluctance of certain judicial actors to apply the texts in force<sup>25</sup>. The challenges in this sector include the need to:

- ▶ Internalize the international and regional legal instruments for women ratified by the country;
- ▶ Strengthen domestic legislation in favour of women and girls by adopting a gender orientation law, specific laws on the fight against Gender Based Violence, a law or specific provisions on quotas in electoral matters etc.;
- ▶ Ensure better dissemination and ownership of existing laws and regulations by development actors and communities;
- ▶ Harmonise customary and written laws while ensuring the elimination of harmful cultural customs and practices;

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<sup>25</sup> MINPROFF, 25th anniversary of the Beijing Declaration and Platform for Action (2014-2019)



- ▶ Ensure that gender aspects are taken into account in the revision of laws in progress, particularly with regard to land law, labour law, etc.;
- ▶ Harmonise the country's two legal systems inherited from French Law and Common Law;
- ▶ Ensure better protection of women and girls by enforcing existing laws.

## II.2. Strategic Framework

Commitments to gender equality have been announced in national policies and reforms in Cameroon. This is the case of the Vision 2035, which addresses gender concerns, specifically in section III.1 on national integration and consolidation of the democratic process, and the National Development Strategy 2020-2030 (NDS30), which constitutes the reference framework for government interventions for the period 2020-2030. Among the priorities defined in the NDS 30, the theme of gender equality and women's empowerment occupies an important place as it constitutes a factor of underdevelopment and a major problem to be solved in order to achieve emergence. In section 4.5.4. on the Promotion of gender and equity, it is specified that for the period 2020-2030, the Government will (i) pursue its policy of equitable access for girls and boys, men and women to education, training and information; (ii) strengthen programmes designed to encourage women's and young people's entrepreneurship; (iii) intensify consultations with the banking system to open up credit to this category of the population; (iv) intensify measures to combat gender-based violence (GBV); (iv) establish principles to ensure better representation of women and young people in public and political life; and (v) continue to strengthen the institutional framework for the promotion and protection of women's rights . In addition to this section, gender issues are also addressed in all four pillars of the NDS<sup>26</sup>, either explicitly or tacitly.

In order to respond to the challenges it faces in terms of gender and in particular the attainment of the related SDGs, the Government of Cameroon has also adopted a National Gender Policy (2011-2020) to serve as a framework for guiding interventions in the area of promoting gender equality and equity. The general objective of the National Gender Policy is to contribute to the systematic elimination of inequalities between women and men at all levels of social life<sup>30</sup>. For its implementation, the country has a multisectorial action plan adopted in 2014, 5 years after it was drafted.

Beyond the relevance of its content, the evaluation of the NGP and its action plan revealed some shortcomings, including: (i) the lack of knowledge of the precise content of the NGP by key actors and by the DTCs; (ii) the recurrent trivialisation of the issue of gender inequalities in development due to the weak argument and evidence on the impact of the reduction of gender inequalities on economic

<sup>26</sup> Republic of Cameroon, National Development Strategy 2020-2030

growth and development; (iv) the current gender mechanism (Focal Points) and operational modes have shortcomings in terms of operational efficiency in gender promotion; (v) the limited involvement of the gender mechanism in the preparation of public budgets and the monitoring of the implementation of development programmes; (vi) socio-economic support programmes have limited effects; (vii) there are very few or no actions in favour of gender equality both for households and for women; (viii) gender inequalities in decision making positions are exacerbated by socio-cultural practices; (ix) women's participation in engineering activities is low and they are poorly represented in decision-making bodies; (x) the monitoring mechanism for its implementation is weak. As the current NGP expires in 2020 and with the adoption of the NDS30, the Government, through MINPROFF, has undertaken its revision. In the coming months, it will be necessary to adapt this instrument to the country's new development challenges and orientations.

Sectorial strategies integrating gender have also been developed. These include the Strategy to combat Gender-Based Violence (2018-2020), the 1325 National Action Plan on Women, Peace and Security (2018-2020), the National Action Plan to combat Female Genital Mutilation, the Sectorial Plan for Women, Families and HIV/AIDS, the Sector Strategies for Health, the Rural Sector and Education.... Some of these documents need to be revised to take into account new developments in the country.

While the policy and strategic framework creates favourable conditions for gender equality, it is limited by its lack of operationalization. Most sectorial policies are not always followed by concrete actions, nor translated into implementation mechanisms, and they lack sufficient resources. The challenges for the sector include the need to:

- \* Revise the NGP and its multisectorial plan to ensure its alignment with the NDS 30 and take into account new developments in the country;
- \* Ensure proper dissemination, ownership and implementation of the NGP by the sectorial administrations, decentralised authorities, civil society and technical and financial partners;
- \* Ensure the allocation of resources at the level of the sectorial ministries for the implementation of the NGP;
- \* Review other strategy documents, notably the National Action Plan 1325 on women, peace and security (2018-2020), the National Action Plan to combat female genital mutilation, the Women, Families and HIV/AIDS Sector Plan, the Strategy to combat gender-based violence, etc.
- \* Put in place operational mechanisms for the implementation of these framework documents.

## **II.3 Institutional Framework**

In the critical area H of the Beijing Platform for Action (1995) entitled: "Institutional mechanisms for the advancement of women", special attention

is given to national mechanisms by stressing that the “mechanism for the advancement of women is the main entity for the coordination of national policies” and that its essential task is to support the integration of gender issues in all sectors. As far as Cameroon is concerned, several structures are involved in the promotion of gender equality and women’s empowerment.

### ***II.3.1 Ministry of Women’s Empowerment and the Family (MINPROFF)***

The main body in charge of gender equality and women’s empowerment in Cameroon is the Ministry of Women’s Empowerment and the Family, created in 2004 by Decree No. 2004/320 of 8 December 2004, born from the ashes of the former Ministry of Women’s Affairs (1997). According to its missions revised in 2011, this ministerial department is responsible for the elaboration and implementation of governmental measures related to the promotion and respect of women’s rights and the protection of the family. As such, it has as missions to:

- Ensure the elimination of all discrimination against women;
- Ensure that guarantees of equality for women are increased in all areas of activity;
- Study and submit to the Government the conditions facilitating the employment of women in all sectors of activity;
- Study and propose strategies and measures to strengthen the promotion and protection of the family;
- Study and propose measures aimed at promoting and protecting the rights of the child.

In addition, the Ministry Women’s Empowerment and the Family liaises between the Government and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), in conjunction with the Ministry of External Relations, as well as with all national and international political organisations for the advancement of women. It supervises women’s training structures, excluding establishments under the responsibility of the ministries in charge of education. It comprises a central administration, territorial branches and specialized establishments, such as the women’s empowerment centres and the appropriate technology centres.

The capacity building of the national mechanism, the hierarchical positioning of this ministry in the government team as well as the precise redefinition of its missions, aim to enable it to fully play its role of coordination, control and monitoring both in terms of gender equality and women’s empowerment and in the planning and implementation of plans and programmes at the national level. Although this role is well defined, this ministerial department does not always have the means to implement its policy, particularly with regard to monitoring the integration of gender into other sectorial ministries.

### ***II.3.2 Other sectorial ministries and parastatals***

The cross-cutting approach to gender equality in all development programmes implies that gender equality be taken into account both in the formulation of

sectorial policies and in the evaluation of their implementation. This is why, in addition to the Ministry of Women's Empowerment and the Family, other sectorial ministerial departments are also involved in the implementation of the National Gender Policy. Thus, gender focal points are designated by the ministerial departments concerned to ensure the follow-up of gender mainstreaming in their respective fields. It must be said that in most cases, the establishment of gender focal points has shown some limitations due to the quality of the people appointed, their constant mobility due to assignments and the fact that many do not always have a good knowledge of their roles and responsibilities. MINPROFF has therefore initiated a reflection on the creation of gender committees and on raising the profile of the people appointed to these committees. To date, some ministries such as MINADER and MINEPIA have functional gender committees. This option has the advantage of compensating for the mobility of members who are civil servants. Structures put in place following the Mexico and Beijing conferences, such as the Consultative Committee for the Promotion of Women and the Women and Development Committees, have not functioned optimally and have disappeared from the national system.

### ***II.3.3 Regional Local Authorities***

Territorial collectivities in Cameroon are made up of Regions and Municipalities. The process of setting up the Regions is underway. As for the Municipalities, they are the crucible of local democracy and are a window of opportunity to promote gender equality and women's empowerment. To date, the Municipalities do not yet have appropriate mechanisms for monitoring gender issues in local governance.

### ***II.3.4 Technical and Financial Partners***

The technical and financial partners support the Government in achieving its gender objectives. This support is provided either individually or in a coordinated manner in the form of working groups. We have thus :

- The GTEG (Gender Working Group of the Multipartners committee) created in 2005 in the context of the Paris Declaration and which has had its moments of glory. This working group is co-chaired by an intergovernmental organisation or international NGO on the one hand and UN Women on the other. Since its creation, the WGG has been led by Canada, SNV and UN Women. Today this body is quite weakened and no longer functions normally.
- The United Nations Gender Thematic Group (UNGTG), which is the gender working group of the UN country team, was created in 2012 and led by UN Women. This group also functioned with a certain efficiency until 2015, but to date its meetings are occasional and its activities rather sporadic.
- The UN Women Civil Society Advisory Group (CSAG): The UN Women Civil Society Advisory Group is a space for ongoing exchange and engagement between civil society representatives on national issues related to gender equality and women's empowerment. The first CSAG was established in 2012, but then experienced some dysfunctions. A new team has been in place since 2019.

Other thematic working groups also exist in the country. This is the case of the working group on GBV linked to the humanitarian response and led by MINPROFF, UNFPA and UN Women. Very recently, an inter-ministerial committee and a technical committee on gender statistics were created and bring together the sectorial ministries working on this issue. The National Institute of Statistics (NIS) also houses a Permanent Working Group on Gender Statistics.

In addition to these bodies, ad hoc committees exist, such as the national CEDAW committee or the national committee on the CSW. However, these bodies operate on an ad hoc basis, particularly during the preparation of international conferences or the production of a periodic report.

### ***II.3.5 The Civil Society***

The State, aware that civil society remains a privileged partner for development, has organised this sector through the 1990 laws on rights and freedoms. Civil Society Organizations (CSOs) include international/national associations and Non-Governmental Organisations (NGOs), which have a greater role to play in advancing the gender equality agenda in Cameroon. Intervening on several fronts (political dialogue, advocacy, awareness-raising, implementation, reporting to treaty bodies and monitoring the implementation of recommendations, etc.) and in the various fields of national life (governance and political participation, public policies, peace and security, education, health, gender-based violence, humanitarian action, economic empowerment, access to land, etc.), these structures act to drive action, challenge and collaborate with the state and the private sector. Their networking with sub-regional, regional and global movements is making remarkable progress, raising expectations of positive effects on gender equality.

In this regard, the country's progress in political participation, human rights, entrepreneurship, economic empowerment, and the fight against GBV, among others, is attributable to the intensive and increased action of CSOs engaged in the defence of women's rights. Others advocate for women's access to land and credit. To date there is no mapping of CSOs working on gender issues. However, several sectorial networks and platforms are in place and functioning. This is the case of the African Women Leaders Network (AWLN) set up in December 2020, the GTOG (Civil Society Gender Working Group) which deals with gender issues and the monitoring of public policies, the coordination platform of CSOs working on gender issues in the South West region, the North West and South West Women's Working Group (NSOWT) on women, peace and security issues...

Despite its dynamism, Cameroonian civil society working on gender issues has some weaknesses including influence struggles, weak organisation, lack of financial autonomy, making some inclined to listen to the advice and recommendations of financial partners and to deviate from their own agenda, the often contested neutrality, rightly or wrongly, of CSO members vis-à-vis political society, The fragmentation of civil society weakens the scope of its actions and

contributes to its disregard in political decision-making. Although there are several networks working on related issues, there is still a lack of a solid and well-structured national platform on gender issues.

In view of the achievements mentioned, it must be noted that there is real effort to establish a solid institutional framework on gender equality in Cameroon. The main challenges lie in the organisation and functioning of these working groups around the NGP and international guidelines, capacity building of members and the mobilisation of adequate resources to carry out their activities. The limitations of the institutional framework on gender equality are essentially noticed in (i) the lack of operationality of institutional mechanisms due to the weak implementation of the Gender Policy and its action plan, (ii) the limited impact of the activities of women's associations and movements which very often carry out scattered actions on the fringes of the NGP, and (iii) the relative influence of the working groups on gender in effectively taking into account the gender dimension in the successive strategic development frameworks. To this end, it would be appropriate to :

- \* Strengthen the national institutional mechanism in terms of gender by putting in place a mechanism for monitoring the accountability of interventions in this area;
- \* Better organise the civil society and strengthen its position as a major actor in the implementation of the NGP;
- \* Better structure the working groups in order to make them more incisive in the accomplishment of their missions;
- \* Review the functioning of gender focal points and clearly define their responsibilities;
- \* Establish gender mechanisms at the level of Regional and Local Authorities.

## CHAPTER III: GENDER AND THE PILLARS OF THE NATIONAL DEVELOPMENT STRATEGY 2020-2030

This chapter aims to conduct an analysis of the areas that would be of interest to Cameroon's NDS 30 interventions from a gender perspective. The following four (4) main pillars will be successively addressed: (i) Structural transformation of the national economy, (ii) Development of human capital, (iii) Promotion of employment and integration of young people into the economic circuit, (iv) Governance, decentralisation and strategic management of the State. The analysis of gender in these four pillars will focus on the exploitation of available data in order to address the challenges of significantly reducing existing inequalities between men and women in Cameroon.

### III.1 Gender and Structural Transformation of the National Economy

This pillar deals with economic planning and will address the situation of men and women in: (i) industry, services and the private sector; (ii) the rural sector; (iii) productive infrastructure, regional integration and the financial system; (iv) the environment and climate change.

19

#### *III.1.1 The situation of women and men in industry, services and the private sector*

- **Situational analysis of the sector**

Industry is a high-productivity sector and therefore represents an important factor for growth in Cameroon. According to the government, the development of industry should boost overall GDP growth by attracting and better reallocating factors from low productivity sectors.

The business fabric in Cameroon has grown strongly, with 84.2% of economic units registered, operating mainly in trade, with the tertiary sector confirming its very high representation. The secondary sector is in second place with 15.6% and is characterised by the preponderance of very small-sized enterprises (VSEs) and small-size enterprises (SEs) operating mainly in the agri-food and garment industries (sewing workshops). The formal primary sector remains very underdeveloped, with 0.2% of economic units.

The first General Business Census (RGE 1) carried out in 2009 identified 93,969 businesses, 32.6% of which were created by women. The second census (RGE2), carried out in 2016, divided the economic units into 203,419 headquarter enterprises and 6,063 establishments. The analysis according to the gender of the promoter/manager shows that 62.1% of enterprises are created by men against 37.9% by



women. This imbalance in favour of men, which is more pronounced in the case of business start-ups, reflects a disparity by gender. Compared to 2009, there has been an improvement in female participation in entrepreneurship (+5.3 points)<sup>31</sup>. In 2009, the industry sector employed more women than men. Almost half of the female workforce is located in the traditional sectors of textiles, clothing and food processing, and women also account for about a third of the workforce in the metalworking and electrical equipment sectors. They are less present in the building materials and miscellaneous industries sectors. Thus, there are 2152 women out of a total of 8530 employees, i.e. 25.2%, spread over 74 economic units.

Despite the remarkable presence of women in the employed population in these sectors, their share among business founders is significantly lower. Compared to men, very few women who have developed their own business are members of an employers' association (17.9%); they have a low propensity to participate in the capital of one or more companies (20.2%); the majority are sole proprietors (94.8%); and they are not members of a trade union (27.7%). Almost all the businesses (94.3%) set up by women employ less than 5 people. Similarly, more than 9 out of 10 enterprises (95.2%) run by women are of an "initial creation" nature. In addition, only 8.8% of women entrepreneurs have higher education level. One in five (20.3%) female business promoters has at least a bachelor's degree or higher.

The typology of obstacles faced by male and female economic operators changed in 2016. Indeed, although tax-related concerns remain important, they have diminished compared to 2009. Corruption is in relative decline, now supplanted by administrative formalities/hassles with agents of the City Hall and Urban Council, as well as problems of market opportunities. The low penetration rate of information and communication technologies (ICTs) and the lack of interest in environmental protection are among the findings that were established, thus confirming the results of the RGE-1.

## • **Key Challenges**

Beyond the above data, it must be noted that the development policies of the industry and services sectors and the partnership with the private sector remain gender-blind. Despite the strong presence of women in these sectors, there is still a lack of strategies to enable them to better position themselves as key players in the industrial and service economy. Thus, it would be appropriate to:

- ▶ Develop incentives to attract and improve women's participation in the SME sector;
- ▶ Loosen the fiscal stranglehold to encourage promoters;
- ▶ Simplify the numerous administrative formalities in the SME sector and strengthen measures to combat harassment by public officials;
- ▶ Open up new outlets, particularly in the formal primary sector, which is still very underdeveloped, and in the markets that are promising for male and female promoters;



- Improve the production of gender statistics in this area.

### ***III.1.2 The situation of women and men in the rural sector and food security***

#### **• Situational analysis of the sector**

The Government of Cameroon has set among other objectives, to reduce the poverty rate from 40.2% to 28.7% by 2025. The agro-pastoral sector is vital to achieving this objective, as it employs about 50% of the workforce and has the potential to support the entire economy. Given the efforts to be made, the Rural Sector Development Strategy, drawn up on the basis of the scenario “Development of a green and equitable rural sector”, is based on the following four (4) strategic axes: 1. Modernisation of farms, development of production sectors and improvement of product marketing; 2. Development and modernisation of rural infrastructures, facilitation of access to production factors, financing and insurance; 3. Development, equitable allocation and sustainable management of rural areas and natural resources; 4. Encouragement of private initiatives, improvement of governance and institutional arrangements, capacity building of actors<sup>27</sup>.

With regard to the gender situation in the sector, Cameroonian women represent more than half of the agricultural workforce and occupy a predominant place in certain sectors. According to the National Gender Policy Document (NGP) 2011/2020, food crops (maize, cassava, millet, sorghum, plantain, groundnuts, rice, tubers, etc.) are mostly controlled by women. However, for crops such as sorghum and millet, there is a significant presence of men in the far north. As for cash crops (cocoa, coffee, cotton, etc.), which for many years were very profitable and under the control of men, the presence of women is increasingly noticeable. Women are more involved in the production, processing and marketing of food products, sectors in which men have been more active in recent years, due to the fall in prices of certain cash crops. In the cash crop sector, women are generally faced with enormous difficulties, notably access to land, land ownership, agricultural inputs, financial resources (credit, subsidies, donations, etc.) and modern agricultural techniques.

In the livestock sector, women are more involved in small-scale livestock farming (Poultry, sheep and goats, etc.), while cattle farming is controlled by men. This sub-sector is influenced by a patriarchal organisation marked by the control of production factors (land, pastoral resources) by men. Continental, maritime and industrial fishing are the prerogative of men who use modern, high-performance and costly equipment, while continental artisanal fishing is reserved for women

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<sup>27</sup> République du Cameroun, Stratégie de développement du secteur rural/ Plan national d'investissement agricole SDSR/PNIA (2020 – 2030)

who use nets, pirogues and other rudimentary equipment. On the other hand, the processing, conservation and marketing of fish products are the responsibility of women, even if the revenue from sales often escapes them. Aquaculture is a new activity, still at the embryonic stage, and is mainly carried out by men because it requires significant investment<sup>28</sup>.

With regard to production, it is important to note that women invest more in family farms characterised by the small size of the fields (less than 2 hectares) where they mainly produce various food crops, sometimes associated with coffee and/or cocoa. They are gradually moving into larger farms (2-10 hectares), particularly in the Centre and Littoral regions. They use unselected/improved seeds and benefit little from agricultural extension programmes. Due to the constraints noted above, they are struggling to professionalize in the semi-modern development segment, consisting of pineapple, white pepper, solo papaya and grafted mango, vegetables (onion, cabbage, carrot and lettuce, tomato, etc.) and starchy crops (cassava, plantain) using selected inputs, little irrigation equipment, and little or no packaging equipment.

More than men, rural women are the most affected by low productivity. Indeed, women are very active in subsistence food chains, but their occupational, family and community workloads, limited by socio-cultural beliefs and practices, are strong barriers for their involvement in some important segments of the value chains. In addition, women generally face enormous difficulties, including access to land ownership (for the most part they enjoy a right to use and enjoy the fruits, but very few have the right to alienate land), agricultural inputs, financial resources (credit, grants, donations, etc.) and modern agricultural techniques, and poor technical supervision.

With regard to food insecurity, the results of the EDSC-V 2018 show that food insecurity affects men more than women: indeed, among people aged 15-49, almost two-thirds of men (63%) and almost one in two women (47%) are in a situation of moderate or severe food insecurity. On the other hand, food insecurity, regardless of severity, affects women and men in rural areas more than in urban areas: 67% versus 59% among men and 52% versus 43% among women for moderate or severe prevalence.

At the level of public policy, Cameroon has made gender a cross-cutting concern in all its national development strategies. In order to be consistent with the commitments made at the international and regional levels, the SDSR/PNIA 2020-2030 intends to evaluate the respective responsibilities of women and men in any planned action including legislation, procedures or programmes, in all areas and at all levels. Based on the lessons learned from the 2014-2020 PNIA,

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<sup>28</sup> MINEPAT, Stratégie de développement du secteur rural au Cameroun 2015-2020

wherein this theme was not sufficiently taken into account, the SDSR/PNIA 2020-2030 intends to be more gender-sensitive by adopting the Gender Responsive Budgeting (GRB) approach and by implementing the guidelines issued by the Head of State since 2010. The budget allocated to the different investment areas relating to gender promotion represents 46% of the overall budget. This percentage includes actions specifically dedicated to women, youth and those related to governance issues and institutional support, which will benefit men and women on an equitable basis<sup>29</sup>.

## • Key Challenges

As mentioned above, women are very present in food-producing agriculture, which accounted for 62.8% of GDP in the primary sector in 2009. An analysis of the sectors shows a constant increase in production, but the level of performance achieved is not yet sufficient to satisfy the ever-increasing demand. The result is an increase in market prices. The bottlenecks in this sector remain the inadequacy of production equipment and infrastructure, the difficulties of access to quality seeds, the archaic nature of cultivation methods and means, the low level of agricultural yields and the inadequacy of financing. To this should be added their weak presence in cash crop agriculture and still traditional livestock and fishing. Therefore, the repositioning of women in the better paid segments requires aggressive actions by the state and other actors, the successful removal of social norms and customs barriers that dictate the type of employment women can claim, the conditions under which they can operate, and that limit or make difficult their access to factors of production. Furthermore, the economic empowerment of rural women goes hand in hand with family and community well-being, which is strongly correlated with the community protection of women's rights. This includes issues that are not directly related to the economy, such as the participation of promoters in community decision-making or the proportion of gender-sensitive community initiatives. The challenges for the sector include the need to:

- ▶ Organize women farmers by sector. Although there is a plethora of actors in this field, it will be a question of better structuring them into cooperatives in order to make them more professional and competitive;
- ▶ Alleviate the overload and arduousness of work due to the patriarchal organisation of society and an overloaded daily schedule because of the social conception of the role of women, the non-mechanisation
- ▶ of agriculture (ploughing with hoes, shelling maize by hand, lack of pumps for irrigation, insufficient mills, granaries and other equipment compared to needs);

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<sup>29</sup> République du Cameroun, Stratégie de développement du secteur rural/ Plan national d'investissement agricole SDSR/PNIA (2020 – 2030)

- ▶ To fill the gaps linked to poor agricultural production, conservation, processing, packaging, labelling techniques, poor respect for standards and quality, and issues of product marketing (insufficient quality products) by improving the supervision of women farmers;
- ▶ Improve women's access to financial resources (credit, subsidies, donations, etc.), implement a policy for financing agricultural projects carried out by women and strengthen the often difficult collaboration with microfinance institutions;
- ▶ Involve women in cash crops for a sustained economic take-off;
- ▶ Improve policies for women's access to land, land ownership and agricultural inputs;
- ▶ Involve women in cattle breeding;
- ▶ Strengthen the position of women in all segments of the agricultural value chain;
- ▶ Support the valorisation of agricultural production, the development and transfer of appropriate technologies for the benefit of rural women and youth.

### ***III.1.3 The situation of women and men in transport infrastructure, regional integration and the financial system***

#### **• Situational analysis of the sector**

The Government intends, within the framework of the Vision 2035, to invest massively in the transport sector. It is in this perspective that Cameroon developed in March 2010, the Sector Strategy for the Transport Sector which presents the "Vision for the Transport Sector" to 2035.

The new approaches of the AfDB, Cameroon's main partner, and other partners in this area, consist in developing activities related to transport infrastructure in order to ensure that local populations benefit from the effects of road traffic. Drawing lessons (achievements and challenges) from previous experiences, the Ministry of Public Works, the Ministry for the Women's Empowerment and the Family and UN Women have developed two project-components on ***"Support to specific and entrepreneurial activities of women"***<sup>30</sup> through the development of road-related activities for the benefit of women in road projects. These projects aim to develop and make available to women living along the road under construction, related socio-economic infrastructures that will contribute to the improvement of family incomes, social resilience and participation in view of a sustainable and integral development of the region.

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<sup>30</sup> ONU Femmes, Projets Genre et Route et Projet Ring Road

With regard to cross-border trade, it is a key instrument for promoting development and regional integration (Goldberg and Pavcnik, 2003 and Maloney, 2004). In the context of Sub-Saharan Africa, cross-border trade is made up of formal trade and informal trade that takes place on the margins of social and fiscal legislation. This type of informal trade escapes national accounting<sup>31</sup>.

As in most countries in sub-Saharan Africa, national accounts figures for Cameroon indicate that poor women make up the majority of those working in the informal sector. The majority of these women are involved in the ICBT with other countries in the sub-region. However, the activities related to the ICBT are marked by many difficulties. Despite its informal nature, the actors in the sector (men and women) who are involved in this trade get in contact with multiple actors along the way. These include agents of administrative services (Customs, Trade, and Transport), municipal agents of the border towns, law enforcement agencies (Police; Gendarmerie), forest guards, and coastal guards. The immediate consequences include the loss of goods, particularly raw/fresh produce, the increase in costs, etc. In addition to these constraints, women working in this sector are exposed to other risks such as rape, offering sex for money, theft, etc.

The domestic financial system has been growing over the last 30 years. In addition to tontines and traditional financial institutions, there is a great number of organisations facilitating access to financial services such as credit or savings, but also to services aimed at protecting property and people such as insurance. In 2014, less than 20% of men and 10% of women in Cameroon had an account with a formal financial institution. Low turnover, low profits, etc., make it difficult for women to develop their businesses and force them to adopt “maintenance” strategies. The rate of access to financial services is low in Cameroon, far below the average for CEMAC and sub-Saharan Africa, but with a smaller gender gap. The rate of women’s access to banking services is 10.2%, compared to 26.2% for sub-Saharan African countries, but the gender gap is only 4%, compared to an average of 6.8% in sub-Saharan Africa. Women’s use of informal financial services is as high as that of men.

In addition, gender analysis shows that women are half as likely to have an investment loan (0.5%) as men (0.9%). According to the results of MICS 5 (2014), in the last 24 months prior to the survey, 17% of women aged between 15 and 49 had received a credit. Credit is mainly obtained from tontines and relatives/friends, regardless of the category of women considered. Regarding the credits obtained, whatever the category of women considered, the main uses are the creation of an income-generating activity, the financing of health expenses and the financing of education expenses<sup>32</sup>.

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<sup>31</sup> MINCOMMERCE-UNIFEM Projet PAFICIT, 2007.

<sup>32</sup> Cameroun, MICS 5 (2014).

While the women entrepreneurs all use at least one financial service each, it is notable that informal and semi-formal sources of finance feature prominently in their practices. Two factors explain this. On the one hand, the women entrepreneurs mention proximity and, on the other hand, simplification or even absence of procedures in these sources. According to them, this simplification or the virtual absence of procedures enables a rather speedy circulation of financial resources. However, of those women entrepreneurs who do feel this way, very few claim to have had any experience of formal institutions that has proved difficult. For the most part, when not relying on information received from others, they prejudge the cumbersome procedures and conditions of access to formal financial services.

## • **Key Challenges**

As far as the transport sector is concerned, the set of challenges facing women living along the roads makes it necessary to:

- \* Systematize the consideration of gender in all structuring projects in Cameroon;
- \* Improve the poor access to training, information, basic social services, reproductive health care, conventional markets, credit, techniques and units for the conservation and processing of foodstuffs, including the lack of drinking water and electricity;
- \* Solve the problems of food transport (poor roads, no means of transport locally or to the city), post-harvest losses linked to isolation and the inadequacy of food storage, conservation and processing units;
- \* Build markets, sheds, storage warehouses, cribs, drying areas, weak capacities of rural women (technical, financial, organisational, managerial, entrepreneurial) for income generation;
- \* Fight against exposure to GBV including STIs and HIV/AIDS in the road corridors.

With regard to cross-border trade, it will be a question of better structuring it by integrating specific measures for women while encouraging them to migrate to the formal sector. The challenges are:

- \* The reduction of administrative services along the axes;
- \* The fight against corruption;
- \* The protection of women against various forms of violence, abuse and exploitation;

With regard to access to the financial system, the challenges concern the need to

- \* Enhance the formal and semi-formal financial system;
- \* Develop special mechanisms for women such as lowering interest rates, reducing procedural burdens.

### **III.1.4 The situation of women and men in the environment and climate change<sup>33</sup>**

#### **• Situational analysis of the sector**

Cameroon is facing an abnormal recurrence of extreme climatic phenomena such as violent winds, high temperatures or heavy rainfall that endanger human communities, ecosystems and the services they provide. Already, about 320,000 Cameroonians are affected by climate-related disasters. The consequences of climate change could undermine Cameroon's efforts to reduce poverty, develop a strong diversified and competitive economy<sup>34</sup>.

National authorities are placing great emphasis on gender mainstreaming in the National Climate Change Adaptation Plan. The vision states that "In Cameroon, climate change is fully integrated into the sustainable development of the country, thus reducing its vulnerability, and even transforming the problem of climate change into a development solution/opportunity". The Government of Cameroon recognises the important role played by women in agricultural production in rural areas. Agricultural activities in Cameroon are exclusively (90%) rain-fed; thus, irregular rainfall patterns due to climate change and variability have resulted in large losses in terms of agricultural production. The consequences of climate change have seriously affected the livelihoods of vulnerable groups in society, mainly small-scale women farmers in Cameroon. The adverse effects of climate change have made the already difficult lives and livelihoods of small-scale women farmers more difficult and complex. Their long-term coping practices can no longer enable them to find solutions to the problems.

#### **• Key Challenges**

The above findings suggest that small-scale women farmers are not only vulnerable to climate change. With the opportunities and assistance they are given, they can also be committed actors or agents of change in relation to climate change adaptation and mitigation. The challenges thus include the need to:

- \* Integrate gender into the design, financing and implementation of national development policies, programmes and projects in the climate and related key sectors;
- \* Develop a strategy for women's resilience to climate change;
- \* Build women's capacity on climate change issues;
- \* Advocate for the revision of water and environmental laws;
- \* Support actors working in the areas of water, climate and environment to produce gender-disaggregated data.

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<sup>33</sup> NEPAD, Programme d'appui à l'Égalité des genres, au Changement climatique et à l'Agriculture (GCCASP) au Cameroun, 2014

<sup>34</sup> MINEPDEDD, Plan National d'Adaptation aux Changements Climatiques, 2015

## III.2 Gender and Human Capital

The areas covered under this pillar are organised around four (4) axes, namely the situation of women and men in: (i) education, training and employability; (ii) health and nutrition; (iv) access to basic social facilities; (iv) social protection.

### *III.2.1 The situation of women and men in education, training and employability*

#### • **Situational analysis of the sector**

The education situation can be considered improved overall in Cameroon. The literacy rate of people aged 15-64 is 77.7% and that of 15-24 years old is 86%, reflecting intergenerational improvements<sup>35</sup>.

With regard to primary education, nearly one in four children aged 3 to 5 attend kindergarten or primary school. Although some children go to school before the official school age of 6, this analysis shows that this practice is still low in the population. For equity purposes, target 4.5 of the SDGs aims to “eliminate gender disparities in education by 2030”. At the national level, the parity rate between girls and boys in primary education is 0.99, which reflects almost equal access to education by gender for children aged 6 to 11. Some disparities are observed according to region, particularly in Adamawa (0.92) and the North (0.93), where there is an imbalance in favour of boys. The other regions are characterised by near equality or equity according to gender.

In secondary education, as at the primary level, there is almost no discrimination in the enrolment of girls and boys at the national level. Actually, the girl/boy parity rate based on the adjusted net rate at this level is 0.98. However, there are disparities between regions. It is in the North (0.61) and Adamawa (0.69) regions that the greatest discrimination against girls in access to secondary education is observed. In the Littoral, with the exception of Douala (1.16) and the West (1.12), there are relatively more girls in secondary education than boys. In addition, the overall attendance of secondary schools is 58.27%, 63.11% of which are boys against 53% of girls. These data show disparities between regions, with a gender imbalance in the Priority Education Zones (ZEP), for three main reasons: socio-cultural constraints, the isolation of certain areas and the poverty of the population.

In higher education, the 2018 Higher Education Scoreboard shows, on the one hand, an increase in the number of girls graduating from the two systems in Cameroon and, on the other hand, an increase in the number of girls reducing the gender gap in public and private universities.

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<sup>35</sup> INS, EC-ECAM, 2016 Edition 2018. 42INS, EC-ECAM, 2016 Edition 2018



**Table 1 : Evolution of the number of baccalaureate holders by gender between 2016 and 2018**

N°	Indicators	Years		
		2016	2017	2018
	<b>Number of secondary school graduates</b>			
	Office du Baccalauréat and GCE Board	95.565	92.016	109.487
	Boys	48.014	46.524	56.498
	Girls	47.551	45.492	52.989

**Tableau 2 : Evolution of the number of students by gender between 2016 and 2018**

N°	Gender-related access indicators	2016	2017	2018
	Number of female students	12.2171	126.960	136.568
	State Universities	97.364	102.200	109.605
	IPES	24.807	24.760	26.963
	Proportion of women in the student population	42.89	43.03	42.19
	State Universities	41.51	41.80	40.67
	IPES	52.71	51.53	52.67

**These data compared to those of 2015 show a clear improvement where the number of students in public universities amounted to about 253,355 students against 229,056 in 2014 with an increase in the rate of attendance of girls, especially in certain fields such as medicine; here we even see a reversal of the trend.**

**In terms of educational attainment,** the EDSC-V data show a gap in educational attainment in favour of men. Overall, 14% of men and 23% of women aged 6 years or older have no education<sup>36</sup>. In addition, 43% of men and 41% of women have primary education, 36% of men and 31% of women have secondary education. Very small proportions of men (7%) and women (5%) have higher education.

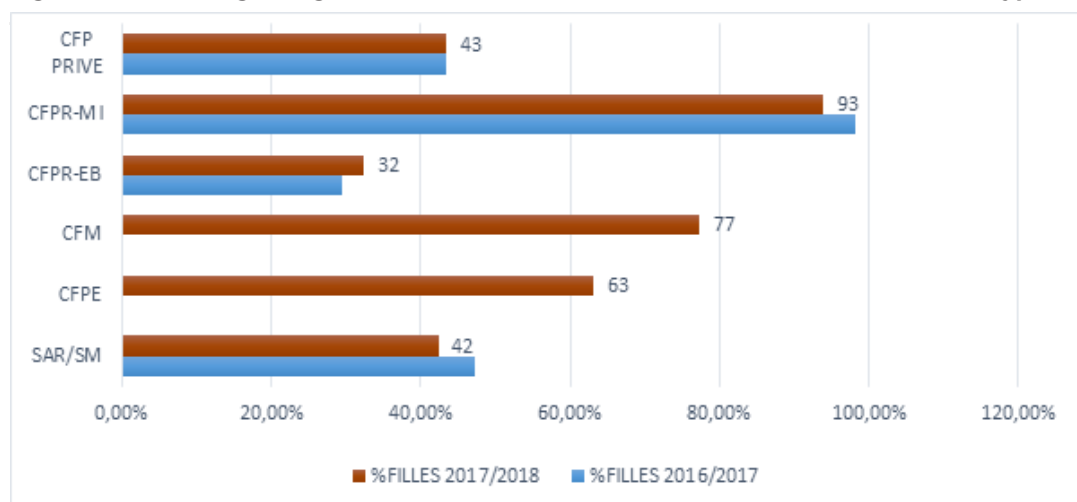
**In terms of literacy for 15-24 year olds,** SDG target 4.6 is to ensure that by 2030 all young people and a significant proportion of adult men and women are literate. In the ECAM4 framework, literacy is considered to be the ability to read and write a simple sentence in French or English. The survey shows that overall, the literacy rate of young people aged 15 to 24 is 86.0%. This rate indicates that just over two thirds (68%) of young women can read a simple sentence in French or English and that the literacy rate varies considerably according to area of residence (85% in urban areas versus 48% in rural areas).

**In the area of vocational training,** the gender equality opportunity criterion is taken into account in the vocational training environment in Cameroon.

<sup>36</sup> République du Cameroun, EDSC V, 2018.

Indeed, in public and private vocational training centres between 2016 and 2018, the percentage of girls increased from 43.4% to 50.6% between 2016 and 2018 for a total of learners from 40,366 to 43,000. In addition, girls have greater access to vocational training under the auspices of public structures, particularly the Centres de Formation Professionnelle Rapides et Métiers Industriels (CFPR-MI) with a percentage of 93%.

**Figure 2: Percentage of girls between 2016/2017 and 2017/2018 in the different types of**



### • Key challenges

The situation of girls and boys in the different levels of education is quite good in Cameroon. However, there are still major disparities between the regions, particularly in the so-called priority education zones, which still have low rates of access and retention of girls in the education system. These are reinforced by an unequal distribution of the education budget. For example, education spending per pupil in the Far North is 2.2 times lower than in the Littoral. Between 2014 and 2016, the share of education in the total budget fell from 14.6% to 12.5%. Thus, Cameroon devotes fewer resources to education than its peer countries, with 3% of GDP in 2015, compared to 7.3% in Senegal and 5.2% in Kenya.

The main reasons for girls dropping out of school and university are:

- ▶ Patriarchal norms: some families do not value girls' education because women's roles and jobs would not create much income. Poor families prioritize education for boys;
- ▶ Domestic and agricultural work mainly assigned to girls;
- ▶ Early marriages of young girls and unwanted pregnancies;
- ▶ Insecurity: some families are reluctant to send girls to school for fear of violence at school or on the way to and from school;
- ▶ Parental poverty.

The main challenges for the sector are therefore to reduce the school dropout rate for girls and the illiteracy rate for women. This will involve:

- ▶ Encourage access and retention of girls in primary and secondary education, particularly in the ZEP;
- ▶ Review and revitalise the Functional Literacy Programme through a multi-sectorial approach that integrates other ministerial departments concerned by the issue (MINPROFF, MINAS, MINJEC, etc.);
- ▶ Improve the perception of education and schooling for girls at the level of families and communities, particularly in the ZEP and rural areas;
- ▶ Strengthen actions aimed at eliminating gaps between girls and boys in education at all levels and at non-discriminatory schooling for girls and boys;
- ▶ Promote the access of girls and women to ICTs;
- ▶ Encourage vocational training for women and girls in industrial, scientific and technological fields.

### ***III.2.2 The situation of women and men in the health and nutrition sectors***

#### **• Situational Analysis**

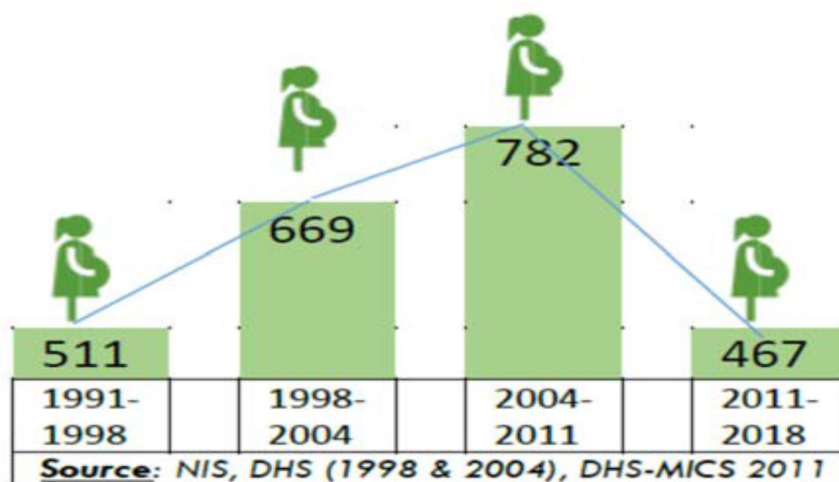
Maternal health remains a major challenge in Cameroon, despite considerable efforts by the Government:

**Maternal mortality ratio**, although still high, has improved over the last 10 years. According to the 2018 EDSC V, the maternal mortality ratio in Cameroon fell to 467 over the period 2001-2018. This value is close to the national target set in the first phase of Vision 2035 (2010-2020) of 350 per 100,000 live births in 2020. In other words, in Cameroon, for every 1,000 live births in the 7 years prior to the 2018 EDSC, i.e. in the period 2012-2018, about 4 out of every 1,000 women died during pregnancy, childbirth or in the 42 days following childbirth or the end of pregnancy, not including deaths due to accidents or acts of violence<sup>37</sup>.

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<sup>37</sup> Republic of Cameroon, EDSC V, 2018

**Figure 3 : Evolution in maternal mortality ratio per 100,000 live births**



Source: Report on the status of SDG indicators in Cameroon (2019)

**Access to antenatal and maternal health care and contraceptive methods also remains a major public health challenge in Cameroon.** In 2018, only 69% of births were attended by skilled health personnel and only 19% of married women or women in union were using any form of contraception. However, there are still large disparities between regions, particularly in the so-called priority education zones, which still have low rates of access and retention of girls in the education system. In addition, 65% of women had at least four antenatal visits and 41% had their first antenatal visit in the first trimester of pregnancy. Almost three out of five women (59%) who gave birth in the two years preceding the survey received postnatal care in the 48 hours following the birth.

**In summary,** the low rate of assisted deliveries, the inadequate management of obstetric complications (16%) and the high maternal mortality rate indicate that women have limited access to health services. Factors include poor geographical accessibility, especially in rural areas, and the low purchasing power of the population, especially women.

**Regarding nutrition,** anthropometric data (height and weight) collected from women during the EDSC V 2018, indicate that the average BMI of women aged 15-49 years is estimated at 24.5. About 6% of women aged 15-49 are underweight: 4% in the mild form and 2% in the moderate and severe form. In contrast, 37% are overweight: 14% are obese and 24% are overweight (BMI equal to or greater than 25).

**Women's sexuality is quite early in Cameroon.** With regard to first intercourse, the median age at first intercourse for women aged 25-49 is 17.0 years. Before the age of 15, 18% of women in this age group had already had sexual intercourse. This percentage is 64% before the age of 18 and 83% before the age of 20. Among men aged 25-49, the median age at first sex is 19.3 years. Before the

age of 15, 7% of men had already started their sexual life, 33% before the age of 18, and 57% before the age of 20. In addition, a significant proportion of women and men have their first sexual intercourse long before entering a union: the median ages at first intercourse and at first union are 17.0 and 20.0 years for women and 19.3 and 27.5 years for men respectively.

**Fertility also remains high in Cameroon.** The level of fertility, as measured by the TFR, is estimated at 4.8, i.e. almost 5 children, on average, per woman. The level of fertility is significantly higher in rural areas (6.0 children per woman) than in urban areas (3.8 children per woman). Nearly one in four teenage- girls aged 15-19 (24%) has already started childbearing, either because she was already a mother (19%) or because she was pregnant at the time of the survey (5%).<sup>1</sup> In 4 women aged 15-49 who are currently in a union (25%) and about 1 in 5 men aged 15-49 who are currently in a union (21%) do not want any more children or are sterile. The ideal number of children for women aged 15-49 currently in union is 6.0 compared to 7.2 for men in the same age group and almost eight out of ten births in the last five years (79%) took place at the right time and in 18% of cases, the mothers would have liked them to have happened later; in contrast, 4% of births were unwanted. The average number of desired children is 4.3.

- **Key Challenges**

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The diagnosis of the health sector identified as a major problem the “weak capacity of the health system to contribute to the development of a healthy and productive human capital”. The current health system does not allow for adequate prevention of events that negatively influence health, nor does it ensure sufficient and effective promotion of the health of the population and adequate and comprehensive management of cases of illness. In practice, the weak capacity of the health system to respond effectively to the needs of the population’s wellbeing is reflected in unsatisfactory health indicators, including high morbidity and mortality, increased health expenditure and a declining workforce. The main challenges for women concern the need:

- ▶ Strengthen actions to combat maternal mortality;
- ▶ Ensure comprehensive care for pregnant women and girls;
- ▶ Ensure health and nutrition education for women and girls;
- ▶ Improve the contraceptive prevalence of women of childbearing age;
- ▶ Ensure the involvement of men and boys in the community management of reproductive health issues
- ▶ Expand community-based and community-directed interventions;
- ▶ Improve the availability and use of quality MEG;
- ▶ Strengthen the intersectorial consultation framework for promotion and prevention.

### **III.2.3 The situation of women and men with regard to access to basic social facilities**

#### **• Situational Analysis of the Sector**

**Regarding access to water**, the EDSC-V results show that in 2018 in Cameroon, about eight out of ten households (79%) consume drinking water from an improved source, mainly water from a pumped well/drilling (30%), from taps in their dwelling/concession/yard/plot (15%), and from public taps or from a standpipe (11%) . In just over half of households (55%), the time taken to get drinking water is 30 minutes or less, and for about one in ten households (11%) it takes more than 30 minutes to fetch water, collect it and return it. In the majority of households in Cameroon (45%), adult women usually fetch water, when the source of drinking water is not on site. Adult males fetch water in only (30%) per cent of cases, while in the remaining households (24 per cent), female (13 per cent) or male (11 per cent) children under the age of 15 fetch water. In rural areas, water fetching mainly involves adult women (51% of households); in contrast, in urban areas, adult men (42% of households) are the majority. Adult women are less likely to fetch drinking water as the level of education of the head of household or the household's standard of living increases<sup>38</sup>.

**Regarding sanitation facilities**, about three out of five households (61%) use improved sanitation facilities, and this percentage varies from 85% in urban areas to 31% in rural areas<sup>39</sup>.

**In terms of energy use, 78% of the population use solid fuel for cooking (wood and its by-products**, agricultural residues, etc.). This proportion varies from 97% in rural areas to 59% in urban areas. As for the type of fuel used, at the national level, 67% of households mainly use solid fuel for cooking, notably wood (62%), and 26% use LPG/natural gas/biogas. In rural areas, the dominant type of fuel used for cooking remains wood (93% of households), while LPG/natural gas/biogas is the most frequently used fuel in urban areas (43% of households).

**As for electricity consumption**, in the country as a whole, 58.4% of the population has access to electricity, as they use this energy as their main mode of lighting. According to the ECAM4 results, almost all (96.2%) of the urban population has access to electricity, compared to only one third (32.8%) of the rural population. Spatially, access to electricity is lower for the population in the far north of the country than in the far south.

<sup>38</sup> République du Cameroun, MICS 2014.

<sup>39</sup> Republic of Cameroon, EDSC V, 2018. 47INS, ECAM IV, 2014.

**In terms of media exposure and Internet use**, women aged 15-49 are relatively less exposed to media than men in the same age group: 50% of them are not exposed to any media at least once a week compared to 46% of men. Regardless of gender, television is the most used medium: 46% of both men and women watch television at least once a week. Radio is the second most listened to medium (respectively 18% of women and 28% of men).

**Since 2004, the percentage of women and men aged 15-49 who are not exposed to any media has increased significantly.** For women, this percentage has increased from 45% in 2004 to 50% in 2018, while for men it has more than doubled from 18% to 46% over the same period<sup>40</sup>.

**The use of the Internet is not yet widespread in Cameroon;** 27% of women aged 15-49 reported using the internet in the last 12 months of the 2018 EDSC-V. Of these women, 55% use it almost every day. Among men in the same age group, these proportions are 40% and 53% respectively.

• **Key Challenges**

The analysis shows that women are the first to have access to basic social infrastructure, though they do not always have control over it. The main gender challenge identified is access to drinking water, particularly in rural areas. Indeed, it is adult women who are mostly assigned to the task of collecting water. The gap between households where women collect water and those where men collect water is very high (five times and three times respectively) in the northern part of the country. Actions to improve its condition in this area are therefore required. The challenges for the sector include the need to:

- \* Improve community access to safe drinking water;
- \* Take into account the specific needs of women and girls in economic planning, including infrastructure, electrification and ICTs;
- \* Improve the production of gender statistics in this sector.

***III.2.4 The situation of women and men in social protection***

• **Situational Analysis of the Sector**

The Cameroonian social security system is a pay-as-you-go system, in which benefits are financed by levies that are concurrent with them. Nevertheless, to date, the share of taxes and public transfers in the financing of social security is residual in some schemes (National Social Insurance Fund-CNPS) and significant in others (Ministry of Finance). Only social contributions ensure the financing of the various branches in the CNPS scheme. Thus, a large part of the Cameroonian

<sup>40</sup> Republic of Cameroon, EDSC V, 2018.

working population (self-employed workers and those in the informal economy) does not benefit from social security coverage, i.e. 82.5%. Only a minority of this population (salaried workers) benefits from it, i.e. 17.5%.

With regard to social security contributions, the registration of taxpayers during 2018 resulted in the registration of 5,349 new employers, which represents a growth of 1.6% compared to 2017, when there were 5,267. The “Trade” and “Other Services” sectors of activity are the ones with the most active employers. As for the social insured, 65,362 new registrations in the compulsory scheme were recorded in 2018 compared to 60,196 the previous year, an increase of 8.6%. Moreover, 67.5% of these new registrants are men, and 73.4% are under 35 years of age. Overall, there are 780,745 active workers in the compulsory scheme. As with the distribution of employers, the sectors of “Other Services” (32.5%), “Trade” (12.6%) and “Agriculture” (10.36%) have the most insured persons.

As for the voluntary schemes set up since 2014, a total of 16,216 new registrations were recorded, 59% of which were men and 79% of which were under 35 years old. A total of 134,883 insured are active in this scheme. Over the last 5 years, from 2014 to 2018, out of a total of 344,870 insured under the voluntary scheme, 109,788 women were registered against 235,082 men under the compulsory scheme and 65,672 women against 110,366 men under the voluntary scheme. Out of a total of 421,129, there are 126,496 women against 294,633 men with less than 5 years of insurance and more than 34 years of insurance.

Social assistance for the most disadvantaged is provided by the Ministries of Social Affairs and Women’s Empowerment and the Family, which deal with target populations such as children, the disabled, the elderly, indigenous people and vulnerable women and families. The unemployed are not included; the objective here is to reduce poverty. Family solidarity, despite its signs of inadequacy (income inequalities and lack of risk diversification) due to urbanization, individualization, the growth of the wage economy and, finally, a process of modernisation of societies, still occupies an essential place in terms of assistance. Private, international and religious assistance is important, but remains decentralised and poorly coordinated. However, it must be recognised that Cameroon does not have a real social assistance policy to date due to a lack of funding.

Complementary social protection is provided by community insurance systems. The majority of these systems operate informally and are organized by the people themselves in tontines, neighbourhood or village meetings, particularly for bereavement, illness, births, etc.

Analysis of the available data shows that women are strongly disadvantaged in this respect. Most of them do not have access to traditional social protection systems. Moreover, the level of education and sometimes social discrimination often prevent them from accessing the benefits provided for when they remain



widowed. Also, the system of solidarity established by the State often does not allow them to meet their needs. It should be noted that the allowances provided for this purpose by MINAS and MINPROFF remain residual. These ministries have the smallest budget allocations in the governmental division.

- **Key Challenges**

The above analyses show that women in Cameroon are fairly well organised in community solidarity mechanisms within aid and relief associations. This is an area to capitalize on. The main challenges of the sector are the need to:

- \* Develop a policy to extend social coverage to self-employed workers and those in the informal economy;
- \* Strengthen the social solidarity system at the level of the social ministries ( MINAS, MINPROFF);
- \* Modernise and formalize the tontine system in which women are well represented;
- \* Improve the production of statistics on gender in this sector.

### **III.3 Gender, Employment and Economic Inclusion**

- **Situational Analysis of the Sector**

The Employment and Informal Sector Surveys (EISS) show that women are at a disadvantage compared to men in the field of employment and economic integration.

- **Formal Employment**

**In terms of integration into the labour market**, the activity rate is 74.1% for men, a difference of 9.9 points compared to that of women (64.2%). In urban areas, 67.2% of men are active against 52.2% of women, a gap of 15 points. However, in rural areas, the gap between the activity rates of men and women is less pronounced than in urban areas. In fact, nearly eight out of ten men are active compared to seven out of ten women, a gap of 6.4 points. Overall, the activity rate is lower for women than for men and the gap between the activity rates of these two groups varies depending on the survey regions according to EESI 2010. It is also noticeable that the population enters the labour market at an early age and much more so in rural areas. Among 10-14 year olds in rural areas, the ILO activity rate for men and women is over 40%. On the other hand, in urban areas this rate is less than 16 % for both genders.

**The employment rate is 71.7% for men and 61.4% for women.** People in rural areas have a higher employment rate than those in urban areas (74.6% compared to 54.7%). The employment rates for men are higher than for women, regardless of their place of residence or the region surveyed.

**With regard to the working population**, 52.2% of men and 47.8% of women are employed. In urban areas, 56.3% of men and 43.7% of women are employed, while in rural areas, 50.1% of men and 49.9% of women are employed. Despite the fact that the formal sector's share of employment remains low, men are relatively more present in the public and private formal sectors than women. We note that 7.2% and 5.2% of men are employed in the public and formal private sectors respectively. These proportions are even lower for women (4.3% and 1.9%). The structure of employment for men is similar to that of women. Farmers account for 29.5% of employment among men against 28.4% among women. The proportion of dependents in informal agriculture, own-account workers in informal agriculture and wage earners in informal agriculture is 19%, 16.4% and 19.7 % respectively for men compared to 28.4%, 21.9% and 12.8% for women.

**As regards the inactive population**, in both urban and rural areas, the majority of the inactive population is made up of people in school (72.3% and 60.2%). Housewives and the long-term sick are more present in rural areas, respectively 17.4% and 11.2%. The difference between the ILO unemployment rate and the extended unemployment rate is 3.1 points for women and 0.7 points for men.

**Depending on the type of job**, a working man is 4 times more likely to be an employer in the formal sector than a woman working in the same sector. The female unemployment rate is 4.5% compared to 3.1% for men. 79.2% of women are underemployed. Furthermore, 5% of women contribute to the financing of household expenses and 63.2% to their personal expenses. Men are relatively much more represented as employees in the formal sector. On the other hand, in the informal sector, where the conditions for decent work are not met, women are relatively more represented<sup>41</sup>.

**In terms of entrepreneurship**, 37.5% of business promoters are women compared to 62.5% of men. 42.7% of women are business managers compared to 57% of men. Only almost all enterprises (94.3%) created by women employ less than 5 people and about 8.8% of female promoters have attained a higher education level.

**With regard to the level of education**, there is a decrease in the employment rate as the level increases for both men and women. However, irrespective of the level of education, the rates are clearly higher for men than for women. In the female sub-population, with a 67.0% employment rate among the uneducated, the rate drops to 48.7% of women with a higher education level who are employed. This represents less than one in two women.

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<sup>41</sup> INS, EESI 2010

- **Informal Employment**

The number of informal production units (IPU) is estimated at just over 2.5 million nationwide, of which almost half (49.5%) are in rural areas. Moreover, women run 54.4 % of the IPUs, compared with 45.6% of men.

Informal production units run by men have a different structure by sector of activity than those run by women. Indeed, 40.1% of the units run by men operate in services, 32.2% in trade and 27.7% in industry. Among female IPU promoters, on the other hand, most IPUs operate in industry (39.6%), with the rest featuring in trade (34.8%) and services (25.6%).

**Table 3: Distribution (%) of IPUs per sector of activity per gender of the promoter**

Sector and branch of activity	Gender of the promoter	
	Men	Women
<b>Industry</b>	<b>27,7</b>	<b>39,6</b>
Agri-food	7,2	28,8
Clothing	2,1	8,8
BTP	8,3	0,1
Other industries	10,0	1,8
<b>Trade</b>	<b>32,2</b>	<b>34,8</b>
Wholesale trade	5,7	1,2
Retail trade	26,6	33,6
<b>Services</b>	<b>40,1</b>	<b>25,6</b>
Transport	14,4	0,2
Restoration	3,0	15,3
Repair	6,1	0,4
Other services	16,6	9,8
<b>Total</b>	<b>100,0</b>	<b>100,0</b>

Source: EESI 2, Phase 2, INS

The distribution of IPUs by type of premises reveals different structures according to the gender of the promoter. More than half (53.6%) of male IPUs operate without premises and 17.3% operate from home. On the other hand, almost half of the IPUs managed by women operate from home and 19.1% have premises. In addition, 29.1% of the IPUs run by men have professional premises and 33.4% of the IPUs run by women do not have premises.

The distribution of informal sector jobs per status shows that own-account workers (70.6%) are in the majority. This proportion is higher for women (75.9%) than for men (64.6%). Employers represent 7.7% of all jobs, i.e. 10.5% for men and 5.1 % for women. Employees account for 8.6%.

This proportion is higher for men (15.2%) than for women (2.6%). Family helpers and apprentices represent 7.7% and 4.7% of the total workforce respectively. In relation to the sector of activity, only 38.9% of workers in the informal sector work in industry, 30.7% in trade and 30.5% in the service sector.

**Table 4: Distribution (%) of employed persons by status and sector of activity by gender**

Statut	Male	Female	Whole
Owner 10.5 5.1 7.7 Own account worker	10,5 64,6	5,1 75,9	7,7 70,6
Employee 15,2 Apprentice 3,7 Family helper 4,2 Partner 1,6	15,2 3,7 4,2 1,6	2,6 5,5 10,8 0,0	8,6 4,7 7,7 0,8
<b>Business sector</b>			
Industry 34,6 Commerce 28,9 Services 36,5	34,6 28,9 36,5	42,7 32,3 25,0	38,9 30,7 30,5
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

Source: EESI 2, Phase 2, INS

This proportion is relatively higher among women (51.5%) than among men (45.0%); among the dependents (51.0%) than among the self-employed (47.3%) and among the employed in rural areas (64.2%) than among those in urban areas (35.2%). However, this trend is reversed for employed persons with at least upper secondary education.

Overall, more than half of the employed in the informal sector are women (51.4%). This participation of women is accompanied by a willingness to become selfemployed. Indeed, they represent 56.5% of own-account workers. However, they contribute less to the creation of salaried jobs. Among the owners (promoters of PIUs with at least one salaried employee), women represent only 34.8%. On the other hand, they represent only 15.3% of employees and 6.2% of partners. The highest representation of women is found among apprentices (68.8%). Considering the sector of activity, women are more represented in the industrial sector (57.8%) and in trade (53.4%). On the contrary, they represent only 41.1% in the service sector.

## • Key Challenges

The main challenges in the field of employment and integration concern the low access of women to decent work, access to information and the adequacy of training and employment. Moreover, gender inequalities persist in terms of economic opportunities, mainly in access to formal work and pay levels. For equivalent work, women's pay is about 67% of men's, and only 66% of men's estimated income in PPP dollars. Several factors explain these differences: (i) low bargaining power over pay; (ii) women often work in low-skilled, low-paid jobs; (iii) high unemployment among women with a female-to-male ratio of 1.4 in 2018 (UNDP, NHDR, 2018). The challenges therefore focus on the need to :

- ▶ Continue to encourage women's entrepreneurship and access to formal work, remove remaining legal barriers to women's access to property
- ▶ and improve women's education. This will contribute to raising national

incomes through better access to better-paid jobs, investment in more profitable activities and access to credit, thus helping to reduce inequalities while promoting inclusive growth;

- ▶ Improve women's access to financial services, thereby reducing income inequalities;
- ▶ Provide institutional support to women (training, donations, promotion of women's savings, promotion of women's MFIs);
- ▶ Develop partnerships for women's economic empowerment;
- ▶ Implement positive discrimination measures in favour of women in employment and recruitment in public and private companies/institutions;
- ▶ Strengthen women's entrepreneurial capacities and support mechanisms for women's activities;
- ▶ Reinvigorate the Specialised Technical Units for the promotion and supervision of women and young girls;
- ▶ Make information available in real time for the appropriation of women on the availability of programmes;
- ▶ Encourage the entrepreneurial culture among women.

### **III.4 Gender and Governance, Decentralisation and Strategic State Management**

41

#### ***III.4.1 The situation of women and men in governance and decision-making***

##### **• Situational analysis of the sector**

Taking gender into account in the area of governance and decision-making concerns both the representation of women and men in elective and non-elective positions.

With regard to the political participation of women and men in the decision making spheres, progress has been made and translated into figures thanks to the 1996 Constitution and the Electoral Code of 19 April 2012. In fact, the Constitution in its preamble proclaims that “all human being (men and women) are equal in rights and duties” and “everyone must participate in proportion to their abilities in public office”. Article 151 paragraph 3, of Law NO. 2012/001 of 19 April 2012 on the Electoral Code, states that ‘the constitution of each list must take into account the different sociological components of the constituency concerned and must also take into account gender’. This prescription is reinforced in the provisions concerning the elections of municipal councillors (Article 178, paragraph 3), senators (Article 218) and regional councillors (Article 246). The issue of taking gender into account is henceforth the subject of electoral disputes in Cameroon, as the electoral law makes it a condition for the validation of lists of candidates<sup>42</sup>.

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<sup>42</sup> Justine Diffo, Genre, leadership et participation politique au Cameroun (1931-2013), 2014.

The application of these various provisions, together with the political will of the Government, have enabled the country to record a clear improvement in the position of women in political decision-making positions, including 39 women at the head of municipal executives, i.e., 10.83 per cent of titular women mayors, 26 women in the Senate, i.e., 26 per cent of women senators, and 61 women in the National Assembly, i.e., 33.33 per cent of female MPs.

With regard to the representation of women in non-elective positions compared to men, some significant progress has been made in promoting women to positions of responsibility. This is the case with the appointment of women to the head of State companies, in several ministerial departments and public and private institutions in recent years. Indeed, the gender track-record of public administrations, extended to public and parastatal bodies, conducted by the Ministry of Women's Empowerment and the Family since 2016 shows that in 2019, out of 8405 key positions, there are 5832 for men (69.38%), against 2435 for women (29.01). When we include the Heads of Regional Services, the number of officials rises to 33805, of which 24774 are men (73.28%) and 9031 are women (26.71%). It should be noted that in 2017, the indicators were almost similar, with 9943 posts listed, 7611 of which were attributed to men, for a male representation rate of 76.51% against 2336 for women (23.48%). There has been a slight increase of 3.23%.

At many levels of responsibility, it should be noted that the rate of female representation remains conspicuously below the conventional standards, notably the 30% of Beijing, and the 50% of the African Union and the United Nations, when they do not show a blank score. Only in some cases does female representation reach or exceed 30%. Also, there is a growing number of women at the more operational or executive levels. These number is residual as one moves up to strategic and/or power positions. At this level, moreover, the female leaders identified occupy support positions (Vice-Presidents of the National Assembly or the Senate).

The following tables present some data on women's participation in decision making:

**Table 5: Summary of the distribution of positions at the political level**

Area of responsibility	Women	Men
Mayors	39 Maires (10,83 %)	321 (89, 17%)
Political party leader	13 (4,46%)	278 (95,53%)
National Assembly	61 (33,33%)	119 (66,67%)
Senate	26 (26,00%)	74 (74,00%)
Ministers and Related	11(16,93%)	54(83,07%)

Source: Compilation Etude

**Table 6: Distribution of men and women by selected strategic responsibilities**

Title	Number	Men	Women	Female representation rate
Prime Minister	01	01	00	00
Minister of State	04	04	00	00
Minister	39	33	06	15,4
Minister Delegate	12	10	02	16,6
Secretary of State	10	07	03	30
Secretary General	36	26	10	27,7
Governor of the Region	10	10	00	00
Divisional Officer	58	56	02	3,4
Senior Divisional Officer	360	345	15	4,2

Source: Palmarès Genre 2019

**Table 7: Number of Magistrates**

Grade	Number of Women	Number of Men	Total
HH 1stgroup	14	39	53
HH 2nd group	25	88	113
4th grade	60	183	243
3th grade	85	187	272
2nd grade	205	383	588
1st grade	213	351	564
Total	602	1231	1833

Source: Rapports MINJUSTICE 2020

**Table 8: Representation of women in the judiciary by strategic position of responsibility**

Position	Number of Women	Number of Men	Total
<b>Juridictions</b>			
Supreme Court	13	42	55
Special Criminal Court (Attorney General)	1	0	1
President Court of Appeal	3	7	10
Attorney General Court of Appeal	0	10	10
President Administrative Court	3	7	10
President TGI	3	9	12
President TPGI	6	39	45
President TPI	12	13	25
Prosecutor TGI	0	3	3
Prosecutor TPGI	5	49	54
Prosecutor TPI	1	13	14

<b>Chancellery</b>			
Secretary General	1	0	1
Inspector General	1	0	1
Directors and Equivalents	3	13	16

Source: Rapports MINJUSTICE 2020

The above tables show that there is still no woman Prime Minister, nor Deputy Prime Minister, let alone Minister of State, or Governor of Region. Where it is perceptible, the representation of women remains residual, i.e. 11 women Ministers and assimilated (16.92%) out of a total of 65 members of the government distributed as follows 15.4% of full Ministers, 16.6% of Ministers Delegate, 30% of Secretaries of State, 3.44% of women Senior Divisional Officer and 4.16% of women Divisional Officer. There is also a low representation in strategic positions of responsibility in the jurisdictions, compared to men.

### • **Key Challenges**

The low participation of women in political life remains a worrying problem for the public authorities. Despite their skills, their involvement and the demographic weight they represent, women struggle to occupy positions of responsibility and decision-making within political parties. They are reduced to so-called minor positions and their role is limited to haranguing the crowds at rallies and meetings. The causes of this low involvement of women stem from the fact that women political party activists do not master their political rights. To this, we can add the weak political commitment of women, socio-cultural constraints and discrimination against women in certain localities, the weak political will of party leaders and the poverty of women.

With regard to the promotion of women in appointed positions, the objective is to achieve international standards, namely parity according to the UN Women's 50/50 initiative. The obstacles to achieving this objective remain socio-cultural factors, prejudice, the disparaging gaze of men, traditional constraints, tribalism, banana peels, psychological barriers, lack of means, insufficient training and political information for women, the masochism of certain men, and the lack of solidarity among women.

These obstacles prevent women from fully developing themselves and from taking full advantage of the actions and institutional measures taken by the Government. Also, they considerably reduce women's capacities and potential to play a full role as major actors in the national political and public arena. The challenges include the need to:

- ▶ Advocate to the government for the introduction and application of quotas of at least 30% of women's participation in decision making;
- ▶ Systematise the principle of quotas in public life by adopting a law on parity;



- ▶ Implement positive discrimination measures in favour of a better representation of women in decision-making spheres with a view to achieving the 30% quota;
- ▶ Conduct IEC/BCC campaigns aimed at women for their involvement in public and political life;
- ▶ Strengthen the capacities of women and girls in the political field;
- ▶ Strengthen partnerships with associations and NGOs to build women's capacities.

### ***III.4.2. The situation of women and men in decentralisation and local governance***

#### **• Situational Analysis of the Sector**

Since 2004, Cameroon has initiated its decentralisation process, which culminated in 2019 with the adoption of Law 2019/024 of 24 December 2019 on the General Decentralisation Code. Despite the transfer of the 63 competences provided for under the 2004 laws on decentralisation and the related financial resources to the municipalities, the persistence of poverty, particularly in rural areas, makes it necessary to make the transfer of first generation competences to the municipalities fully effective, to transfer to the regions the competences provided for by the law and, in accordance with the resolutions of the Major National Dialogue (GDN), to complete and deepen the decentralization process, to strengthen local development in order to make the Regional and Local Authorities (RLAs) at the center of growth and development. Moreover, the intense social activity of recent years reflects the desire of citizens to be more involved than in the past in the design and implementation of public policies at local level. The fundamental challenge lies in the need to strengthen, within the framework of the reconstruction and rebuilding of the nation, the capacities of local actors to implement a development process that better responds to the aspirations and choices of the population, to fight against social injustice and to increase the capacity of men and women to influence (policies, strategies) in order to shape public structures so that the delivery of services is based on the problems felt, and that the solutions come first and foremost from the population concerned. With regard to the participation of women in local governance, the municipal elections of 9 February 2020 revealed the interest of women, youth and men alike in the management of local affairs<sup>43</sup>.

#### **♦ Women in municipal councils**

Among the 10,626 municipal councillors in Cameroon, 2,541 are women, representing 24%. This number, although below the national and international standards of 30% and 50% respectively, seems important and testifies to the

<sup>43</sup> FEICOM, Les cahiers de l'Observatoire N°001, ODL Gilbert Biwolé, Juillet 2020

vitality of local democracy and political vision. Indeed, a few years ago, the presence of women in municipal councils was marginal. Between 2007 and 2012, the percentage of women councillors was 16%<sup>44</sup>. In addition, we note that the rate of representation of women varies from 16.2% (Adamawa) to 30.2% (South). With the exception of the North-West Region, the representation of women is relatively higher in the southern part of the country. This situation could be explained by the effects of urbanisation, education and the weight of culture on the political participation of women. At the departmental level, the presence of women in municipal councils varies from one department to another.

#### ♦ **Women in municipal executive**

Among the 958 deputy mayors of municipalities and urban communities, there are 327 women, i.e. a representation rate of 34.1%. In other words, one in three deputy mayors is a woman. If we compare with previous mandates, we can see real progress. In 2007, the rate was 19.7%. Furthermore, we note that the representation rate of women in the sub-population of deputy mayors varies from 26.9% (West) to 45.5% (South).

#### ♦ **Women as heads of municipal executives**

As of 31 December 2020, 39 of the 360 mayors are women, which gives a representation rate of 10.83%. This figure is a significant increase compared to 2013 and 2007, when it was 6.9% and 6.7% respectively. It should also be noted that no women were elected as mayors in the 14 Urban Communities. However, the presence of women at the head of municipalities in Cameroon, although still low, is higher than that of countries at a comparable level of development.

With regard to the consideration of gender in the decentralisation process, some initiatives led by MINDEDEVEL, MINPROFF and PNDP are to be noted as positive points. Although these initiatives have brought about considerable changes in the lives of men and women at the local level, several challenges remain.

### • **Key Challenges**

The first gender challenge in decentralization is the participation of women in local governance bodies. At several levels, the rate of female representation remains conspicuously below or at the limit of conventional standards.

The second challenge lies in taking gender into account in communal development plans. At the strategic level, there is little or no consideration of gender issues in the municipalities' *raison d'être*, organisational structure, resources and human phenomena, and a lack of interest in gender issues in

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<sup>44</sup> FEICOM, Les cahiers de l'Observatoire N°001, ODL Gilbert Biwolé, Juillet 2020

its environment. At the operational level, there is little or no integration of the gender dimension in the planning and budgeting processes of municipalities. With regard to the CDPs themselves, there is a lack of sensitivity to gender in the process of developing the CDP, the presentation, activities and problems of the municipality, the logical framework, programmes and projects and the budget.

The third challenge is citizen participation. One of the strategic objectives of decentralisation is to empower and sensitize the local population to participate in the initiation, elaboration, implementation and monitoring of decisions and programmes that concern them, taking into account their needs, priorities, capacities and resources, by transferring power, authority and resources from the central state to the local and regional authorities and to the grassroots level.

In view of these various findings, it would be appropriate to:

- ▶ Popularize international, regional and national legal instruments on the protection of women and girls;
- ▶ Revise the National Gender Policy by integrating a focus on gender and decentralization;
- ▶ Develop a gender strategy for the RLAs by allocating appropriate resources;
- ▶ Integrate the Ministry of Women' Empowerment and the Family in the monitoring mechanism of the RLAs;
- ▶ Designate gender focal points in the different local development mechanisms;
- ▶ Develop a code of conduct within the RLAs;
- ▶ Recruit gender experts in the municipalities and regions;
- ▶ Establish a culture of accountability of the RLAs with regard to gender (use of the Gender Marker);
- ▶ Strengthen the development of local skills on gender issues;
- ▶ Establish the systematic production of data disaggregated by age and sex in all areas of local life (age and sex disaggregated database);
- ▶ Ensure equitable participation of men and women in all sectors of local development;
- ▶ Carry out targeted actions to combat customs and traditions that discriminate against women and girls and gender-based violence;
- ▶ Ensure better access for women and control of local resources (access to and control of land, credit, natural resources, etc.);
- ▶ Popularise the concept of gender-sensitive planning and budgeting by integrating gender into communal development plans;
- ▶ Interest donors in financing gender projects or projects with a women's component.

- **III.4.3. The situation of women and men in National Planning and Budgeting and Statistics Production**
- **Situational Analysis of the Sector**

**The Presidential Circular Letters on budget preparation have included a section on gender since 2009.** However, this instruction is not always followed in the elaboration and implementation of the Medium Term Expenditure Frameworks (MTEFs), even if this aspect is often mentioned. This situation is due to the absence of a GRPB strategy, to the weak capacities of the actors in the Planning, Programming, Budgeting, Monitoring and Evaluation (PPBS) chain to apply the gender approach, but also to the absence of institutionalisation of gender reports that would allow the parliament to control government action in this area.

**With regard to gender statistics,** Cameroon is classified as a Tier 2 country, i.e. a country where data collection and the production of gender-sensitive statistics is irregular. It was therefore selected in 2018 as a pilot country for the development and implementation of the Making Every Woman and Girl Count (MEWGC) programme, with the main objective of improving the production of gender statistics in the country. The MEWGC programme is one of the priority programmes of UN-Women at the global level, which aims to improve the production of gender statistics in national statistics. Within the framework of this programme, the government conducted a national assessment process on gender and statistics. This exercise provided a clear view of the National Statistical Development System (NSDS).

**It should be noted that the national statistical system has improved in recent years with the production of gender-disaggregated indicators in some areas.** This is the result of advocacy and capacity building sessions in the statistical data production chain. This achievement makes it possible to measure the gaps and inequalities between women and men in most development sectors, particularly in the social sectors. These indicators are important for the diagnosis and monitoring of the situation of women and men over a given period. Thus, most of the major national surveys (MICS, HDS, RGPH, REGAE, EESI...) integrate the gender dimension in certain sectors<sup>45</sup>.

**In addition to the national mechanism responsible for the production of official statistics,** there are statistical data production systems within all ministries, responsible for producing and disseminating administrative statistics for the formulation and implementation of sectorial policies. At this level, the

<sup>45</sup> MINPROFF, Rapport analyse situationnelle de mise en œuvre de la PNG, 2020.

indicators produced do not always allow for sufficient measurement of changes in the gender situation in sectorial development programmes and projects in some sectors. In addition, it was noted that even when gender-sensitive data is available, it is not sufficiently used.

- **Key Challenges**

Gender mainstreaming in policies, programmes and budgets remains a fundamental concern of public authorities. Despite the guidelines given at the highest level of the State, efforts are needed to ensure that sectorial administrations effectively integrate the gender dimension into their daily interventions.

In the statistical field, challenges still exist in the production of gender statistics. Although there is a real effort on the part of the Government in this area, the major national surveys do not cover all the necessary gender variables because of the high costs of these operations. In addition, the production of disaggregated data is not yet systematic in all sectorial ministries. The second challenge is the accessibility of the data. It will therefore be necessary to make statistical data less hermetic and more accessible at all levels. On the basis of these observations, it would be appropriate to:

- ▶ Finalise the national Gender Responsive Planning and Budgeting strategy;
- ▶ Strengthen the capacities of actors in the PPBS chain on GRPB;
- ▶ Institutionalise the production of gender reports in some pilot ministries;
- ▶ Negotiate the second phase of the Women Count project to further improve the production of gender statistics in the country;
- ▶ Mobilise additional resources to incorporate new gender variables in future surveys;
- ▶ Strengthen the capacity of sectorial ministries to produce sex- and age disaggregated data;
- ▶ Design tools to popularize gender statistics;
- ▶ Make MINPROFF's gender statistics database functional and update it annually and continue to build the capacities of administrators and users;
- ▶ Produce an annual gender statistics directory.

## CHAPTER IV: GENDER ANALYSIS BY CROSS-CUTTING SECTORS

The following sections will address the specified cross-cutting themes of NDS 30. This will be complemented by cross-cutting issues that are also among the underlying and/or root causes of gender issues affecting other development sectors, including those targeted by the four pillars of NDS 30.

### IV.1 The situation of women and men in relation to gender-based violence and harmful cultural practices

- **Situational Analysis of the Sector**

- ♦ **Gender-based Violence**

Analysis of data from the 2018 Demographic and Health Survey (CSDS-V), indicates that 39% of women and 42% of men aged 15-49 years reported having experienced physical violence since the age of 15 years caused by any person. Furthermore, 18% of women and 14% of men experienced such violence in the last 12 months of the survey. It should be noted that the percentage of women aged 15-49 who experienced physical violence from any person in the 12 months prior to the survey increased from the 2004 CSDS-III to the 2011 EHS-MICS, from 21% to 27%; then it decreased to 18% in the 2018 CSDS-V<sup>46</sup>.

**Regarding sexual violence, overall,** 13% of women aged 15-49 reported having experienced sexual violence by someone at some point in their lives and 5% had experienced it recently, i.e. in the last 12 months of the 2018 CSDS. Among men, these percentages are lower (6% and 3% respectively). The percentage of women aged 15-49 who have experienced sexual violence at some point in their lives has not changed from the 2004 CSDS-III to the 2011 DHS-MICS (10% in both cases); however, since 2011, there has been a decrease in this percentage (5%). Among women aged 15-19 who have experienced sexual violence, 21.5% had their first experience of sexual violence before the age of 15. The perpetrators of violence are mainly the husbands or partners of young girls.

**In terms of domestic violence,** more than four out of ten women aged 15-49 in a union or in a broken union (44%) declared that they had at some point experienced violence, in the form of emotional, physical and/or sexual violence, at the hands of a current or most recent husband/partner, and in 32% of cases, this violence had occurred recently, i.e. within the last 12 months. The most common forms of domestic violence for women are: physical violence (34%), emotional violence (29%), and sexual violence (10%). The results among men show that one

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<sup>46</sup> Republic of Cameroon, EDSC-V, 2018

third (33%) of men in a union or in a broken union have at some point experienced violence, in the form of emotional, physical and/or sexual violence, from a current or most recent wife/partner and in 22% of cases this violence occurred recently, i.e. within the last 12 months. Men mostly reported experiencing emotional violence (30% at some time and 18% recently) compared to 12% and 7% respectively for physical violence<sup>47</sup>.

The EDSC-V data also reveals that among women aged 15-49 who are currently pregnant or have been pregnant, 7% reported having experienced physical violence during a pregnancy, regardless of the perpetrator.

As for attitudes towards domestic violence, 36% of women according to the MICS 5 survey believe that it is justified for the husband/partner to beat his wife in at least one of the following five standard situations: neglect of the children - autonomy illustrated by going out without telling the husband - quarrelling with the husband - refusal to have sexual relations with the husband - burning of food. According to the same source, the proportion of women with a higher level of education who justify the conjugal violence of the husband/spouse by one of the five standard reasons represents 13%.

Men are slightly more likely to justify spousal violence than women. Overall, 39% of men justify a husband beating his wife for one of the five reasons listed above.

#### ♦ Harmful cultural practices

Other types of violence, particularly harmful cultural practices, are common in the country and constitute a danger to women's health and a violation of their rights. This is the case of early and forced marriages, breast ironing, and the phenomenon of "Money Women" where girls are given in marriage from the moment of their conception, female genital mutilation, degrading widowhood rites, levirate and sororate which, although forbidden by law, are still prevalent in the communities.

With regard to Female Genital Mutilation, the results concerning the proportion of women who have been excised show that in Cameroon, excision is not a very common practice, with only 1.4% of women reporting being excised. Excision is therefore a marginal practice, characteristic of certain groups and specific areas in certain regions. However, there are variations between categories of women, with the highest proportions among women aged 20-24 (3%), women with no education (5%), women of the Arab-Choa/Peul/Hausa/Kanuri ethnic group (13%), in the Far North (5%), among Muslim women (6%), and among women from households in the second quintile (4%). It is curious to note that the practice is

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<sup>47</sup> Republic of Cameroon, EDSC-V, 2018

least widespread among women who most frequently declared knowledge of excision: among women in Yaoundé/Douala, among those with a secondary level or higher, and among those from the richest households, less than one percent of women are excised.

When excision is performed, it consists, in 85% of cases, of the removal of parts of the flesh. In 4% of cases (clitoridectomy), a cut was made without removing flesh, and in 5% of cases (infibulation), the vagina was closed (data not shown). According to custom, girls are circumcised either before they develop secondary sexual characteristics, during adolescence or at first parturition, and rarely a few days after birth (Awasung and al. 1987; MINCOF-OMS, 2002). Also, it was found that in about half of the cases, it was performed at 5-9 years of age. However, about one-fifth of women were circumcised at 10-14 years of age and one in twenty were circumcised at 15 years or older. Conversely, one in five women had been cut in infancy, i.e. before the age of five.

In the vast majority of cases (89%), the excision was performed by a traditional practitioner: either a female excisor (77%) or a traditional birth attendant (8%). Excisions performed by health professionals remain marginal (4%) (Data not shown)<sup>48</sup>.

In terms of early marriage, 6% of young women aged 15-19 had already entered into a first union before reaching their 15th birthday. Among women aged 20-24 at the time of the 2014 MICS survey, 11% had already entered into a first union by the exact age of 15 and 30% by the exact age of 18. Among women aged 25-49, 13% had already entered their first union by the age of 15, 36% by the age of 18, and 50% by the age of 20. Among men aged 20-24, only 3% had already entered into a first union by the time they reached the exact age of 18. Among men aged 30-49, less than 1% had already entered into their first union by the age of 15, 5% by the age of 18. By the age of 27.5, 50% of men had already entered into their first union<sup>49</sup>.

## • Key Challenges

Although the Penal Code adopted in 2016 has strengthened national legislation through certain provisions that specifically address the issue of gender-based and sexual violence, this phenomenon remains a reality in Cameroon. The determinants of gender-based violence are linked to ignorance due to insufficient literacy among women, especially in rural areas, depravity of morals, poverty affecting many families, women's economic dependence, and customs.

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<sup>48</sup> Republic of Cameroon, EDSC 2004

<sup>49</sup> Republic of Cameroon, EDSC-V, 2018



Furthermore, some societies encourage early marriage or union, which can have many consequences for young girls, including early pregnancy, dropping out of school and exposure to obstetric fistula. In order to curb these early unions, the Government has ratified a number of legal instruments relating to the protection of children's rights, including the strategic policy document on children's rights 2017-2020. Furthermore, speaking of forced marriage, the Cameroonian Criminal Code of 2016 provides in its article 356 paragraph 3: "Is punished with the penalties provided for in paragraphs 1 and 2 above, whoever gives in marriage a girl or a boy under eighteen (18) years of age"<sup>50</sup>.

The main challenges for the sector are the need to:

- \* Conducting IEC/BCC activities to promote the rights of women and girls within the family and the community;
- \* Strengthen the capacities of women and men in the area of rights and means of preventing gender-based violence;
- \* Strengthen the legal framework for the repression and management of GBV; consider adopting a specific law to fight against gender-based violence in Cameroon;
- \* Popularise legal instruments for the protection of women's rights;
- \* Implement the budgeted multisectorial action plan for the abandonment of child marriage in Cameroon (2020-2024);
- \* Revise legal provisions that discriminate against women;
- \* Take gender into account in the drafting and application of laws;
- \* Conduct advocacy towards traditional and religious administrative authorities for the elimination of discrimination, gender-based violence and harmful cultural practices;
- \* Strengthen the capacities of social actors in gender;
- \* Put in place appropriate care mechanisms for survivors;
- \* Provide multi-faceted support to women in distress and widows;
- \* Establish a system for collecting data on gender-based violence in the public and private spheres.

## **IV.2 The situation of women and men with regard to power of action and decision-making within the household**

### **• Situational Analysis of the Sector**

This section presents the empowerment of women in the domestic sphere, in terms of employment, income, control over the use of their earnings and income differentials with their spouses. According to the EDSC 2018, three out of four women (74%) and almost all men (99%) aged 15-49 in union worked in the 12 months prior to the survey. The percentage of women aged 15-49 who worked without pay is four times higher than that of men (17% compared to 4%).

In terms of control over the use of a woman's earnings, more than half (54%) of women aged 15-49 in union who earned money for their work in the 12 months preceding the survey said that they decided for themselves what to do with the money. In 38% of cases, this decision is made in consultation with the spouse. On the other hand, in 8% of cases, it was mainly the spouse who decided how to use the woman's earnings<sup>51</sup>. Among men, almost six in ten (59%) aged 15-49 said they decide for themselves how to use their income. In addition, 34% said they involved their wives/partners in this decision<sup>52</sup>.

**In terms of participation in decision-making at the family level**, overall, 47% of women aged 15-49 in union were involved in making the three decisions that were cited, namely: the wife's health care, major household purchases and visits to the wife's family or relatives; 31% were not involved in making any of these decisions.

**With regard to property land title**, the majority of people aged 15-49 who own a house do not have a land deed or title, both among women (69%) and men (79%). The data also show that about 11% of women aged 15-49 have a title to a house they own in their own name. Similarly, 15% of men in the same age group own a house with their name on the title. On the other hand, 21% of women aged 15-49 own land and do not have a title. This percentage is about twice as high for men in the same age group (51%). Furthermore, only 8% of women and 10% of men own land and have a title deed with their name on it.

**In terms of owning a bank account**, the proportion of 15-49 year olds owning and using an account, whether in a bank or another financial institution, is higher for men than for women (18% versus 10%). The same is true for mobile phone ownership (77% of men versus 64% of women) and the use of mobile phones for financial transactions (56% of men versus 48% of women).

- **Key Challenges**

Many challenges still exist in terms of women's empowerment at the family level in Cameroon. While the problem is not acute in terms of employment and type of remuneration, and even control of family resources, about 31% of women are not involved in making the following three main decisions: women's health care, major purchases for the household and visits to the woman's family or relatives.

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<sup>51</sup> Republic of Cameroon, EDSC V, 2018.

<sup>52</sup> Republic of Cameroon, EDSC V, 2018.

However, the analysis of the above data allows us to make some observations:

- \* The more women are involved in decision-making, the less they think domestic violence is justified;
- \* The proportion of women who used a modern contraceptive method increases with the number of decisions in which the woman participated;
- \* The average ideal number of children varies with the number of decisions in which the woman participated;
- \* The percentage of women who received antenatal care from a skilled provider increases when she was involved in all three decisions.

These main challenges for the sector relate to strengthening efforts in family education and preparation for marriage. To this end, it would be appropriate to:

- ▶ Develop and implement the Family and Social Life Education Policy;
- ▶ Strengthen women's leadership skills;
- ▶ Strengthen the Functional Literacy Programme, especially in rural areas.

### **IV.3 The situation of women and men in humanitarian action, peace and security**

#### **• Situational Analysis of the Sector**

The national context in Cameroon has been marked for some years by a security crisis and socio-political tensions in some parts of the country. The security crisis which, until now, was felt in some localities in the Far North region, fuelled by the terrorist sect Boko-Haram, and in the East region by the socio-political crisis in the Central African Republic (CAR), has also affected the North-West and South West regions; a socio-political crisis fuelled this time by armed gangs challenging national unity. Faced with these security and socio-political crises, the Government has deployed the legal defence forces to put criminals of all stripes out of action while seeking a return to peace. Several initiatives are being implemented by the Government, with the support of its goodwill partners, to reduce the suffering of the exposed populations, some of whom have had to move to other localities where peace and security prevail, or outside the national territory where they live in precarious conditions.

Based on data provided by the IOM Displacement tracking matrix and UNHCR on refugees, the gender and age distribution of the displaced, refugee and returnee populations is as follows:

- ▶ The displaced and refugee populations are young: nearly 55% of refugees in CAR are children under 18. This rate rises to 60% and 62% respectively in the Far North among refugees and among displaced persons under 18. Children aged 0-17 years constitute 44% of the displaced population and almost 40% of the refugees in the North-West and South-West crisis. The number of displaced, refugee and returnee girls and boys is balanced in

the three crisis contexts in Cameroon<sup>53</sup>.

- In terms of the gender distribution of the population, there is a higher proportion of female than male refugees in CAR and the Far North. Conversely, in the crisis affecting the North West and South West, male refugees are significantly more numerous than female refugees of the same age group. The gender distribution of the displaced and returnee populations is balanced.

These demographics need to be taken into account in humanitarian programming: where women are in the majority, this means that many find themselves in the role of head of household, a factor of great social and economic vulnerability. For example, they represent 31% of households in the South West and 38% of households in the North West, which is an increase of around 10% compared to 2017. This female population is at risk of gender-based violence, in particular sexual abuse and exploitation. Also, a predominantly male adult population can increase the protection risks faced by women, but also their workload, as they are responsible for domestic and cooking chores for an increased number of people. The elderly population, even though they represent only about 5% of the groups concerned, require special attention because of the vulnerability linked to their age, particularly when they have lost, as a result of migration, the family and community support networks they previously enjoyed<sup>54</sup>.

With regard to violence in humanitarian contexts, the data collected from the GBVIMS<sup>55</sup> during the period from January to December 2019 in the Far North Region, which is prone to the Boko Haram crisis, show a number of 2,920 reported cases of violence, including all six types of GBV. However, the most recurrent cases are the denial of opportunities or services (36%), more than a quarter (27%) of physical aggressions, 22% of psychological violence and 12% of sexual violence. In terms of displacement status at the time of the survey, about one in two survivors (53%) were from the most vulnerable populations, including 33% of IDPs and 16% of refugees. As for the power relationship as well as the text in which these cases of GBV were perpetrated, about  $\frac{3}{4}$  (73%) of the cases were perpetrated by intimate partners.

In the period from April to June 2020, still in the Far North, 500 cases of GBV were reported to GBVIMS users, including all six typologies. Cases of physical violence were the most recurrent (30%), contrary to last quarter when cases of destitution were reported. 21% of the cases are of children aged 17 or under, including Unaccompanied or Separated Children (UASC). Regarding the context in which the incident took place, 64% of the cases are inflicted by the intimate

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<sup>53</sup> IOM and INHCR, Displacement tracking, 2020

<sup>54</sup> Delphine Brun (GenCap), Data on gender equality in Cameroon, 17 October 2019.

<sup>55</sup> GBV Working group in Cameroon (GBV IMS) Snapshot GBVIMS : Far North Region

partner, 45% are sexual abuse of children, 97% of the forced marriages are early, 5% of the cases result from harmful traditional practices. As for the targets, 51% are IDPs, 30% from the host community and 8% refugees. As for the services offered, the vast majority (90%) of cases had access to psychosocial care, and 45% of rape cases were treated within 72 hours. The availability of legal assistance and security services remains very low.

With regard to the involvement of women in peace and security processes, in August 2017, Cameroon adopted a National Action Plan for the implementation of 1325 UN Security Council Resolution and related resolutions for the period 2018-2020. This document, which is currently being revised, has been poorly implemented. In addition, Cameroon organised a Major National Dialogue (GDN) from 30 September to 4 October 2019, bringing together 600 people. The themes addressed were: (i) bilingualism, cultural diversity and social cohesion, (ii) the education system, the judicial system, the return of refugees and internally displaced persons, (iii) the reconstruction and development of areas affected by the crisis, (iv) the disarmament, demobilisation and reintegration of ex-combatants, (v) the role of the diaspora in the crisis and its contribution to the development of Cameroon, (vi) decentralisation and local development<sup>56</sup>. Although figures are still speculative as to the number of women present, it is clear that the presence of men was much higher than that of women. Furthermore, the inclusion of women among those involved in the Major National Dialogue (GDN) was very low. At the level of leadership positions, only one woman headed a committee out of a total of 14 women in the committees. Also, only 18 out of 119 persons empowered to facilitate the national dialogue either as chairpersons, vice-chairpersons, rapporteurs or resource persons were women (i.e. a participation percentage of 15.12%)<sup>57</sup>.

Despite some positive results and concrete proposals from this forum, gender issues, more specifically the protection of women and girls and their involvement in peace processes, were not brought to the table; as a result, none of the GDN recommendations address the situation of women and girls.

## • Key Challenges

The security context creates new concerns in gender relations. Humanitarian crises have amplified the existing inequality of power between men and women. The absence of law and order, coupled with unmet basic needs, exposes women and girls to new risks. In addition, harmful traditional practices such as early marriage are increasing in humanitarian contexts. Thus, refugee and displaced women and girls face significant inequalities as they find refuge in areas that

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<sup>56</sup> Cameroon Tribune, 07 Octobre 2019

<sup>57</sup> MINPROFF, Rapport Etude sur les enjeux genre dans la prévention, la gestion et le règlement des conflits au Cameroun, 2020

are socially disadvantaged and where discriminatory practices against women persist. To address this situation, the main challenges are the need to:

- ▶ Strengthen the gender mainstreaming mechanism in the humanitarian response through the development of a specific strategy;
- ▶ Conduct an evaluation and update of the National Action Plan 1325;
- ▶ Popularize international and regional legal instruments on the protection of women and girls in humanitarian contexts;
- ▶ Revise the National Gender Policy by integrating a focus on humanitarian aspects;
- ▶ Draft a specific law on humanitarian interventions integrating gender and aligned with international instruments;
- ▶ Develop a gender strategy for the humanitarian response to be integrated into the HNO and HRP and encourage the development of gender action plans in the sectors by allocating appropriate resources;
- ▶ Integrate the Ministry of Women's Empowerment and the Family into the government's humanitarian response;
- ▶ Establish the systematic production of data disaggregated by age and sex in all areas of national life, including the humanitarian field;
- ▶ Ensure equitable participation of men and women in all sectors of the response;
- ▶ Carry out targeted actions to combat customs and traditions that discriminate against women and girls and gender-based violence;
- ▶ Interest donors in financing gender projects or projects with a women's component;
- ▶ Recruit gender experts in the humanitarian response sectors;
- ▶ Increase awareness of the benefits of clinical management of rape cases within 72 hours and dissemination of information on access to available services;
- ▶ Increase collaboration with community leaders and women's networks;
- ▶ Strengthen collaboration with the security/police and legal aid services to better respond to the needs of survivors;
- ▶ Strengthen communication on the referral circuit around available services through systematic updates of service mapping;
- ▶ Improve communication on the availability of safe spaces because they build resilience through positive coping mechanisms;
- ▶ Make updates within the circuit (collection, storage, compilation, analysis, sharing) of the GBV information management system in order to facilitate data collection or management in the context of COVID-19;
- ▶ Conduct a baseline study on conflict prevention that integrates the gender dimension;
- ▶ Develop an Action Plan integrating the gender dimension in the policies of the Disarmament, Demobilisation and Reintegration Committee for ex-combatants;
- ▶ Strengthen the capacities of peer educators in the culture of peace, the fight against intolerance and living together;

- Support capacity building and resource mobilisation for the use of remote data collection and management tools.

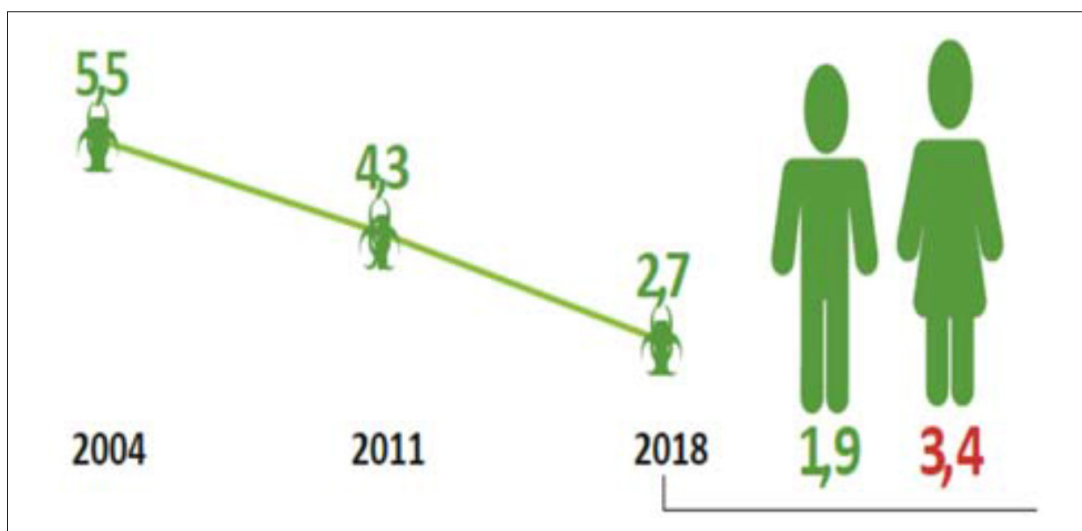
## IV.4 The situation of women and men in relation to HIV/AIDS

### • Situational Analysis of the Sector

Cameroon is among the countries facing a generalised HIV-AIDS epidemic. Although overall HIV prevalence among people aged 15-49 has declined from 5.4% in 2004 to 4.3% in 2011, and to 2.7% in 2018, women and girls are still more exposed to and affected by this pandemic (NIS, EDSC-V, 2018). Among women and men aged 15-49, 2.7% are HIV-positive: 3.4% among women and 1.9% among men. Among those aged 50-64, the percentage is 4.8% among women and 1.9% among men. With regard to prevalence by place of residence, among people aged 15-49, HIV prevalence in urban areas is 2.9%, compared with 2.4% in rural areas.

HIV prevalence is slightly higher among young girls (1.5%) than among boys (1.1%).

**Figure 4: Prévalence du VIH/SIDA (15-49 ans)**



Source: Report on the status of the Sustainable Development Goals indicators in Cameroon

In Cameroon, almost all women (97%) and men aged 15-49 (98%) have heard of HIV or AIDS: most women and men aged 15-49 (77% each) said that the risk of contracting HIV can be limited by using condoms during every sexual encounter. When asked whether limiting sex to one uninfected sexual partner with no other sexual partners would prevent HIV infection, a higher proportion of women (84%) and men (82%) aged 15-49 said it would. Overall, the same proportion of women and men aged 15-49 (71%) are aware of both means of prevention<sup>58</sup>.

<sup>58</sup> Republic of Cameroon, EDSC V, 2018. 70Republic of Cameroon, EDSC V, 2018.



Between 2004 and 2018, the percentage of women aged 15-49 who know both ways of preventing HIV infection increased from 62% to 70%. Among men in this age group, the percentage has decreased from 75% in 2004 to 71% in 2018<sup>70</sup>.

- **Key challenges**

Although the epidemiological situation of HIV has improved in recent years compared to 2011, women and girls are still exposed to this pandemic (2 women are infected against 1 man and 3 girls are infected against 1 boy). The determinants of the spread of HIV/AIDS among women and girls are linked to ignorance due to insufficient literacy among women, especially in rural areas, to the poverty that affects many families, to the precociousness of sexuality, which is more marked in rural areas than in urban areas, for young men and even more so for young women, to multiple sexual partnerships, to the search for ease, to women's economic dependence, to customs and habits, to promiscuity, and to disbelief. The persistence of gender inequalities, risky sexual behaviour and insufficient health services available to women and their limited access to services justify this situation. Daily experience has shown that moral, social, emotional and material deficiencies in the family are at the root of the spread of HIV/AIDS and other STIs among young girls.

Also, women living with HIV/AIDS are prone to double discrimination, often because of their status, but also because of their gender. Apart from the violation of their rights, many have problems with access to inheritance. The challenges include the need to:

- \* Conduct targeted actions against the feminisation of HIV, especially among young people;
- \* Ensure the supervision and legal protection of infected women, including the fight against violence in this area;
- \* Supporting youth networks in the fight against HIV/AIDS;
- \* Promote economic empowerment activities for women and girls who are exposed or infected;
- \* Raise awareness of the need to avoid discriminatory attitudes towards people living with HIV/AIDS.

## **IV.5 The situation of women and men in relation to COVID 19**

- **Situational analysis of the sector**

The first officially recognised case of Covid-19 in Cameroon was announced on 6 March 2020. As of 30 April 2020, the country had recorded 2069 confirmed cases, and 61 deaths, making Cameroon the second country in Central Africa with the highest number of deaths due to Covid-19, and the third highest in sub-



Saharan Africa<sup>59</sup>. In terms of the spatial evolution of the pandemic, all ten regions of the country are affected. Those in the Centre, which includes the political capital Yaoundé, and those in the Littoral Region, including the economic capital Douala, are the most affected, followed by the West Region.

The results of two surveys provide a clear picture of the situation of women in the context of COVID: the first was conducted by the Central Bureau for Census and Population Studies (BUCREP) from April to May 2020, with the support of UN Women and MINPROFF<sup>60</sup>. The second was carried out by the United Nations Population Fund through the GBV Working Group in Cameroon<sup>61</sup> in July 2020. These were rapid assessment surveys.

The COVID-19 GIRAS 2020 survey was a rapid assessment of the gender impact of COVID-19 on the living conditions of men and women in Cameroon. The findings of the survey show that most of the respondents had already heard of the Covid-19 pandemic (99.3% of men and 99.4% of women). However, there is a question of perception and appropriation of the messages by the population, some of whom are more or less doubtful about the real existence of the disease and find it difficult to respect the barrier measures. This leads to the question of the veracity and source of the messages conveyed, which are not always reliable and could lead to disinformation.

On the other hand, the main channels of information on the Covid-19 do not differ between men and women, and are in order of importance:

- ◀ radio, television and newspapers;
- ◀ new information technologies (social media, phones, etc.);
- ◀ other sources of information: relatives, rumours, public services and other non-governmental or civil society organisations.

With regard to the measures enacted by the government, the survey made it possible to assess people's behaviour and practices. This shows that few people comply with all government measures. Thus, 19.7% of men and 23.2% of women among the surveyed populations stated that they had complied with all the measures issued by government, while 80.3% of men and 76.8% of women complied with at least one of the measures issued. However, the implementation of government measures against the Covid-19 pandemic has led most to develop stress in their daily lives. Anxiety related to the fear of catching Covid-19 is the main source of stress (46%) reported by the respondents, and much more so for women (51.3%) than men (41.4%). The sources of stress refer to anxiety due to the fear of contracting the disease, restriction of participation in social activities, household functioning and economic difficulties.

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<sup>59</sup> BUCREP, Rapid assessment of the gender impact of Covid-19 on the living conditions of men and women in Cameroon, 2020 and statistics MINSANTE, April 2020

<sup>60</sup> BUCREP, Rapid assessment of the gender impact of Covid-19 on the living conditions of men and women in Cameroon, 2020.

<sup>61</sup> GBV Working Group Cameroon, rapid assessment report on the impact of covid-19 on GBV and sexual and reproductive health services in the Littoral and western regions, July 2020

With the health crisis and the introduction of government measures, there has been a general decline in economic activity with a negative impact on the household basket. Almost all informal activities around schools, places of worship, related to the organisation of social events have been suspended. Small and medium-sized enterprises run by women have for the most part experienced a slowdown in their activities (hairdressing salon, bar/restaurant, etc.). In addition, the financial capital supporting these activities has been depleted to support households. Furthermore, the reduction in the number of passengers on public transport has insidiously led to an increase in the cost of transport and contributed to a decrease in the income of the population, particularly of “bayam sallam” women.

By extension, the prices of basic commodities and fresh foodstuffs on the markets have risen, with a negative impact on the housewife’s food basket. On the other hand, the surveyed populations declare that their income has been negatively affected, either in terms of decrease (41%), loss (14.1%) or suspension (7.8%). This negative effect on income is reported by both women and men. The study conducted by the GBV working group in Cameroon focused on the rapid assessment of the impact of COVID-19 on GBV and sexual and reproductive health services in the Littoral and West regions in July 2020. It led to the following conclusions:

- \* The most likely GBV risk trends to which women and girls would be exposed in the event of travel restrictions due to COVID-19 include: Domestic Violence (62%), Reduced Access to Livelihoods (56%) and Survival Sex (14%);
- \* The COVID-19 pandemic has had an impact on the way providers deliver services (51% Limiting the number of people to offer or receive a service, 46% Adapting new intervention strategies, 36% Cancelling some activities and as a risk mitigation measure using anti-covid-19 barrier kits during interventions);
- \* Alternative support schemes suggested by communities to benefit from GBV-related support in case of travel restriction due to COVID-19 are: Support through community focal point (31%), online support (25%);
- \* 31% of respondents stated that women and girls in affected communities have very little access to cell phones and 54% of cases to the internet;
- \* 62% of health facilities do not have a complete set of post-rape kits for the clinical management of rape cases;
- \* In 54% of cases, the health facility does not have RH kits; for those that do, the following RH kits are available: delivery kit, caesarean kit, resuscitation kit, contraceptives, oxytocin, STI kits, IUD, Jadelle & depo;
- \* 87% of respondents have not received training or orientation on the basic concepts and guiding principles of GBV since the occurrence of COVID 19;
- \* 87% of IDPs reported having been subjected to GBV, 52% of which were psychological violence, 21% domestic violence and 13% sexual violence;
- \* Since covid-19, IDPs reported difficulties in accessing the following basic services: anti-Covid-19 barrier kit (65%), monthly hygiene kit/girls’ and

women's dignity kit (34%), family planning inputs (22%) and maternal health service (30%).

- \* Coping strategies vary according to the gender of the respondent:
- \* Men, compared to women, report mainly adopting strategies aimed at financial stability (e.g. borrowing)
- \* As for women, the majority declare that they opt for strategies related to the daily management of the household (e.g. suspension of non-essential purchases, reduction of the food ration).

## • Key challenges

Very often, outbreaks affect women and men, girls and boys, differently because of gender, but also because of pre-existing gender inequalities. Girls, boys, women and men are all at different risk because of the different roles they play in the family and community. The gender inequalities that existed before the Coronavirus crisis also mean that they will have different coping capacities and different abilities to recover. Understanding these differences is essential to shape effective and equitable responses for all.

In addition, women may be more likely to be infected with the virus, as they are the primary caregivers for children, the elderly and family members who are ill. Similarly, girls, who contribute to these tasks, would be more likely to be exposed than boys. In addition, as most health and social care workers are women, they will be particularly at risk due to their contact with and care of people with COVID-19. To this end, the challenges include the need to:

- ▶ Conducting a national study on the gender dynamics of COVID 19 in Cameroon;
- ▶ Building the capacity of communities, including women/girls and families, traditional and religious leaders for the prevention of COVID 19;
- ▶ Providing assistance in the form of holistic care (health, legal, psychosocial and economic) to women and girls and their families, especially the most vulnerable (infected women, survivors of GBV, women living with HIV, refugee and displaced women, sex workers, etc.);
- ▶ Strengthening the resilience of women and families to shocks resulting from COVID;
- ▶ Developing a gender strategy in the national response plan against COVID 19;
- ▶ Providing health facilities with post-rape kits for the clinical management of rapes - RH kit and family planning inputs; Strengthen the supply of RH kits to health facilities;
- ▶ Building capacity of service providers on GBV guidelines, case management of surviving children and people living with disabilities, especially in the context of the COVID 19 pandemic;
- ▶ Strengthening the capacity of service providers to collect GBV data,

particularly in the context of COVID 19;

- ▶ Strengthening communication mechanisms, access to information in communities living in hard-to-reach areas;
- ▶ Strengthening communication mechanisms, access to information in communities living in hard-to-reach areas;
- ▶ Establishing a referral system in the 10 regions of the country;
- ▶ Strengthening the technical and financial capacities and equipment of service providers in remote case management, in particular the use of hotlines, social media, radio and similar channels for sharing information on GBV and the services available in the context of COVID 19.

# CHAPTER V: PROGRESING TOWARDS THE CONTEXTUALISED SUSTAINABLE DEVELOPMENT GOALS (SDGs) CAMEROON



## V.1. Analysis of the level of gender anchorage in the contextualization process of the SDGs

The Government of Cameroon, under the leadership of the Ministry of Economy, Planning and Regional Development (MINEPAT) and with the support of the United Nations System, has been engaged since December 2015 in the process of inclusive localization of the SDGs. This process is based on paragraph 55 of the 2030 Agenda, which aims, for each country, to identify the SDGs and targets relevant to its national context, policies and development priorities. At the end of this process, 153 out of 169 targets were contextualized for Cameroon.

With regard to the gender-specific SDG 5 “Gender Equality”, Cameroon has retained all its targets, namely:

- ▶ **5.1** End all forms of discrimination against women and girls everywhere;
- ▶ **5.2** Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation;
- ▶ **5.3** Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation;
- ▶ **5.4** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate;
- ▶ **5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life;
- ▶ **5.6** Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences;
- ▶ **5.a** Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws;
- ▶ **5.b** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women;
- ▶ **5.c** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

In addition to these, several other targets, specifically addressing gender issues, have also been contextualized, notably the targets of SDGs 1, 2, 3, 4, 6, 8, 10, 11, 13 and 16, while the other SDGs remain gender neutral and sometimes “gender blind”.

**Table 9: Gender specific contextualised targets (Excluding SDG 5)**

SDGs	Targets
<b>SDG 1</b>	<b>1.4.</b> By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance
	<b>1.b.</b> Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions

SDG 2	<b>2.2.</b> By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons
	<b>2.3.</b> By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.
SDG 3	<b>3.1.</b> By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births
	<b>3.7.</b> By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.
SDG 4	<b>4.1.</b> By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes
	<b>4.2.</b> By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education
	<b>4.3.</b> By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
	<b>4.5.</b> By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations
	<b>4.6.</b> By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development
	<b>4.</b> Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.
SDG 6	<b>6.2.</b> By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations.
SDG 8	<b>8.5.</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
	<b>8.8.</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
	<b>8.7.</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
SDG 10	<b>10.2.</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

<b>SDG 11</b>	<b>11.2.</b> By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.
	<b>11.7.</b> By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.
<b>SDG 13</b>	<b>13.b.</b> Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities.
<b>SDG 16</b>	<b>16.2.</b> End abuse, exploitation, trafficking and all forms of violence against and torture of children

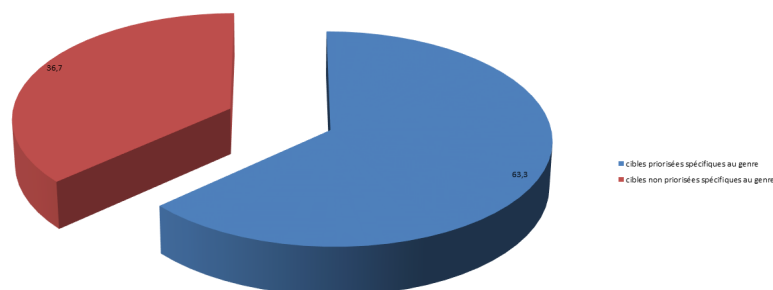
Source: Study Compilation

Looking at this table, it is worth noting that the number of gender-related targets represents 19.6% of all contextualized targets.

Given that the contextualized targets will not be implemented simultaneously, but in a progressive manner, one of the major innovations introduced in the 2030 Agenda concerns the process of prioritisation of contextualized targets.

With regard to the 30 contextualised gender-specific targets, Cameroon has prioritised 19 targets, i.e. 63.33% of the contextualized gender-specific targets and 16.52% of all prioritised targets.

**Figure 5: Distribution of contextualised targets integrating gender**



Source: Study compilation

## V.2 Analysis of progress towards the gender-focused SDGs

### V.2.1 Progress in the implementation of SDG 5

Goal 5 is to empower women and girls to reach their full potential, which requires the elimination of all forms of discrimination and violence against them, including harmful practices. It seeks to ensure that they have better access to sexual and reproductive health, that the unpaid work they perform is recognized for its true value, that they have full access to productive resources and enjoy equal participation with men in political, economic and public life.



The status of implementation of SDG 5 in 2019 is as follows<sup>62</sup>:

**Table 10: Progress in the implementation of MDG 5**

SDG 5	Indicator	Current situation
<b>5.1 End all forms of discrimination against women and girls everywhere</b>	Presence of a legal framework to promote, enforce and monitor the implementation of the principles of gender equality and non-discrimination on the basis of gender	<p>Cameroon ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) on 23 August 1994. It also ratified the Additional Protocol to CEDAW on 7 January 2005, which entered into force on 7 April of the same year, as well as the Maputo Protocol on the Rights of Women in Africa in 2009.</p> <p>At the national level, the Constitution of 18 January 1996 revising that of 12 June 1992, specifies, among other things, that international conventions ratified by Cameroon are applied in the internal order and are enforceable erga omnes.</p> <p>The legal instruments in force to ensure the promotion, respect and monitoring of the application of the principles of equality and non-discrimination are: the Criminal Code, the Code of Criminal Procedure, the Civil Code and the 1981 Ordinance on persons and the family, etc.</p>
<b>5.2 Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation</b>	Proportion of women and girls aged 15 years and over who were victims of physical, sexual or psychological violence in the previous 12 months by a current or former partner, by type of violence and age	<p>At least five out of ten women aged 15-49 (52.6%) who lived with a partner experienced some form of violence in the 12 months preceding the MICS survey by their current or former partner in 2014.</p> <p>49 (52.6%) who lived in a couple experienced some form of violence inflicted in the 12 months preceding the MICS survey by their current or former partner in 2014.</p> <p>In 2014, the forms of conjugal violence suffered by women in a couple included emotional or psychological violence (47.2%), which manifests itself in rejection, feelings of terror, fear and insults; physical violence (30.8%) and sexual violence (13.5%).</p>

<sup>62</sup> Cameroon, Report on the situation the Sustainable Development Goals indicators in Cameroon, 2019

<p><b>5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation</b></p>	<p>Proportion of women aged 20-24 who were married or in a relationship before the age of 15 or 18</p>	<p>In 2014, one in ten women aged 20-24 were married or in a relationship before the age of 15. Three in ten women aged 20-24 were married or in a relationship before the age of 18.</p> <p>The rural environment is conducive to this practice with proportions well above the national average. Women with no education are the most affected by early marriage. In fact, nearly three out of five (59.4%) of them aged between 20 and 24 were married before the age of 18.</p>
<p><b>5.5 : Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public</b></p>	<p>Proportion of women in decision-making positions</p>	<p>Cameroon, in its gender promotion policy, ensures the participation of women in decision-making bodies. In the 2013-2018 five-year term, one in five senators (20%) is a woman. The lower house has 55 women (30.5%) out of 180 deputies. In the municipalities, 8.33% of mayors are women and 31.8% of women hold the position of deputy mayor.</p> <p>In the sphere of territorial command, women represent in 2015 about 6% of the staff. In the sphere of territorial command, women accounted for approximately 6% of the workforce in 2015. They are either in the position of Secretary General of the region, or Divisional Officer, Senior Divisional Officer or their deputy.</p>
<p><b>5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences</b></p>	<p>Proportion of women aged 15-49 using a contraceptive method</p> <p>Existence of laws and regulations guaranteeing women and men aged 15 and over full and equal access to sexual and reproductive health care, information and education</p>	<p>In 2018, 19% of women aged between 15 and 49 in union use some form of contraception. This proportion is down by 15 points compared to 2014. Regardless of the observation period, contraceptive use is more widespread in urban areas.</p> <p>Reproductive health involves the possibility of having responsible, satisfying and safe sex and the freedom of people to choose to have children.</p> <p>Legislative and regulatory provisions to ensure that women and men have full and equal access to sexual and reproductive health care, information and education, including (i) the 1996 Constitution of Cameroon (provisions of Articles 2 and 3), (ii) the Universal Declaration of Human Rights, etc.</p>

<b>5. a : Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws</b>	Existence of a legal framework (including customary law) that guarantees women the same rights as men in terms of access to ownership or control of land	There is a legal framework guaranteeing women the same rights as men in terms of access to ownership or control of land... This is the case of Decree No. 76/165 of 20 April 1976 laying down the conditions for obtaining a land title, as amended and supplemented by Decree No. 2005/481 of 16 December 2005.
<b>5. b : Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women</b>	Proportion of the population with a mobile phone	Initially a luxury, its usefulness has made its possession a necessity for all. In 2014, more than seven out of ten people (72.3%) owned a mobile phone in Cameroon, although there was a decrease in 2016. By gender, 66.3% of women and 79.4% of men aged 15 and over owned a mobile phone in 2014. Geographically, 60% of the rural population owns a mobile phone compared to 85.1% in urban areas. Regionally, more than half of the population aged 15 and over had a mobile phone

Source: Study compilation

## • Progress in the implementation of other SDGs

Because gender issues are cross-cutting, Cameroon has also made some progress in mainstreaming gender in the other MDGs. The situation in 2019 is as follows<sup>63</sup>:

<sup>63</sup> Cameroon, Report on the situation the Sustainable Development Goals indicators in Cameroon, 2019

**Table 11: Progress on gender in the implementation of other SDGs**

Other Target SDGs	Indicator	Current situation
<b>3.2. By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases</b>	HIV/AIDS prevalence (15-49 years old)	Although the prevalence of HIV/AIDS has decreased nationwide since 2004, it should be noted that in 2018, the prevalence of HIV/AIDS among women (3.4%) is higher than the national average for the population aged 15 to 49.
<b>3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.</b>	Proportion of women of reproductive age (15-49) using modern family planning methods	In 2014, the proportion of women of childbearing age using modern family planning methods was 21%. This proportion is very low in the regions of Adamawa (10.1%) and the Far North (4.5%), with the other regions being above this national average. The use of modern family planning methods is also less widespread in rural areas (16.3%) than in urban areas (26.7%)
	Teenage fertility rate 15-19 years per 1,000 teenage girls of the same age group	In 2014, the fertility rate among adolescents aged 15-19 is estimated at 119 per 1,000 adolescents in the same age group. This rate is higher in urban areas (169 per 1,000) than in rural areas (76 per 1,000).
<b>3.a Re Strengthen the implementation of the World Health Organization Framework Convention on Tobacco Control in all countries, as appropriate</b>	Prevalence of current smoking among the over 15s	The prevalence of smoking in 2014 was 11% among men aged 15-49 and 0.3% among women in the same age group.
<b>4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and Goal-4 effective learning outcomes</b>	Primary school completion rate	In 2017, less than three out of four pupils (73%) completed the primary cycle, compared to 78% at the end of the 2015-2016 school year. This drop can be attributed to the socio-political unrest in the North-West and South-West, as well as the Boko Haram phenomena. These so-called priority education regions have a completion rate (66.7%) that is below the national average, compared to 81.8% for other regions 'outside priority education'. In terms of gender, the primary school completion rate is 72.6% for girls and 79.4% for boys in 2016.
<b>4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and preprimary education so that they are ready for primary education</b>	Gross/net (4-5) pre-schooling rate	In Cameroon in 2017, the gross preschool enrolment rate stood at 37%. It is important to note that compared to 2016, this rate has dropped by 2.2 points. Preschooling is a phenomenon observed in the Centre, Littoral and North-West regions, with a rate higher than the national average. In terms of gender, there is no disparity between girls' and boys' preschooling

<b>4.3 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</b>	Gross enrolment rate in primary education	The gross enrolment rate in primary school has steadily improved in recent years, reaching 123% in 2016. This rate reflects the fact that the Cameroonian education system favours the enrolment of children under the official age for primary school (under 6 or over 11). However, gender disparities exist. The gender parity index is 0.9 in primary school. This means that there are 9 girls for every 10 boys enrolled in primary school.
<b>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</b>	Gender parity index in primary school	The gross enrolment rate for primary education in 2015/2016 is 133%. The gender parity index of the primary school enrolment rate is 0.92
<b>4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy</b>	Literacy rate of 15-24 year olds	The literacy rate is 83% in Cameroon in 2017. More than two thirds (68%) of young women aged 15 to 24 can read French or English. In urban areas, the literacy rate is 85% compared to 48% in rural areas. In the male population aged 15 to 24, it is 83% at the national level. This rate is particularly low among women in the North (30%), Far North (32%) and Adamaoua (47%) regions.
<b>4.c By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing states</b>	Proportion of qualified teachers at primary level	Cameroon has placed great emphasis on teacher training, especially in basic education. More than half (55.8%) of primary school teachers are qualified. There is a greater proportion of qualified women (58.7%) than men (52.4%) in this profession.
<b>8.3 : Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</b>	Proportion of informal employment in the non-agricultural sectors	The informal non-agricultural sector is the largest provider of employment in Cameroon. The share of informal employment in the non-agricultural sector was 72.2% in 2016. Women had the highest proportion (76.1%) compared to men (69.1%).

<b>8.5 : By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</b>	<p>Average hourly earnings of male and female employees by occupation, age and type of disability</p>	<p>Pay refers to the regular income received from employers, in cash or in kind. The gender wage gap measures the level at which men's wages are different from women's and therefore directly addresses the objective of «equal pay for work of equal value».</p> <p>The average hourly wage is higher in urban areas (627.9FCFA) than in rural areas (482.2FCFA) and it is noted that men receive a higher average hourly wage than women (496.4FCFA).</p> <p>In addition, workers in the 35-64 age group receive the highest average hourly wage, and the higher the level of education, the higher the wage, with 1048.0FCFA at the higher level compared to 659.9FCFA at the uneducated level.</p>
	<p>Unemployment rate by gender, age and type of disability</p>	<p>At the national level, the ILO unemployment rate was estimated at 2.6% in 2016, compared to 3.3% in 2014, and was higher in urban areas (6.7%).</p> <p>Women (3%) are more affected by unemployment than men (2%) in Cameroon.</p> <p>According to age, the peak of unemployment (6%) is recorded in the 15-24 age group.</p> <p>People with disabilities (5.8%) are more affected by unemployment than others.</p>
<b>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training</b>	<p>Proportion of young people (aged 15-24) not in education and not in employment or training</p>	<p>In 2016, about one in five (19%) young people aged 15 to 24 who were not in education were unemployed. The risk of being unemployed is higher among the female population (23%). Urban areas account for 21.5% of young people aged 15 to 24 who are out of school and unemployed, compared with 16% in rural areas.</p>
<b>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</b>	<p>Proportion and number of children aged 5-17 who are working, by gender and age</p>	<p>The proportion of children aged 5 to 17 who work by gender and age almost doubled over the period 2014 to 2016, from 17.0% to 24.0%</p> <p>Depending on the area of residence, this proportion is higher in rural areas (32.0%) than in urban areas (7.6%).</p> <p>Some regions have proportions above the national average, notably the North (44.8%), Far North (40.2%) and West (33.3%).</p>

<b>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</b>	Proportion of people living on an income more than 50% below the average income, by age, gender and disability	About 3 out of 10 people in Cameroon live with expenditure more than 50% below the national average. In all regions, at least one-fifth of the population spends more than 50% less than the national average, with the phenomenon being more pronounced in some regions. The three northern regions and the North-West region are more affected by this phenomenon, the South region being the least exposed. In the two large metropolitan areas, the phenomenon is marginal.
<b>13.b Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities</b>	Existence of specialised support for effective climate change planning and management, with a particular focus on women, youth, local people and marginalised groups, and the extent of this support in terms of funding, technology and capacity building	As part of the fight against Climate Change, the implementation of the REDD+ mechanism has been continued, particularly with the operationalization of the REDD+ Technical Secretariat in 2016. The finalization of the REDD+ communication strategy is available. With a view to prioritizing indigenous peoples and women, the strategy for involving indigenous peoples in the REDD+ process was validated, as well as the establishment of a National Gender Working Group for REDD+ and climate change.
<b>16.1 Significantly reduce all forms of violence and related death rates everywhere</b>	Number of victims of intentional homicide per 100,000 inhabitants, by sex and age	In 2017, 1004 cases of victims of intentional homicide were recorded before the courts in Cameroon. Men (767 cases) were the most affected. It is important to note that 35 boys and 20 minor girls were also victims of intentional homicide.
<b>16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children</b>	Percentage of children aged 1-14 years who have experienced psychological aggression or corporal punishment in the last month	The practice of violence against children remains. In 2014, more than eight out of ten (85%) children aged between 1 and 14 were psychologically abused or corporally punished. By gender, these assaults affected 85% of boys and 84% of girls.
	Percentage of women who were forced to have their first sex (20-29 years)	In 2011, about one in five women aged 20-29 had their first sexual encounter without consent.



<b>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</b>	Distribution of positions in public institutions (legislative bodies, public services and judicial bodies at local and national level), compared to the national distribution	Women's access to the posts of mayor and deputy has improved overall in the administrative sphere. In the communal sphere, the 2013-2018 legislature includes 8% of women mayors. In parliament, the representation of women deputies remains low (31.1%), although it is clearly increasing. In the upper house, women senators represent 26% from 2018-2023. In the government, the number of women remains low compared to that of men. Indeed, in January 2019, 19% of ministers and equivalent were women.
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Source: Study compilation

In view of the above, it should be noted that Cameroon has made considerable progress in taking gender into account both in terms of SDG 5 and the other goals. Efforts still need to be made in the fight against violence, the fight against child marriage, the promotion of women in decision-making, sexual and reproductive health, women's access to land, the fight against HIV among women and girls, the enrolment of young girls in ZEP (Education Priority Areas) and adult literacy, the fight against unemployment, particularly among young people, and the fight against maternal mortality.



## CHAPTER VI: ROOT CAUSES OF BARRIERS TO PROGRESS ON GENDER EQUALITY AND WOMEN'S EMPOWERMENT, CONCLUSIONS AND RECOMMENDATIONS

### VI.1. Analysis of the causes that impede progress on gender equality and women's empowerment

**Cameroon's political,** economic and social environment is favourable to gender equality and women's empowerment. Indeed, Cameroon has always shown a political will to promote all its social components. The preamble of the Constitution of 18 January 1996 states that "The Cameroonian people.... Proclaims that the human being, without distinction of race, religion, sex or creed, possesses inalienable and sacred rights"; "The nation shall protect and encourage the family, the natural basis of human society. It protects women, the young, the elderly and the disabled"<sup>64</sup>.

**Women are still the most affected by poverty in Cameroon.** Although the poverty rate is higher in male-headed households (38.9%) than in female-headed households (32.8%), it can still be noted that around 37.7% of women live below the poverty line in 2014, compared to 37.2% of men. This situation is due to the high size of households, the low literacy rate of women and the strong presence of women in the informal and primary sectors, and in some cases, restricted to household tasks or subsistence activities to the detriment of enhancing their level of education on the labour market<sup>80</sup>.

**The Gender Inequality Index is 0.566 and the country ranks 150th out of 189 countries according to their level of gender inequality ranking (UNDP, Gender inequality index, 2017).** The inequality index reveals significant disparities in the three key dimensions of human development: reproductive health, education and access to employment.

**In addition to these factors, the situation of women is still strongly influenced by the weight of customs and traditions which sometimes compete with written law.** Thus, early and forced marriages, sexual and gender-based violence, and difficulties in accessing inheritance and land are examples.

**Also, the national context in Cameroon** has been marked for some years by the security crisis and socio-political tensions in certain parts of the country. The security crisis which, until now, was felt in certain localities in the Far North

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<sup>64</sup> Law NO. 96/06 of 18 January 1996 to establish the Constitution of the Republic of Cameroon 80NIS, (EC-ECAM 2016, Edition 2018)

region, fuelled by the terrorist sect Boko-Haram, and in the East region because of the socio-political crisis in the Central African Republic (CAR), has also affected the North West and South West regions. Women and girls are the most exposed during these crises to different forms of violence: physical, economic, moral and sexual. These emergencies limit and weaken their access to basic social services, such as education, health and the economy. As a result, the gains made in terms of reducing gender disparities, particularly maternal mortality, school enrolment for girls and the fight against violence against women and girls, are all being reversed. In addition, these situations destroy the economic capacities of women and girls and make them more vulnerable, as well as negatively impacting on the host communities.

**With regard to the normative framework,** Cameroon is party to most international and regional conventions and treaties that ensure the protection and promotion of women's rights. At the domestic level, efforts have been made to take gender into account in the electoral code or to align certain provisions of the Penal Code with CEDAW and to repress certain attacks on the physical or moral integrity of women. Nevertheless, it must be recognised that the Civil Code in force dates from 1804 (Napoleonic Code), most of the laws on access to land and work are gender neutral and do not sufficiently address the situation of women. In addition, there is resistance to customary law, particularly with regard to early marriage, women's right to inheritance, female mutilation and the education of young girls. Finally, there will be a question of harmonizing the country's two legal systems inherited from French and Common Law.

**With regard to national development policies,** gender issues are not sufficiently addressed or even well understood, since they integrate all vulnerable categories and reduce this aspect to a few secondary activities. This gender profile is therefore a ray of hope for the implementation of the new development strategy. It will be a question of building a framework for measuring performance in taking gender into account in its implementation.

**As far as sectorial policies are concerned,** gender issues are not sufficiently addressed. Thus, MINPROFF should better position itself as a partner in accompanying these ministerial departments in taking gender into account in their policies, programmes and projects. This will be the case for gender responsive budgeting which is not yet well adapted in the Medium Term Expenditure Frameworks despite the various circulars issued by the President of the Republic on the preparation of budgets. It must be said that this weakness is due less to a lack of will on the part of sectorial actors, but more to the need to develop appropriate tools and capacity building.

**The process of reviewing the National Gender Policy 2010-2020 is underway.** But this document has been poorly implemented for a number of reasons, including: \* Insufficient ownership of the gender theme by sectorial ministerial

departments and the lack of accountability of these in the implementation of the National Gender Policy. The Ministry Women's Empowerment and the Family, positioned at the same level as the aforementioned ministries, does not always have the appropriate authority to hold the other sectorial ministries accountable;

- \* The lack of knowledge of the content of the National Gender Policy by sectorial actors and decentralised authorities and the absence of an effective and functional mechanism for monitoring the implementation of this reference document;
- \* The absence of a budget to finance the activities of the multi-sectorial action plan of the National Gender Policy;
- \* The weak consideration of gender in framework documents, programmes, projects and national budgets, including the production of gender reports by sectorial ministries;
- \* The current gender mechanism and operating methods, particularly at the level of the focal points, have shortcomings in terms of effectiveness;
- \* The limited involvement of the Ministry in charge of gender in the preparation of the public budget and the monitoring of the implementation of development programmes;
- \* The absence of reliable, updated and permanent multi-sectorial data on the situation of women and gender equality, which seriously handicaps the monitoring of progress with relevant indicators;
- \* Very few national studies on the situation of women and gender equality with accurate baseline and target data, and poor dissemination of available studies;
- \* A weak periodic monitoring of international commitments made by Cameroon with regard to international and regional instruments (CEDAW, Maputo...) as well as resolutions of international and regional conferences in this area;
- \* A weak prospective in the operationalization of the National Gender Policy through annual action plans, measurable and assessable, allowing progress to be measured through relevant data;
- \* The poor training of national actors on gender issues.

**With regard to the gender mechanism**, it should be noted that the Ministry of Women's Empowerment and the Family plays its role fairly well in defining and implementing government policy in this area. However, this department lacks sufficient power to ensure that gender is effectively taken into account and that international commitments are followed up by other sectorial departments. This is why the establishment of a gender equality observatory in Cameroon is still necessary.

**Furthermore**, the gender focal points and committees are not functioning optimally. Their main role, which is to monitor, alert and advice on the implementation of the NGP within their ministry, is not being fulfilled. There is little planning of activities and, above all, a lack of resources for the implementation

of planned activities. In addition, meetings are episodic and are devoted more to the celebration of international days.

**As for the gender working groups**, both at the level of the partners and the United Nations System, these bodies must be revitalized and play their full role in terms of taking gender into account within the structures they represent.

Cameroon has a vibrant civil society. There are several actors in this field. However, their actions are scattered, not very coherent and sometimes oppose government orientations. It is therefore necessary to establish a framework for consultation between civil society actors working in this area and to guide their actions in the implementation of the NGP, which is the reference framework for interventions in this area.

**Also, the country** does not have a working framework in which all the actors working in this field can meet. Hence the need to institutionalize an annual national forum on women as a prelude to international meetings.

**Finally, the question of gender financing remains a thorny issue.** The Ministry in charge of gender has one of the smallest budgets (2% of the overall government budget). The option would be to turn toward national and international partners in order to mobilise additional resources to fill the current gaps. At this level, the private sector and philanthropic organizations could be interested in the theme.

## **VI.2. Conclusion and Recommendations**

**The elaboration of the Country Gender Profile highlighted the existence of a particularly dynamic context for gender institutionalization in Cameroon.** Great efforts have been made in terms of institutional, strategic and legal frameworks for gender, both at sectorial level and for certain cross-cutting themes.

**However, there seem to be counter-currents that hinder this process**, including the limited operationality of the institutional framework put in place, confusion and difficult application of gender aspects due to the multitude of policies and strategies, and some gaps in legal matters and scattered and non-capitalized actions. Sectorial ownership of the gender dimension is not yet fully achieved, and gender-disaggregated data is still lacking. The explanation lies in the poor coordination of the interventions of all actors working in the field of gender.

**Ultimately**, the main factors blocking the process can be overcome through better coordination and communication on issues that give rise to debate, advocacy and awareness-raising activities in favour of equity and justice, and above all education to promote these gender-equal values, and thus achieve an appreciable level of sustainable human development.

**In view of the situation described above and the issues and challenges identified,** systematic integration of gender in the implementation of the four pillars identified by the NDS 30 will require consideration of the systemic issues identified by this development framework, through specific actions linked to the political, institutional and normative framework, to the various vertical and cross-cutting sectors, but also in a more global framework, in synergy with the interventions of the various actors and partners.

Based on this observation, the main recommendations are as follows:

#### **TO THE GOVERNMENT:**

- ▶ Complete the institutional framework for gender in Cameroon by setting up a gender equality observatory. The Observatory will thus have a role of consultation, observation, evaluation, dialogue, consultation, regulation and coordination in the promotion of gender equality and women's empowerment in Cameroon;
- ▶ Review the gender mechanisms within the ministerial departments by instituting gender cells at the cabinet level (technical and light structures), in the police stations and gendarmerie posts, draw up new terms of reference and strengthen the capacities of members;
- ▶ Support a gender audit of sectorial ministries with a gender analysis of existing sectorial policies, strategies and action plans;
- ▶ Finalize the gender responsive planning and budgeting strategy. This will involve requiring: (i) technical assistance to develop the various procedures for integrating gender into each stage of the budgetary process, in particular the inclusion of gender in programmes, budgets and the preparation of gender reports; (ii) technical assistance to train MINPROFF staff and other relevant state structures at each level to understand the GRPB approach and to be able to put the procedures into practice, if possible before the start of the drafting of the 2022 Budget Law;
- ▶ Develop and implement a gender strategy in decentralisation and local governance in collaboration with FEICOM, NASLA and the TDC;
- ▶ Develop a flagship programme on the promotion of women's economic opportunities supported by the Government and its partners over 5 years. The programme will address the rural sector, entrepreneurship, the domestic and cross-border informal sector and financial services;
- ▶ In order to empower women economically, it is crucial to provide women entrepreneurs with an appropriate and efficient system for financing their income-generating or entrepreneurial activities. A study can help to identify and set up this funding system;
- ▶ Develop tools for monitoring gender in the implementation of the NDS 30 through a mechanism for monitoring the gender indicators of the NDS 30 including the SDGs and ensure annual monitoring;
- ▶ Revise the National Gender Policy including its multi-sectorial plan,

ensure its appropriation and implementation through targeted actions in sectorial plans and programmes; institutionalize gender reports to be presented by sectorial *bodies to Parliament*. One could start with some pilot ministries and scale up. To this end, a gender sub-committee could be set up in parliament to better examine these issues;

- ▶ Conduct a study on women's entrepreneurship in the formal and informal sectors, focusing on the specific needs and constraints of women entrepreneurs, including analysis of gender norms in production, including time budgeting, access to productive resources (including access to finance), barriers to accessing markets and information as well as factors that could affect their productivity, and barriers and opportunities for women agricultural entrepreneurs to move from agriculture to agro-industry that adds value to the entire value chain;
- ▶ Accelerate the process of adopting the Persons and Family Code and examine the possibility of a specific law addressing gender-based and sexual violence, including against children;
- ▶ Put in place the institutional and legal mechanisms necessary to better integrate gender into public policies, notably through the preparation and adoption of a framework law for real gender equality in Cameroon;
- ▶ Initiate measures to improve women's access to land by ensuring gender parity up to the point of securitisation in the planned reforms;
- ▶ Include in the private sector the development policy innovative measures that can organise and supervise the informal sector, taking into account the specific needs/constraints of women entrepreneurs, in addition to the implementation of the actions foreseen in the NDS 30 for decent work;
- ▶ Strengthen the capacities of judicial personnel for (i) a greater mastery of the legal arsenal (international, regional and national instruments) on women's rights, (ii) the revision/reformulation of certain legal provisions that are contradictory to these rights or to fill certain legal gaps on this subject and (iii) the reference to and application of the provisions of positive law in pre-eminence over customary rules; Capacity building of members of the legislature on women's rights is also needed;
- ▶ Strengthen the role of parliament in gender monitoring in public policies, programmes and budgets;
- ▶ Strengthen the fight against gender-based violence : The aim is to legislate on the prohibition of sexual violence and Female Genital Mutilation, to include modules on this issue in the training of future judicial personnel, to carry out a national survey on violence against women in peacetime and in times of conflict, and to widely disseminate the United Nations 1325 Resolution;
- ▶ Strengthen gender mainstreaming in national plans and budgets through the elaboration/finalization of the strategy and its effective application in the
- ▶ pilot ministries for the preparation of the Budget Law (inclusion of GRPB in

programmes, budgets and elaboration of the Gender Report). In addition to specific instructions from MINPROFF, capacity building and close monitoring are required for the rapid implementation of GRPB;

- ▶ Ensure the emergence of a strong dynamic female entrepreneurship. It would be necessary to create an institutional (special window) and financial mechanism (setting up a fund for economic capacity building under the aegis of the Prime Minister's Office) for women's entrepreneurship, to ensure that the national micro-finance strategy integrates proactive measures to improve rural women's access to financial services, and to increase the amount of credit granted to them and to mobilize funds to serve as a guarantee mechanism in the banks in order to guarantee loans in favour of women entrepreneurs;
- ▶ Strengthen women's access to land by giving concrete expression to the Government's desire for social justice, by adopting a gender-sensitive land and property Code;
- ▶ Adopt a law on quotas in governance and decision-making. It may be a Decree that clarifies the provisions of the electoral code on the subject;
- ▶ Review the 1325 National Action Plan on Women, Peace and Security and ensure its effective implementation through secretariats in the 10 regions;
- ▶ Generate political will for gender mainstreaming at the local level: Taking gender into account in the decentralisation process calls for the primary responsibility of the governing bodies, i.e. the municipal council and the executives. To date, there is still a lack of interest on the part of some mayors and their municipal councils in the promotion of women. Gender issues should be seen as a contingency and not a faculty (one can do or not do);
- ▶ Developing national gender expertise: Training to improve gender sensitivity is still a serious handicap in the institutionalization of this approach in Cameroon. Therefore, there is a need to develop training plans for decisionmakers and populations in this area;
- ▶ Strengthen gender mainstreaming in local development planning and budgeting processes: This will involve ensuring that communal development plans, including the associated budgets, are gender sensitive. This involves integrating this perspective into the entire planning, programming, budgeting and monitoring-evaluation cycle;
- ▶ Building a culture of accountability for gender issues within the RLAs: Managers at all levels are accountable for the implementation of gender. For example, gender markers could be used to rate projects or municipalities and funding could be conditional on compliance with this requirement;
- ▶ Revitalise the networks of associations by channelling them into real centres of development for women at local level;
- ▶ Ensuring gender equality in municipal and regional teams: Gender equality within working teams is about recruiting qualified women and girls to senior positions. The principles of gender quotas or parity are needed at all levels.



## TO THE UNITED NATIONS SYSTEM

- ▶ To continue its programmes in governance, economic empowerment, the fight against gender-based violence, humanitarian action, women, peace and security. Second Chance Education, Monitoring International Commitments and Gender Responsive Planning and Budgeting should be priority programmatic areas for the country. Also put special emphasis on maternal health issues apart (RH) and menstrual hygiene and HIV issues which have been successful in the past;
- ▶ Support the Government in the implementation and monitoring of the NGP, CSW and CEDAW national plans, contextualized SDGs and other international commitments;
- ▶ Support national capacity building on gender, GRPB, women's human rights.;
- ▶ UN Women should strengthen its gender coordination role within the UNCT by coordinating the development of joint programmes and providing strong leadership in the UNGTG and the GTEG (Gender Group of the Multi partners Committee), and by mentoring CSO gender platforms. To this end, support the annual organization of a national forum on women in collaboration with MINPROFF;
- ▶ Align its support to the Government in the implementation of the NGP by ensuring that this support is likely to produce a definite impact that can be evaluated at the end of a programme cycle;
- ▶ Support programmes for the development of financing mechanisms adapted to the needs and typology of women entrepreneurs, taking into account the results of studies and approaches developed by the National Strategy for Inclusive Finance (NSIF) implementation programme;
- ▶ Develop with the Government and other partners a flagship programme on economic empowerment;
- ▶ Support the revision of the national strategy to combat GBV and ensure better coordination of interventions to combat violence against women;
- ▶ To support the inclusion of gender in local development plans and to strengthen the capacities of officials and populations on this issue;
- ▶ Promote women's participation in peace processes (prevention, conflict resolution, peace building)
- ▶ Develop a coordinated strategy on gender issues and protection of the girl child.

## OTHER TECHNICAL AND FINANCIAL PARTNERS OF CAMEROON:

- ▶ Reinvigorate the Gender Working Group to support MINPROFF in the steering and monitoring and evaluation of the NGP and its action plan, in particular in the implementation of gender capacity building programmes within MINPROFF and at national level. The GTEG should play a role of «gender quality watch», *both with regard to TFPs and other stakeholders* in the field of gender or having gender as a cross-cutting theme in their interventions, i.e. it should be able to give an upstream assessment of the level and quality



of gender mainstreaming in the projects and programmes of partners Its recommendations may be accompanied by advisory support. But this role will only be effective if the TFPs and the various stakeholders recognize the centrality of gender in the development of Cameroon. The GTEG could provide MINPROFF and the future Gender Equality Observatory with its expertise in order to carry out regular studies and research on current gender issues, and to monitor the overall gender situation in Cameroon, draw the attention of all parties concerned to relevant gender issues and the measures to be adopted;

- ▶ Provide also advisory support to sectorial ministries in the development of their respective gender programmes, and in mainstreaming gender in their policies and areas of action;
- ▶ Support the Government in taking into account gender in local development plans and to strengthen the capacities of officials and populations on this issue;
- ▶ Establish an information and monitoring system, including gender-disaggregated data and indicators to measure the performance of the NGP;
- ▶ The major national programmes (in the field of agriculture, infrastructure, employment, the fight against HIV/AIDS, etc.), which have a direct impact on gender equity, deserve a concerted financial participation of the different Technical and Financial Partners;
- ▶ Provide institutional support to the government, by associating itself with the actions of the GTEG. More specifically, they could assist MINPROFF in carrying out a gender audit of ministries and a gender analysis of existing sectorial policies, strategies and action plans, so that these reference documents become working tools for the effective consideration of gender in the various development sectors. The gender audit and gender analysis will essentially consist in assessing the strengths and weaknesses of the ministries in terms of promoting gender equality, and in translating the existing action plans into concrete actions accompanied by all the resources to be mobilised to operationalise gender mainstreaming in the different sectors;
- ▶ Also provide substantial support to promote and protect women's rights in Cameroon. Partners could intervene in this area by supporting the communication strategy to be carried out with a view to the adoption of the Persons and Family Code and technical and financial assistance for advocacy on gender issues related to the Penal Code, and for information and popularisation actions of the Penal Code;
- ▶ Support activities leading to the development of laws on GBV and FGM, such as the completion of an inventory of violence against women and the dissemination of the results of a study on a mechanism for the integrated management of victims of violence against women (VAW). The national strategy to combat violence against women and girls can serve as a reference for concrete actions that can be taken;

- ▶ Develop partnerships to support MINPROFF's efforts in the GRPB process by providing technical and capacity-building expertise to make gender mainstreaming a reality at each stage of the budget process, at the national, sectorial and local levels: preparation of budget proposals, budget arbitration, monitoring and reporting with gender-sensitive indicators;
- ▶ Support women's economic empowerment through the creation of an enabling environment for women to have better access to finance for their income-generating activities or businesses. To this end, they could initiate a study on capitalizing on the many experiences in the field of micro-finance, with a view to identifying the most appropriate ways and means of making the financing granted to women real levers for the development of their activities and the creation of wealth and employment;
- ▶ Provide support for the establishment and operation of the Women's Economic Empowerment Trust Fund, as part of a flagship programme to support economic empowerment and promote women's entrepreneurship;
- ▶ Support institutional capacity building in gender mainstreaming in the energy, transport, agriculture, industry and private sector development sectors;
- ▶ Support rural electrification projects through the development of renewable energy micro-sources (solar, hydro, wind, etc.), initiatives involving local associations and communities can be capitalized;
- ▶ Support the provision of affordable and innovative clean cooking alternatives that can alleviate women's domestic chores and improve their health conditions and promote rural self-production of improved charcoal and its use;
- ▶ Conduct an impact assessment (social, economic, etc.) of the construction of road infrastructure on women and men, document the good practices identified and disseminate them;
- ▶ Support reforms aimed at revising employment and pay policies to make them gender sensitive;
- ▶ Provide financial support for the development of the gender strategy of the agricultural sector as well as the private sector;
- ▶ Support micro and small agricultural enterprises, with a quota of at least 40% for either gender, through capacity building, access to finance and improved production techniques, and structuring to promote the transition to agro-industry in the targeted growth poles;
- ▶ Organize awareness-raising activities among tradition keepers and local communities on the right to land ownership; Engage in advocacy on the application of ratified international conventions and national laws adopted by the State;
- ▶ Include in the terms of contracts with service providers and contractors, a clause on the signature by their workers of a code of conduct committing them to fight against GBV and any form of sexual exploitation of girls and boys in the course of their work. Plan partnerships with organizations specialized in the fight against GBV, commercial sexual exploitation of

children and HIV/AIDS to raise awareness of these issues among workers and local communities.

#### **TO CIVIL SOCIETY AND WOMEN'S NGOS:**

- ▶ Ensure ownership of the NGP and that actions taken are consistent with the implementation of this framework;
- ▶ Become more involved in information, awareness-raising and training activities for the general public and for women, on the knowledge and exercise of women's rights, including the right to participate in public life;
- ▶ Focus their efforts on educational actions for women to acquire the appropriate "know-how" for their development and emancipation, and for communities to appropriate socio-cultural values that are egalitarian for women and men;
- ▶ To reflect on the ways and means to play their role of impetus and control of government action and the implementation of the National Gender Policy;
- ▶ Capitalize on their experiences in combating all forms of violence for example, collect good practices and lessons learned, organize themselves into coalitions, strengthen umbrella organisations that can carry out effective advocacy, and get involved in producing shadow reports for CEDAW;
- ▶ Better organize themselves within the framework of a national platform around the gender theme.

#### **TO THE PRIVATE SECTOR:**

- ▶ Review its national Corporate Social Responsibility (CSR) policy by putting in place tools such as the gender marker for those companies that respect the commitment to gender issues.
- ▶ Provide financial support to gender projects that have an impact on its activities.

## ANNEXES

Tableau 12 : Liste des annexes

<b>Annex 1</b>	<b>Key laws protecting women and girls</b>	<b>A1</b>
<b>Annex 2</b>	<b>Minimum list of gender indicators</b>	<b>A2</b>
<b>Annex 3</b>	<b>Summary distribution of posts by gender in the targeted public administrations excluding state-owned companies</b>	<b>A3</b>
<b>Annex 4</b>	<b>Higher Education Scoreboard</b>	<b>A4</b>
<b>Annex 5</b>	<b>Prioritized gender-specific SDG targets</b>	<b>A5</b>
<b>Annex 6</b>	<b>Editorial and Review Team</b>	<b>A6</b>
<b>Annex 7</b>	<b>Bibliography</b>	<b>A7</b>

## ANNEX 1: KEY LAWS PROTECTING WOMEN AND GIRLS

International Instruments
<ul style="list-style-type: none"> <li>-Charter of the United Nations,</li> <li>-Universal Declaration of Human Rights</li> <li>-Covenant on Civil and Political Rights</li> <li>-Covenant on Economic, Social and Cultural Rights</li> <li>-Convention on the Elimination of All Forms of Discrimination against Women</li> <li>-Convention on the Rights of the Child</li> <li>-UN Resolution 1325 and related resolutions on «Women, Peace and Security</li> <li>-Geneva Conventions I, 2, 3, 4</li> </ul>
Regional Instruments
<ul style="list-style-type: none"> <li>-African Charter on Human and Peoples' Rights</li> <li>-Protocol on the Rights of Women in Africa (Maputo Protocol)</li> <li>-African Charter on the Rights and Welfare of the Child</li> <li>-Addis Ababa Declaration on Gender Equality in Africa -African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa (Kampala Convention)</li> <li>-OHADA Uniform Act on General Commercial Law</li> </ul>
National Instruments
<ul style="list-style-type: none"> <li>-Constitution 1996</li> <li>-Civil Code (1804)</li> <li>-Matrimonial Causes Act (1973)</li> <li>-Non-Contentious Probate Rules</li> <li>-Wills Act (1837)</li> <li>-Administration of Estate Act (1925)</li> <li>-Ordinance No. 81/002 of 29 June 1981 to organize civil status registration and various provisions relating to the status of natural persons</li> <li>-Law No. 2016/007 of 12 July 2016 relating to the Penal Code</li> <li>-Law n° 2005/007 of 27 July 2005 relating to the Criminal Procedure Code</li> <li>-Law n° 2011/024 of 14 December 2011 on the fight against trafficking in persons</li> <li>-Law n° 92/007 of 14 April 1992 on the Labour Code</li> <li>-Law n° 2009/04 of 14 April 2009 to organise legal aid</li> <li>-Law No. 2012/01 of 19 April 2012 on the Electoral Code</li> <li>-Law No. 98/004 of 14 April 1998 on the orientation of education</li> <li>-Decree No. 94/199 of 7 October 1994 on the General Statute of the Civil Service</li> <li>-Decree No. 95/048 of 8 March 1995 to lay down the Statute of the Judiciary with its subsequent amendments</li> <li>-Decree n° 93/035 of 19 January on the Special Statute of Higher Education Personnel;</li> <li>-Decree n°2012/539 of 19 November 2012 on the special status of the body of officials of the National Security;</li> <li>-Decree n°2011/020 of 04 February 2011 on the special status of civil servants of the Registries.</li> </ul>

## ANNEXE 2 : MINIMUM SET OF GENDER INDICATORS

Section	Component	Sub-component	Indicator	Indicator value			Possible data sources	Periodicity	Reference framework if applicable (SDGs, GESP, Agenda 2063, ...)	Targets	Gender indicator
SOCIAL POWER (Capacity)	Education	School enrolment	Gross/net rate (4-5 years old) of pre-schooling			36,8	EDSC-V 2018	Annual (school mapping) and 5 year surveys - INS	SDG 4.2		IG 1.
			Net school enrolment rate of 6-14 years by gender	84,1	80,1	82,1	EDSC-V 2018	Annual for the school mapping and 5 year old for INS	SDG 4.3		IG 2.
			Adjusted net primary school enrolment rate for 6-11	82,0	78,4	80,2	EDSC-V 2018	Annual for the school mapping and 5 for INS	SDG 4		IG 3.
			Net attendance rate of 6-11 by gender	79,6	75,4	77,5					
			Adjusted net enrolment rate of 12-18 by gender	48,9	47,1	48,0	EDSC-V 2018	Annual for the school mapping and 5 for INS	SDG 4		IG 4.
			Net attendance rate of 12-18 by gender	53,4	48,8	51,1					
			Net school enrolment rate of 19-24 by gender	43,5	29,7	36,2	EDSC-V 2018	Annual for the school mapping and 5 for INS	SDG 4		IG 5.
			Gender parity index of primary school admission rate			0,92	INS (ECAM 2014),	Annual for the school mapping and 5 for INS	SDG 4.5		IG 6.
		School completion (primary and secondary)	Primary school completion rate by gender	64,6	72,0	68,3	MINEDUB / Carte scolaire MINE-DUB 2017/2018	Annual for the school mapping and 5 for INS	SDG 4.1		IG 7.
			Gross completion rate 1st cycle ESG	50,1	48,2	49,2	Annuaire statistique MINESEC 2018-2019	Annual for the school mapping and 5 for INS	SDG 4.1		IG 8.
			Gross completion rate 1st cycle ESTP	10,7	6,5	8,7					
			Gross completion rate 1st cycle ESG+ESTP	60,8	54,7	57,8					
		School drop-out (primary and secondary)	Gross drop-out rate in primary school by gender	103	115	109	Carte scolaire MINEDUB 2017/2018	Annual for the school mapping and 5 for INS	SDG 4		IG 9.
			Drop-out rate in GSE	16,2	16,9	16,5	Annuaire statistique MINESEC 2018-2019	Annual for the school mapping and 5 for INS	SDG 4		IG 10.
			Drop-out rate in ESTP	21,3	20,6	21,1					
			Drop-out rate in secondary education (ESG+ESTP)	17,3	17,4	17,3					
	Health	Literacy	Literacy rate of 15-49	82,9	70,1		INS (EDSC-V 2018)	5 for EDS and 3 for MICS	SDG 4.5		IG 11.
			Literacy rate 15-24 by gender	87,5	76,5						
		Child health	prevalence of stunting among the under-5s					5 for EDS and 3 for MICS	SDG 2	2.2.1	

Section	Component	Sub-component	Indicator	Indicator value			Possible data sources	Periodicity	Reference framework if applicable (SDGs, GESP, Agenda 2063, ...)	Targets	Gender indicator
				Male	Female	Whole					
			Underweight children under 5 years of age	12.2	9.9	11.0	INS (EDS, MICS)	5 for EDS and 3 for MICS			IG 13.
			Prevalence of wasting among children under 5 years of age	5.0	3.6	4.9	INS (EDS, MICS)	5 for EDS and 3 for MICS	SDG 2	2.2.2a	
			Prevalence of overweight (obesity) among children under 5	12.2	9.7	11.0				2.2.2b	IG 14.
			Child mortality rate:	51	44	48	INS (EDS, MICS)	5 for EDS and 3 for MICS	SDG 3	3.2	IG 15.
			Child mortality rate	87	72	80	INS (EDS, MICS)	5 for EDS and 3 for MICS	SDG 3	3.2.1	IG 16.
			Neonatal mortality rate	31	25	28	INS (EDS-2018)			3.2.2	IG 17.
			Percentage of children aged 12-23 months fully vaccinated (mandatory PEV vaccines)	52.3	52.0	52.2	INS (EDS, MICS)	5 for EDS and 3 for MICS	SDG 3	3.8	IG 18.
			Percentage of children aged 12-23 months who received the measles vaccine	64.7	65.8	65.3	INS (EDS, MICS)	5 for EDS and 3 for MICS	SDG 3	3.8	IG 19.
			Percentage of women who received a postnatal examination within 2 days of delivery	///	58.9	58.9	INS (EDS, MICS)	5 for EDS and 3 for MICS			IG 20.
			Percentage of newborns who received a postnatal consultation 2 days after delivery	nd	nd	60.4	INS (EDS, MICS)	5 for EDS and 3 for MICS			IG 21.
		Adult health	Adult mortality quotient per 1000	185	155	///	INS (EDS), BU-CREP (RGPH)	5 for EDS and 10 for RGPH			IG 22.
			Maternal mortality rate <sup>89</sup> per 100,000 live births	nd	nd	406	INS (EDS-2018)	5 for EDS	SDG 3	3.1.1	IG 23.
			HIV prevalence by sex	1.9	3.4	2.7	INS (EDS)	5 for EDS	SDG 3	3.3	IG 24.
			LTeenage fertility rate (15-19)	///	122	122	INS (EDS, MICS2011)	5 for EDS and 3 for MICS	SDG 3	3.7.2	IG 25.
		Teenagers health	Percentage of women aged 15-19 who have had a live birth or are pregnant with their first child	///	24	24	INS (EDS 2018)	5 for EDS	SDG 3	3.7.2	IG 26.
			HIV prevalence by sex among adolescents (15-24)	1.1	1.5	1.3	INS (EDS2018)	5 for EDS	SDG 3	3.3	IG 27.

<sup>89</sup>This indicator cannot be compared to the pregnancy-related mortality ratio calculated in previous DHS editions because of a change in calculation methodology

Section	com- ponent	sub-compo- nent	Indicator	Indicator value			Possible data sources	Periodicity	Reference framework if appli- cable (SDGs, GESP, Agenda 2063, ...)	Tar- gets	Indi- cateur Genre	
				Male	Female	Whole						
ECONOMIC CAPACITY		Life expectancy at birth		52.4	56.2	54.3	BUCREP (RGPH2005)	10 years	GESP, agenda 2063		IG 28.	
		Incidence of HIV/AIDS by gender					INS (EDS)	5 for EDS	SDG 3		IG 29.	
		The proportion of women aged 20-24 who were married or in union before the age of 15.					INS (EDS)	5 for EDS	SDG 5	5.3.1	IG 30.	
		The proportion of women aged 20-24 who were married or in union before the age of 18.					INS (EDS)	5 for EDS	SDG 5	5.3.1	IG 31.	
	Income										IG 32.	
		Time budgets									IG 33.	
	Time or em- ploy- ment budget		Employment rate of people aged 10 or more		65.6	58.3	61.8	EC-ECAM 2016		SDG 8		IG 34.
			Informal employment rate		84.7	89.9	87.2	EC-ECAM 2016		SDG 8		IG 35.
			Average hourly earnings by gender in CFA francs		627.4	496.4	589.6	EC-ECAM 2016		SDG 8		IG 36.
			Proportion of young people (aged 15-24) not in education and not in employment or training		7.9	13.1	10.6	EC-ECAM 2016		SDG 8		IG 37.
	Means of production	Financial inclusion rate of people aged 15 years and over by gender		66.0	63.0	64.0	FINSCOP 2017		SDG 8		IG 38.	
		Proportion of people with a land title by gender		12.0	12.3		INS (EDS 2011)	5 years	SDG 1, SDG 5	5.a	IG 39.	
Access to re- sources		Proportion of people who own a house with land title (15-49)		19.6	23.3	nd	INS (EDS2011)	5 years	SDG 1, SDG 5	5.a	IG 40.	
	Decision-ma- king	Proportion in different territo- rial command positions by gender	Governor		100		MINAT Decree N°2017/461of 04 September 2017 appointing Sub-Divi- sional Officers	1 year	SDG 5, SDG 16		IG 41.	
			Divisional Officer		96.6					IG 42.		
			Sub-divisional Officer		97.5					IG 43.		
POLITICAL POWER (Empower- ment)	Private sector	Proportion of Senate members by gender	Proportion of members of the Na- tional Assembly by gender		74		MINAT	5 years	SDG 5, SDG 16		IG 44.	
					66					SDG 5, SDG 16		IG 45.



Section	com- ponent	sub-compo- nent	Indicator	Indicator value			Possible data sources	Periodicity	Reference framework if appli- cable (SDGs, GESP, Agenda 2063, ...)	Tar- gets	Indi- cateur Genre
				Male	Female	Whole					
FUNDAMENTAL RIGHTS			Proportion of Ministers and related by gender	100	0		PR: Decree No. 2019/002 of 04 January 2019 to reor- ganize the Govern- ment		SDG 5, SDG 16		IG 46.
				100	0						
				80.6	19.4						
				96.1	3.9						
			Secretary of State	66.7	33.3						
			Percentage of children under 5 whose births were delayed as registered	62.1	61.8		EDS 2018		SDG 16		IG 47.
				85.2	84.8						
		Physical abuse	Percentage of children aged 1-14 years who have experienced psy- chological aggression or corporal punishment in the last month				MICS 2014		SDG 16		IG 48.
			Proportion of ever-married women and girls aged 15 years and over who experienced physical violence by a current or former intimate partner in the past 12 months		19.6		INS (EDSC-V 2018)	5 years	SDG 5.2.1		IG 49.
			Prevalence of female genital mutil- ation/cutting (for relevant coun- tries only)		1.4		INS (EDSC-V 2018)	5 years	SDG 5		IG 50.
DEMOGRAPHY		Sexual violence	Proportion of ever-married women and girls aged 15 years and over who experienced sexual violence by a current or former intimate partner in the past 12 months		6.9		INS (EDSC-V 2018)	5 years	SDG 5.2.1		IG 51.
			Proportion of ever-married women and girls aged 15 years and over who experienced psychological violence by a current or former inti- mate partner in the past 12 months		22.4		INS (EDSC-V 2018)	5 years	SDG 5.2.1		IG 52.
		Psychological violence	Proportion of ever-married women and girls aged 15 years and over who were physically, sexually or psychologically abused by a cur- rent or former intimate partner in the past 12 months		31.5		INS (EDSC-V 2018)	5 years	SDG 5.2.1		IG 53.
			Percentage of female heads of household		26		INS (EDSC-V 2018)	5 years	SDG 5		IG 54.

**ANNEX 3:** SUMMARY DISTRIBUTION OF POSTS BY GENDER IN THE TARGETED PUBLIC ADMINISTRATIONS EXCLUDING STATE-OWNED COMPANIES

Responsible position	Total	Men	Women	Female representation rate %.
Speaker of the Senate	01	01	00	00
Speaker of the National Assembly	01	01	00	00
Prime Minister	01	01	00	00
Minister of State	03	03	00	00
Minister	36	30	06	16,66
Minister Delegate	10	08	02	20
Secretary General of Prime Minister's Office	01	01	00	00
Secretary General Deputy of Prime Minister's Office	01	01	00	00
Director of the Cabinet of the Prime Minister	01	01	00	00
Special Advisor to the Prime Minister	03	02	01	33,33
Secretary General of the Senate	01	01	00	00
Secretary General of the National Assembly	03	03	00	00
Secretary of State	12	07	05	41,66
Chargé de Mission in the Prime Minister's Office	31	26	05	14,28
Technical Advisor in the Prime Minister's Office	07	06	01	14,28
Secretary General of the Ministry	36	28	08	14,28
Inspector General of Services of Ministries (except MINDEF)	35	24	11	31,42
Permanent Secretary	02	02	00	00
Senior Vice-President of the Senate	01	01	00	00
Senior Vice-President of the National Assembly	01	01	00	00
Vice-President of the Senate	04	03	01	25
Vice-President of the National Assembly	05	04	01	20
Questor Senate	03	02	01	33,33
Questor National Assembly	04	03	01	25
Technical Advisor in Ministries	86	61	20	23,25
Inspector in ministries	131	91	36	27,48
Director in ministries	298	244	62	20,80

Director and related National Assembly	10	07	03	30
Deputy Director and related National Assembly	06	04	01	33,33
Deputy Director in ministries	1102	776	322	29,21
Deputy Director and related National Assembly	89	52	37	41,57
Mission head National Assembly	10	08	02	20
Assistant researcher in the Prime Minister's Office	61	42	19	31,14
Service head and relate in ministries	2565	1654	868	33,84
Service head and related National Assembly	147	87	160	40,81
Deputy service head Senate	141	69	72	51,06
Secretary Senate	02	02	00	00
Secretary National Assembly	03	03	00	00
Bureau head and related National Assembly	95	47	48	50,52
Regional delegate in ministries	298	245	55	18,45
Divisional delegate in ministries	1363	130	233	17,09
Bureau head	114	56	58	58,87
Heads of supervised structures	1795	1337	458	25,51
TOTAL	8 405	5 832	2 439	23,11

Source: Palmarès Genre 2019

## ANNEX 4: HIGHER EDUCATION SCOREBOARD

	Indicators	Years		
		2016	2017	2018
<b>I.</b>	<b>Number of secondary school graduates</b>			
	Office du Baccalauréat and GCE Board	95565	92016	109487
	Boys	48014	46524	56498
	Girls	47551	45492	52989
	Office du Baccalauréat	63650	62242	69183
	boys	30603	32891	33589
	girls	33047	29351	35594
	GCE Board	31915	29774	40304
	boys	17411	13633	17395
	girls	14504	16141	22909
<b>II.</b>	<b>Access indicator</b>			
<b>II.1</b>	<b>Number of Students</b>			
	1. Total number of students	284827	295058	323672
	State universities	234569	244500	269508
	IPES	47066	48049	51197
	Institutions under supervision	3192	2509	2966
	2. Student numbers by state university			
	2.1. Number of students in the university of Bamenda	11538	13790	16294
	Boys	6271	6685	7905
	Girls	5267	7105	8389
	2.2. Number of students in the university of Buea	20732	18083	17896
	boys	9744	8280	7954
	girls	10988	9803	9942
	2.3. Number of students at the university of Douala	44154	51378	49543
	boys	23457	28808	26959
	girls	20697	22570	22584
	2.4. Number of students at the university of Dschang	26637	27616	29817
	boys	14708	14581	16055
	girls	11929	13035	13762
	2.5. Number of students in the university of Maroua	16391	21336	23741
	boys	11205	12409	16142
	girls	5186	8927	7599
	2.6. Number of students at the university of Ngaoundere	20319	21302	24101
	boys	14854	15632	18213
	girls	5465	5670	5888

	2.7. Number of students in the university of Yaoundé I	55231	53169	58617
	boys	29400	28303	31539
	girls	25831	24866	27078
	2.8. Number of students at the university of Yaoundé II	39567	37826	49500
	boys	22299	20497	24760
	girls	17268	17329	24740
	4. Number of IPES	47066	48049	51197
	boys	22259	23289	24234
	girls	24807	24760	26963
	5. Institutions under supervision	3192	2509	2966
	boys	2236	1741	2051
	girls	956	768	915
<b>II.2</b>	<b>Number of students in percent</b>			
	1. Total number of students	100	100	100
	State universities	82.35	82.87	83.27
	IPES	16.52	16.28	15.82
	Institutions under supervision	1.12	0.85	0.92
	2. Share of each state university	100	100	100
	Bamenda	4.9	5.6	6.0
	Buea	8.8	7.4	6.6
	Douala	18.8	21.0	18.4
	Dschang	11.4	11.3	11.1
	Maroua	7.0	8.7	8.8
	Ngaoundere	8.7	8.7	8.9
	Yaounde I	23.5	21.7	21.7
	Yaounde II	16.9	15.5	18.4
<b>II.3</b>	<b>Growth and contribution to growth</b>			
	1. overall growth of the student population	11.28	3.59	9.70
	State universities	9.35	4.23	10.23
	IPES	23.55	2.09	6.55
	2. growth by state university			
	Growth at the university of Bamenda		19.52	18.16
	Growth at the university of Buea	9.09	-12.78	-1.03
	Growth at the university of Douala	4.30	16.36	-3.57
	Growth at the university of Dschang	0.06	3.68	7.97
	Growth at the university of Maroua	4.19	0.35	42.77
	Growth at the university of Ngaoundere	5.98	4.84	13.14
	Growth at the university of Yaounde I	12.17	-3.73	10.25
	Growth at the university of Yaounde II	9.35	-4.40	30.86
	3. Contribution to overall growth	11.34	3.83	9.54

	State universities	7.83	3.49	8.48
	IPES	3.50	0.35	1.07
	4. Contribution to the growth of state universities	7.82	0.42	13.00
	University of Bamenda	0.32	0.03	3.03
	University of Buea	0.81	-1.13	-0.08
	Universities of Douala	0.85	3.08	-0.75
	University of Dschang	0.01	0.42	0.90
	University of Maroua	1.25	-0.77	1.74
	Universities of Ngaoundere	0.53	0.42	1.14
	Universities of Yaoundé I	2.79	-0.88	2.23
	Universities of Yaoundé II	1.58	-0.74	4.77
<b>II.4</b>	<b>Gender-related indicators</b>			
	1. Number of women among students	122171	126960	136568
	State universitie	97364	102200	109605
	IPES	24807	24760	26963
	2. Proportion of women in the student population	42.89	43.03	42.19
	State university	41.51	41.80	40.67
	IPES	52.71	51.53	52.67
<b>III.</b>	<b>Indicators on student support</b>			
<b>III.1</b>	<b>Indicators on permanent teaching staff</b>			
	1.Number of teaching staff	4437	4682	5155
	Professors	273	387	375
	Lecturers	750	934	1021
	University lecturer	1823	1945	2112
	Assistants	1361	1267	1110
	ATER	230	149	537
	Others			463
	2. Percentage of teaching staff	100	100	100
	Professors	6.15	8.27	7.03
	Lecturers	16.90	19.95	19.00
	University lecturer	41.09	41.54	41.28
	Assistants	30.67	27.06	22.71
	ATER	5.18	3.18	9.98
	3. Teacher numbers by state university	4437	4682	5155
	Number of teachers at the university of Bamenda	337	278	659
	Number of teachers at the university of Buea	436	443	584
	Number of teachers at the university of Douala	758	754	758
	Number of teachers at the university of Dschang	581	638	671
	Number of teachers at the university of Maroua	462	446	508
	Number of teachers at the university of Ngaoun- dere	413	419	640
	Number of teachers at the university of Yaoundé I	1007	1255	953

	Number of teachers at the university of Yaoundé II	443	449	477
<b>III.2</b>	<b>Staffing ratio (students/teachers)</b>			
	1.University of Bamenda	34	50	25
	2.University of Buea	48	41	31
	3.University of Douala	58	68	47
	4.University of Dschang	46	43	44
	5.University of Maroua	35	48	47
	6.University of Ngaoundere	49	51	38
	7.University of Yaoundé I	55	42	62
	8. University of Yaoundé II	89	84	104

## ANNEX 5: PRIORITIZED GENDER-SPECIFIC SDG TARGETS

SDGs	Targets
SDG 1	1.4. By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance
	1. b. Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions
SDG 2	2.2. D'ici à 2030, mettre fin à toutes les formes de malnutrition, y compris en réalisant d'ici à 2025 les objectifs arrêtés à l'échelle internationale relatifs aux retards de croissance et à l'émaciation parmi les enfants de moins de 5 ans, et répondre aux besoins nutritionnels des adolescentes, des femmes enceintes ou allaitantes et des personnes âgées.
	2.3. By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons
SDG 3	3.1. By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births
	3.7. By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.
SDG 4	4.1. By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes
	4.2. By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
	4. Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.
SDG 5	5.1 End all forms of discrimination against women
	5.2 Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public
	5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their
SDG 8	8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
SDG 10	10.2. By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status



<b>SDG 11</b>	11.2. By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.
	11.7. By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.
<b>SDG 13</b>	13.b. Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities
<b>SDG 16</b>	16.2. End abuse, exploitation, trafficking and all forms of violence against and torture of children

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