

REPUBLIQUE DU CAMEROUN
PAIX – TRAVAIL – PATRIE

MINISTERE DE LA PROMOTION DE LA
FEMME ET DE LA FAMILLE



REPUBLIC OF CAMEROON
PEACE – WORK – FATHERLAND

MINISTRY OF WOMEN'S EMPOWERMENT
AND THE FAMILY

CAMEROON'S SECOND ACTION PLAN FOR THE IMPLEMENTATION OF UN RESOLUTION 1325 AND RELATED RESOLUTIONS (2023-2027)



UNITED NATIONS



**His Excellency Paul BIYA,
President of the Republic of Cameroon**

*The quest for peace concerns us all.... Let us together take up the great
challenge of world peace and development....
(Declaration of H.E Paul BIYA, President of the Republic of Cameroon, 72nd
Session of the United Nations General Assembly
(New York, 22 September 2017)*



**Mr Joseph DION NGUTE,
Prime Minister, Head of Government**



**MRS ABENA ONDOA NEE OBAMA MARIE-THERESE,
MINISTER OF WOMEN'S EMPOWERMENT AND THE FAMILY**

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PREFACE



In 2000, the United Nations Security Council adopted Resolution 1325 and related resolutions on «Women, Peace and Security». The State parties to these resolutions undertake to put in place measures to guarantee the protection of women and girls before, during and after conflicts, and to take account of these specific categories in the processes of preserving restoring peace as-well-as post-conflict reconstruction.

Our country, whose interest in peace is constant, is a signatory to these resolutions. In 2014, it drew up its first related action plan. The implementation of this strategic plan, which covered the period 2018-2020, produced results in terms of participation, conflict prevention and resolution, specific protection for women and girls in the fight against gender-based violence in humanitarian contexts, the involvement of women in peace and security missions, the presence of women in the mobilisation and provision of services, relief and humanitarian assistance, demobilisation and disarmament committees.

With a view to accelerate the achievement of the objectives of the Women, Peace and Security agenda, and to better address emerging global, regional and national security challenges, Cameroon has drawn up this second-generation strategic document for the implementation of resolutions 1325 and related resolutions.

The document, is based on the four pillars of Agenda 1325, namely prevention, protection, participation and recovery. It was drawn up with the valuable support of public administrations, development partners and civil society organisations.

The Government salutes this strong sense of collaboration and responsibility on the part of the stakeholders. May this momentum of positive synergy continue to prevail for the mobilisation of resources needed, the implementation of this action plan, monitoring and evaluation of this implementation and the operationalisation of the steering mechanism.

Madam ABENA ONDOA née OBAMA Marie Thérèse
Minister of Women's Empowerment and the Family

FOREWORD



Resolution 1325, adopted by the United Nations Security Council in 2000, is one of the main instruments on women, peace, and security. It recognises the impact of armed conflicts on women and girls and urges Governments to take special measures to protect women and girls from acts of violence in times of armed conflicts and to guarantee their full participation and representation in decision-making bodies, while ensuring their involvement in peace processes.

Since its creation in 2010, the United Nations Entity for Gender Equality and women's empowerment - UN Women has been working in line with its 03 mandates, namely : support to the normative framework by targeting mechanisms to improve the legal as well as social environment of women and girls in order to eradicate harmful social norms and guarantee their human rights; its operational mandate by working with various partners in the implementation of projects in the field; through collaboration with the Government, civil society organisations, UN agencies, research institutions and cooperation agencies and its Coordination mandate, facilitating the coordination of GEWE issues within the UN system and through the support of the Government, and coordinating Gender mainstreaming within the UNSDCF.

UN Women Cameroon is supporting the efforts of the Cameroon government in the drafting, publishing, and dissemination of the Resolution 1325 action plans, to ensure effective ownership and achieve concrete impact in the implementation of this important resolution. This second-generation plan covers the period 2023-2027 and is the result of lengthy review and coordination work under the leadership of MINPROFF, done in an inclusive manner, with the strong involvement of Government Entities, UN Agencies, CSOs, especially representatives of women's networks.

To continue supporting the Government in this drive to strengthen the participation of women and girls in the peace processes, UN-Women will continue to play its role of providing strategic, technical and financial expertise to the Government and other actors for the dissemination of the 1325 National Action Plan, as well as its localisation in the regions through the adoption of regional action plans; in accordance with the national priorities for gender equality set out in the National Gender policy, in line with the UN Cooperation Framework (UNSDCF) , aligned with Cameroon's 2030 National Development Strategy.

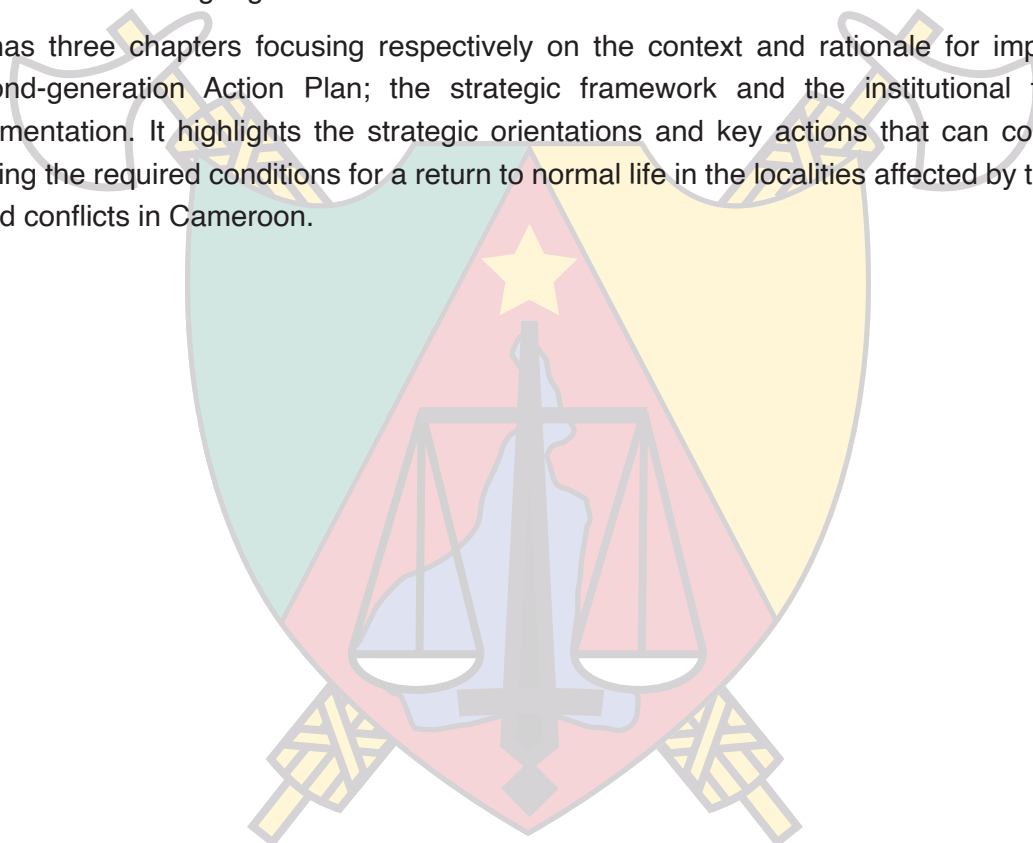
Marie Pierre Raky Chaupin
Resident Representative, UN Women Cameroon

EXECUTIVE SUMMARY

The second-generation of the National Action Plan 1325 is a reference document drawn up to promote the rights of women and girls in times of conflict. This document is in line with the Vision of the State of Cameroon, as well as NDS 30, Agenda 2063 of the African Union, Agenda 1325 and its eleven related resolutions. It addresses the problems associated with the low level of involvement of women in the process of peace negotiation and peacekeeping, in a cross-cutting manner.

Women and girls bear the brunt of conflict and must therefore be involved in crisis prevention, peacekeeping and in post-conflict reconstruction at the socio-economic, political and cultural level. This document has been drawn up to ensure better protection and consideration of the practical needs and strategic interests of women and men in a context of violence and insecurity, as well as the effective involvement of women and girls in conflict prevention and resolution, peace operations, social cohesion and living together in Cameroon.

It has three chapters focusing respectively on the context and rationale for implementing the second-generation Action Plan; the strategic framework and the institutional framework for implementation. It highlights the strategic orientations and key actions that can contribute to establishing the required conditions for a return to normal life in the localities affected by the various crises and conflicts in Cameroon.



INTRODUCTION

Resolution 1325 on «Women, Peace and Security», unanimously adopted by the United Nations Security Council (UNSC) on 31 October 2000, aims to increase women's participation in conflict prevention and resolution, as well as in peacebuilding. This resolution called on States to take appropriate measures to protect women before, during and after conflicts. It reaffirmed that respect for the rights of women and girls and the participation of women on an equal footing in all decision-making processes and at all levels of responsibility were both essential objectives and means of preventing and resolving conflicts and fostering a culture of peace. Since then, 11 other resolutions, have been adopted (Resolution 1820 (2008) ; Resolution 1888 (2009), Resolution 1889 (2009), Resolution 1960 (2010), Resolution 2106 (2013), Resolution 2122 (2013), Resolution 2242 (2015), Resolution 2272 (2016), Resolution 2250 (2015), Resolution 2467 (2019), Resolution 2493 (2019))) which emphasise on the importance of women's participation in crisis resolution, stabilisation and reconstruction mechanisms and, on prevention, the fight against impunity and the protection of women against sexual violence as a weapon of war. Together, these eleven resolutions make up the Women, Peace and Security agenda.

In line with this agenda, Cameroon has drawn up and implemented a first-generation national action plan covering the period from 2018 to 2020, which has revealed significant gains in the implementation in Cameroon and numerous weaknesses.

The approach used to draw up this NAP followed the guidelines in the Methodological Guide to Strategic Planning in Cameroon (2011), developed by MINEPAT. It was mainly an inclusive and participatory approach, involving in the process the main national stakeholders in conflict prevention, resolution and management, and the consolidation of peace and social cohesion in Cameroon. The principal stages of the process were as follows:

- Conducting studies on gender issues in conflict dynamics in Cameroon;
- assessment of the first-generation NAP 2018-2020 by the government and civil society, with a view to identifying the strengths and weaknesses in the implementation of this reference framework;
- the organisation of a workshop to support the national action plan for the second-generation of Resolution 1325;
- the organisation of a workshop to enrich the initial draft of the NAP G2 from 22 to 23 December 2021 in Ebolowa;
- the organisation of a validation workshop in April 2022;
- the organisation of a finalisation workshop in June 2023 in Ebolowa;
- the setting up of a small committee for the review in June 2023.

The overall work has been achieved thanks to major recommendations from international, regional and national meetings on this subject.

The 1325 National Action Plan for the period 2023-2027 is structured into three main chapters:

- Chapter one on the context and rationale for implementing the second-generation 1325 national action plan. It provides an analysis of the implementation of the first-generation 1325 national action plan and a general review of the security and humanitarian situation in Cameroon.

- Chapter two focusing on the strategic framework of the NAP. It presents the vision and objectives, pillars and strategic axes, issues, major challenges and opportunities. It equally outlines the legal basis and logical framework of the 1325 action plan, which sets out the development objective, and the action matrix, which lists the activities and indicators and establishes a five-year timetable of achievements and a definition of the responsibilities of the various stakeholders;

- Chapter three dealing with the institutional framework for implementing and monitoring / evaluating the NAP, as well as its communication and funding mechanisms. It emphasises on the key players, the arrangements for action planning, the budgeting issue and the funding mobilisation strategy for its effective implementation.

In this second Action Plan that covers the period 2024-2028, Cameroun intends to correct the shortcomings noted in the implementation of the first-generation Plan.



CHAPTER I : CONTEXT AND RATIONALE FOR IMPLEMENTING THE 1325 SECOND-GENERATION NATIONAL ACTION PLAN

I. ASSESSMENT OF THE IMPLEMENTATION OF THE FIRST GENERATION OF THE 1325 NATIONAL ACTION PLAN

1. Assessment of the first-generation action plan 2018-2020

The final evaluation of the first-generation Action Plan showed an improvement in the appropriation of the Women, Peace and Security agenda in Cameroon. Its implementation has enhanced Cameroon's credibility as a country committed to human rights in general, and to women's rights in particular, with regard to their involvement in all peace processes. The establishment of a coherent policy framework has made it possible to create a working synergy between national stakeholders.

In terms of positive aspects, there are :

- the relevance of the plan to the context, the country's overall or sector strategies as per its framework documents and the needs expressed by the beneficiaries;
- the drafting of periodic reports on Agenda 1325 ;
- the high quality of the training provided;
- increasing awareness and interest in the Women, Peace and Security agenda among civil society organisations working on this issue;
- the establishment of a coherent policy framework for national stakeholders on the WPS programme;
- the growing number of women-led civil society organisations working to improve

the inclusion of women in peace initiatives and decision-making at all levels;

- the improvement of Cameroon's credibility and influence as a country committed to human rights issues at global and continental level, in particular gender equality and the inclusion of women;

- the intensification of calls and efforts to promote full, equal and significant participation of women in peace initiatives.

Despite these positive aspects, a number of shortcomings have made it difficult to implement the NAP effectively. These include

- The weakness of the coordination mechanism ;
- insufficient resources;
- poor appropriation of the plan by stakeholders.

2. Assessment of actions undertaken/ results obtained

The main results obtained in implementing NAP 1 are presented by pillar :

⌘ Participation pillar

With regard to women's participation in decision-making, the Government of Cameroon has continually taken measures aimed at involving women in the political process and promoting them in elective and non-elective positions through :

- the adoption of an electoral code

instituting the consideration of gender when drawing up electoral lists;

- the drafting of a training manual for women in politics and an action plan for its implementation;
- building the capacity of women in politics ;
- encouraging female candidates.

All these actions have enabled the country to record a clear improvement in the position of women:

□ **Political decision-making positions** : 39 women at the head of council executives, i.e. 10.88% of women mayors, 33 women in the Senate, meaning 33% of women senators, and 61 women in the National Assembly, i.e. 33.89% of women parliamentarians.

□ **Representation of women in non-elective decision-making positions** : Women have been appointed to head state-owned companies and several ministries and public and private institutions in recent years : 16.66% of ministers, 20% of minister delegates, 22.22% of secretaries of State, 1.72% of divisional officers and 11.61% of sub-divisional officers¹.

□ **In the judiciary, women account for a third of magistrates**, but they are still less represented than men in strategic positions of responsibility in the courts.

□ **Women's participation in conflict prevention and resolution** : This is still informal, which limits their ability to influence and shape peace policies and strategies. Some women have however taken part in dialogues initiated at national level. A number of women from the defence and security forces have also been deployed to UN Missions, and to date there are around 15 (fifteen) of them, all ranks combined: eight (08) ladies deployed in the Central African Republic since 31 December 2016 in the

MUNISCA; three (03) ladies in Sudan since 11 November 2017 in the UNAMID Mission; four (04) ladies in Mali since 22 January 2018 in the MINUSMA; one (01) lady in the Democratic Congo since 17 March 2018 in the MONUSCO Mission. It should also be noted that women hold important positions in the hierarchy of the defence and security forces.

□ **Calls for peace and for a ceasefire**, particularly in the North West, South West and Far North regions, with a view to raising the awareness of the parties involved in the conflicts and finding a peaceful solution to the various crises. All social categories were involved.

- Awareness raising for a return to peace and commemorative days in the memory of women and girls who had disappeared or were coldly murdered by the secessionist are conducted by the Ministry of Women's Empowerment and the Family (MINPROFF). The National Commission for the Promotion of Bilingualism and Multiculturalism (NCPBM) has equally made efforts to integrate women, although these efforts are still limited, since 4 out of 15 of its members are women. However, this structure still lacks a strategy for taking gender into account in policies and programmes. As far as the CNDDR is concerned, to date three Disarmament, Demobilisation and Reintegration Centres are operational and about 600 ex-combatants have been cared for in the regional centres of Bamenda, Buea and Mora. This figure is still far below the numbers expected. Remobilised combatants are being trained in ICTs, mechanics, masonry, sewing and agro-pastoral trades. These trainings are supplemented by modules on moral and civic education. The gender dimension is not yet sufficiently integrated in the Committee's policies and strategies. It should be noted, however, that the Ministry of Women's Empowerment and the Family has accompanied this structure in 2020 in developing a gender strategy. This is a major

¹ MINPROFF, Gender mainstreaming track-record of public administrations, extended to public and semi public bodies, 2019

step forward that needs to be capitalised on.

□ Lamentation days organised by the South-West and North-West Women's Task Force (SNWOT), a coalition of women from these regions, which has as objective to plead for the return of peace and normality in the areas affected by the conflict and for the involvement of women in all peacebuilding processes in Cameroon. The Working Group also organised a press conference to present a position paper on women's perspectives regarding the conflict.

□ The protest march by women political leaders and women from various backgrounds in solidarity with women and the challenges of the crisis in the affected regions.

□ The National Major Dialogue: A dialogue to resolve the crisis in the North-West and South-West regions, officially known as the Major National Dialogue, took place from 30 September to 4 October 2019 and was chaired by the Prime Minister. Six hundred (600) delegates participated in this national forum, although the rate of involvement of women per region remained low. In terms of positions of responsibility, only one of the 14 committees was chaired by a woman. 18 of the 119 people authorised to facilitate the national dialogue, either as chairpersons, vice-chairpersons, rapporteurs or resource persons, were women (i.e. a percentage of 15.12%).

□ Humanitarian diplomacy and policy : the Government of Cameroon and the humanitarian community have jointly launched the Humanitarian Response Plan (HRP) 2023 to address the urgent needs of 2.7 million of the most vulnerable people in the country. The 2023 HRP requires \$407.3 million to provide life-saving assistance and protection to people suffering from the effects of violence, climatic

shocks and epidemics. As a result of the crises and the deteriorating global economic situation, 4.7 million people will need humanitarian aid in Cameroon in 2023, which represents, one person in six living in Cameroon. Women and children account for 77% of people in need of humanitarian aid, thus, they clearly bear the brunt of these crises. In addition, it is estimated that 3.2 million people are facing acute food insecurity in 2023. Internally displaced people, as well as returnees and refugees, account for more than 2 million people, most of whom are deprived of basic social services².

□ Awareness-raising campaigns on birth registration for Nigerian refugee children in the Far North. The protection sector, chaired by UNHCR and the Ministry of Territorial Administration (MINAT), in collaboration with the thematic sub-sectors of childhood protection and gender-based violence initiated this campaign in order to address protection issues linked to the inexistence of civil documents (risk of statelessness and arbitrary detention, family reunification, inability to sit for school exams, etc.).

□ Initiatives taken by several Civil Society Organisations particularly those led by women, to help women in communities to prevent and resolve conflicts and to ensure access to justice for victims of violence. Unfortunately, globally, these actions still lack proper coordination.

□ At local and national level, women are actively involved in raising awareness on the harmful consequences of conflict, promoting a culture of peace and mediating community and national conflicts. But their efforts are yet to be recognised and sustained. Most peace mechanisms and processes in Cameroon do not include women and, moreover, relegate them to the status of victims.

□ Initiatives aimed at reinforcing equality between men and women are undertaken with

2 UN Office for the Coordination of Humanitarian Affairs, 2023

the support of technical and financial partners in Cameroon, within the framework of women's participation in political life, access to health and issues relating to sexual and reproductive rights, conflict prevention and resolution.

□ The implementation of the «New Way of Working» concept in the field of advocacy by the entire humanitarian community, from NGOs and UN agencies working closely with beneficiaries in the field to members of the Humanitarian Country Team.

⌘ Prevention pillar

Given the high extent to which gender-based violence increases during the various humanitarian and security crises facing Cameroon, a number of actions have been undertaken :

- At public policy level, commitments to the rule of law and the protection of citizens have been announced in Cameroon's major national policies and reforms, particularly the National Development Strategy (NDS 30) adopted in 2020, which sets amongst its priorities the strengthening of the rule of law and the protection of human rights, the consolidation of the judiciary and access to fair justice for all, the intensification of the fight against insecurity, crime and terrorism, prevention and management of crisis.

With regard to the institutional framework for peace and security, several mechanisms are in charge of conflict prevention, management and resolution in Cameroon, which include:

□ the setting up of the National Committee for Disarmament, Demobilisation and Reintegration (NCDDR) and the National Commission for the Promotion of Bilingualism and Multiculturalism (NCPBM).

□ the strengthening of the legal framework for the protection of women with the adoption in

2016 of Law No. 2016/007 of 12 July 2016 on the Penal Code, which introduced new offences to punish crimes against women;

□ the setting up of a technical secretariat for the National Action Plan of Resolution 1325;

□ the drafting of a training manual for women mediators for peace and social cohesion;

□ drawing up of a guide to raise awareness among law enforcement forces on the protection of civilians, including journalists, in conflict zones.

□ training leaders of women's organisations in the involvement of women in the peace-building process and the fight against violence in conflict situations;

□ coordinating gender focal points;

□ integrating gender into the emergency response plan for the crisis in the North-West and South-West as well as strategic planning documents such as the 2019 Humanitarian Response Plan;

□ Assessing the institutionalisation of gender in prevention projects.

- Many training courses have also contributed to the implementation of this first action plan:

□ training of 300 women leaders in mediation and conflict management techniques;

□ capacity building on the protection of women and children in armed conflict, gender, Resolution 1325 and related resolutions: 740 police officers, 30 gendarmes, 60 magistrates, 60 media professionals, 60 health professionals and 60 social workers in the conflict zones of the Far-North, East, North-West and South-West.

□ raising awareness of humanitarian law and the law of armed conflict among military personnel in conflict zones;

□ trainings abroad, adapted and reserved for female personnel on the theme of Women, Peace and Security;

□ capacity building for humanitarian actors.

- At local level, networks and other women's watchdog platforms have been set up to ensure peaceful elections in various regions of the country. In the North-West, South-West, Far-North and East regions, several civil society organisations have adapted their peace-building activities, through capacity-building for young people and women, psychosocial support, awareness-raising campaigns in support of IDPs, advocacy for peace and campaigns against hate speech. Other noted measures include the creation of coalitions for peace, the reduction of exposure to violence and improved access to healthcare and resources. It is important to mention that Cameroonian civil society organised the first women's convention on peace in 2020. This successful initiative enabled national and international opinion to pay particular attention to the voice of women in the mechanisms and processes for establishing peace in Cameroon.

⌘ **Protection pillar**

Here, the fight against gender-based violence and the protection of children are fairly well addressed at national level, even if the results are still insufficient given the scale of the phenomenon, particularly in crisis areas.

- Ratification of the main conventions on women's and children's rights;
- Setting up of a Disarmament, Demobilisation and Reintegration Committee (DDR);
- Drawing up of a National Gender Policy document, a National Strategy to combat GBV, and a National Action Plan to combat FGM;
- Setting up of a sub-group on GBV in humanitarian contexts;
- Managing operations to receive, identify and encourage young men who have allied

themselves with the terrorist group Boko Haram to surrender;

- Support to the National De-Radicalisation Programme.
- Implementation in 2014 of a joint project of MINPROFF and United Nations agencies to combat gender-based violence between;
- Capacity building on the protection of women and children in armed conflict, gender, Resolution 1325 and related resolutions: training of 740 police officers, 30 gendarmes, 60 magistrates, 60 media professionals, 60 health professionals and 60 social workers in the conflict zones of the Far-North, East, North-West and South-West ;
- Setting up and running instruction and training modules in International Humanitarian Law (IHL) and the Law of Armed Conflict (LOAC) in the Gendarmerie, Army and National Security training centres;
- Other awareness-raising activities for the popularisation of the new provisions of the Penal Code in national and local languages;
- Awareness-raising campaigns for the security forces on the concepts of gender and gender-based violence;
- Dissemination of Resolution 1325 and related resolutions;
- Drafting and dissemination of the standard operating procedures (SOP) manual in the far north and the English-speaking regions.
- Psychological, legal, economic and medical support (holistic care) for survivors and women in refugee camps and for internally displaced persons;
- Setting up reception centres for women in trouble and call centres in the Women and Family Empowerment Centres, gender desks in police stations, women's cohesion spaces in refugee camps, case management and safe spaces;
- Setting up and installing toll-free

numbers;

- Distribution of kits: for example, in 2018, 2,000 women benefited from improved stoves and rechargeable solar lamps with a view to reducing the risks of vulnerability linked to the collection of firewood, 800 cases of survivors benefited from holistic assistance (psychosocial and legal support, and medical guidance) and 720 women survivors of GBV benefited from support in the form of economic kits to cover their basic needs.

⌘ **Relief and recovery pillar**

- Increase in the presence of women in processes linked to the provision of relief and humanitarian aid, such as distribution and camp management committees, disarmament committees and relief and humanitarian aid programmes;

- Implementation of economic recovery programmes, legal and electoral reforms in the post-conflict rehabilitation process;

- Creation of Cameroonian women's platforms, which are forums for discussion, sharing of experiences and good practices, and trainings to improve the empowerment of women and girls;

- Developing one (01) training manual on income-generating activities and training of 533 women on how to use it;

- Supporting 800 women in obtaining official documents (national identity cards and birth certificates) in the Far-North Region,

- Drawing up a risk map (01) for violence against women (VAW) in the Far-North Region by carrying out a security audit;

- Awareness-raising campaigns on GBV, which reached 16,165 people (refugees, internally displaced persons and members of host communities), including 11,237 women and girls, of whom 7,937 were women and 3,300 girls; 4,928 men and boys, of whom 2,684 were

men and 2,244 boys;

- 2 new Gender desks were set up in Kolofata and Makari, bringing the total to 06 in the Far north.

These results, although significant, still fall short of the expectations of the population, particularly women and girls facing a crisis

II. SECURITY AND HUMANITARIAN CONTEXT IN CAMEROON

1. Conflict dynamics

The security situation in Cameroon is underpinned by three main crises: in the Far-North, incursions by the Islamic sect Boko Haram; in the East region, which is suffering the consequences of the war in the Central African Republic; and in the North-West and South-West regions, with the socio-political crisis. The violence and insecurity caused by these three crises have uprooted thousands of people.

⌘ **The security crisis in the Far-North region**

The security situation in the Far-North Region remains precarious and despite the deployment of the multinational force, the terrorist sect Boko Haram has become more involved in asymmetric warfare, committing numerous attacks against civilians, kidnappings and incursions that have destabilised the region, disrupted its socio-economic fabric as well as the state services. Sexual and gender-based violence, including rape, sexual assault, physical violence of all kinds, and economic and psychological violence, continue to be the main threats to the security of the population, particularly women and children. The conflict in north-east Nigeria is still affecting Cameroon's Far-North Region, with civilians being murdered, villages randomly looted or burnt, herds stolen

and people kidnapped. As of May 2023, Cameroon had received 115,847 Nigerian refugees, including 67,690 in camps, 46,667 in rural areas and 1,590 in urban areas. Logone and Chari alone recorded 29,892 Nigerian refugees³. About 378,000 Cameroonians have fled their homes. Farmers no longer feel safe, families risk food shortages, girls and women are exposed to sexual and gender-based violence, and health services are reduced to a minimum. Furthermore, the Far-North Region is prone to climatic hazards, such as drought and flooding, as well as epidemics, including cholera, measles and Mpox. At the end of 2021, inter-community conflicts arising from the scarcity of water and other resources led to the displacement of more than 70,000 people, 35,000 of whom sought refuge in Chad⁴.

⌘ **The crisis in the Central African Republic and its repercussions in the East and Adamawa regions**

Since 2013, sectarian violence in the Central African Republic has led to an influx of Central African refugees into Cameroon's already highly vulnerable eastern region. There are currently around 350,780 Central African refugees in Cameroon, spread across seven sites: Borgop, Gado Badzere, Lolo, Mbile, Ngam, Ngarissimo and Timangolo. They are also found in the Adamawa, East, North, Littoral and Centre regions⁵. In the East Region Particularly, the flow of migrants has strained the harmony of the social fabric between refugees (new and old) and the host communities. At the same time, this flow has highly increased the pressure on food and water resources, with the risk of inter-community conflict, instability and social insecurity. These many frequent migratory movements have led to massive human rights violations (rape, forced prostitution, summary executions, etc.),

3 OCHA, May 2023
 4 OCHA, 23/01/2023
 5 OCHA, May 2023

escalating violence against the entire population and forced thousands of people to leave their homes and villages, seeking refuge in collective centres or fleeing outside the CAR⁶.

⌘ **The socio-political crisis in the North-West and South-West regions of the country**

In a different historical context, a feeling of frustration manifested itself more explicitly in the North-West and South-West, and led to secessionist demands that became violent with the appearance of various armed elements who targeted government forces and civilians. In 2019, the humanitarian situation in these regions shows that 1386 security incidents were recorded. This has led to a situation of high instability and insecurity, resulting in the forced displacement of 1,066,254,000 people, 33,526 of whom are might have returned to Nigeria⁷. Other regions were also affected, such as the West (114,111 displaced persons) and the Littoral (79,954 displaced persons)⁸. It should also be noted that in May 2023, 645,746 returns were recorded by HCR.

The security and humanitarian situation described above, which was already very precarious, has worsened as a result of other causes and obstacles that are making it difficult to gradually return to lasting peace. These include:

- unemployment and poverty ;
- conflicts between refugees, internally displaced persons and host communities over the distribution of resources ;
- clashes between ethnic communities, socio-professional communities (fishermen, herders and farmers) or members of the same tribal group over control of traditional power;

6 Ibid
 7 OCHA, May 2023
 8 OCHA, May 2023

- cross-border tensions due to imprecise border demarcation and the porous nature of borders, which make them fertile ground for ambushes and fuel the risk of destabilisation and armed conflict;

- the rise in hate speech ;

- cross-border solidarity in cultural areas that transcend Cameroon's borders facilitating both the legal and illegal uncontrolled movement of people and goods ;

- the development of growing cross-border arm robbery, including the proliferation of criminal groups such as highway robbers ;

- the lack of trust and cooperation between the forces of law and order and the local population;

- limitations on the right to prosecute and punish the perpetrators of acts of violence, crimes and other offences;

- the illegal possession of weapons of large and small calibre, and hand-made improvised explosive devices;

- poor access to health care and appropriate treatment for vulnerable social groups;

- foreign interference, wrongly or rightly accused of manipulation and support for armed groups.

2. Consequences of armed conflicts and crises on women and girls

The health, safety, human rights and future of women and girls are threatened during conflicts. The latter experience gender-based violence, displacement, lack of access to reproductive health care and child marriage. Under-schooling and school drop-out girls as well as the depravation of morals are also important aspects of the consequences of conflict on women and girls. It is recognised that

women and children suffer more than any other category of the population from the harmful effects of crises and conflicts, whether armed or not. In the case of Cameroon, the various crises have had three main consequences:

- **Victims/survivors of violence:** The greatest risk facing women and girls is gender-based violence, as they are exposed to physical, verbal, psychological and other forms of violence, denial of resources and opportunities, abuse and torture. The systematic rape of women is used as a tactic or weapon of war to assert control, weaken families and destabilise communities. Murder, forced sexual intercourse and unwanted pregnancies are other forms of violence against women committed in our country's conflict zones. These abuses suffered by women and girls, whether internally displaced, refugees, women from vulnerable host communities, widows or separated women, girls who are orphans and/or undereducated, are variable and can be perpetrated in the form of sexual slavery and forced prostitution. Refugee women are highly exposed to violence and all forms of exploitation.

- **Transformation of women's traditional roles:** some women join the ranks of armed groups as fighters and others are forcibly recruited. The first category are often motivated by political convictions, anger or despair and the spirit of revenge; the others are used as informers (which exposes them to accusations of espionage) and also as surrogate mothers for future fighters. For example, several hundred women and girls are followers of and work for Boko Haram, and are used as bait to recruit young people. Women and girls also lead certain troops in the rebel ranks and are commonly referred to as «queen mothers». They have the power and authority to make certain decisions in the community and can also participate in

most decision-making processes, which involve deliberations with men.

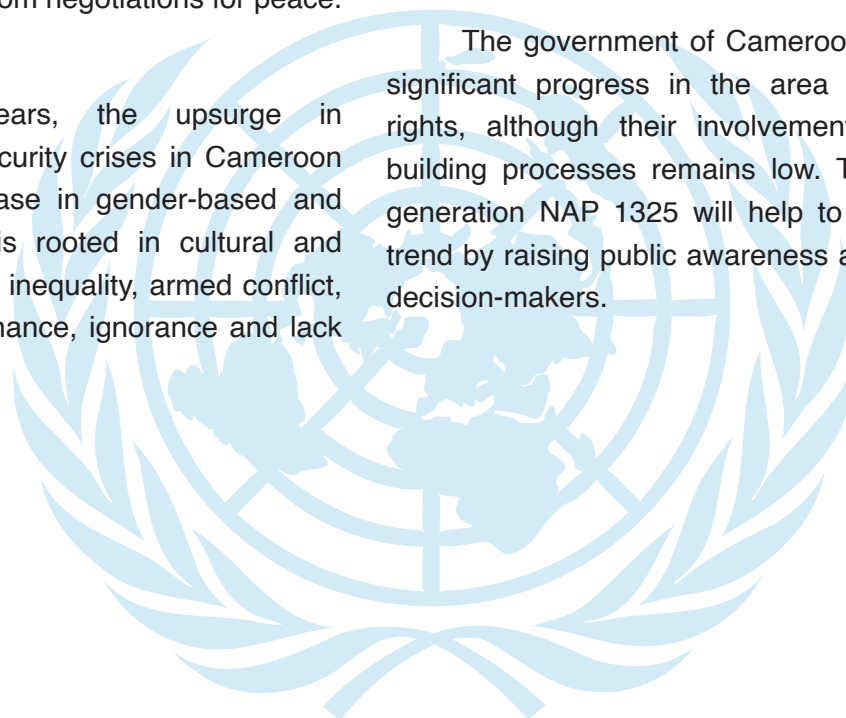
- Since women are the most numerous in refugee camps and among internally displaced persons, they must not simply be seen as victims of war. They also play a key role in ensuring the survival of their families during these periods of unrest and destruction. They provide support in supplying food and caring for other refugees. They are particularly involved in peace movements at grassroots level, promoting a culture of peace in their communities. However, they remain absent from negotiations for peace.

In recent years, the upsurge in humanitarian and security crises in Cameroon has led to an increase in gender-based and sexual violence. It is rooted in cultural and social norms, gender inequality, armed conflict, poverty, weak governance, ignorance and lack

of respect for women's rights.

A cross-cutting analysis of national actions and interventions in the field of conflict prevention, management and resolution raises the overall problem of the lack of gender mainstreaming at both strategic and operational levels. It requires the adoption and implementation of a holistic approach and innovative programmes aimed at addressing the situation of women, in particular indigenous women and women with disabilities, according to their specific needs. This analysis also highlights the importance of setting up structures to address gender and violence issues in humanitarian contexts.

The government of Cameroon has made significant progress in the area of women's rights, although their involvement in peace-building processes remains low. The second-generation NAP 1325 will help to correct this trend by raising public awareness and lobbying decision-makers.



CHAPTER II : STRATEGIC FRAMEWORK FOR THE 2023-2027 ACTION PLAN

The proposed Action Plan falls within the framework of rendering operational international guidelines as well as those of the NDS30 and the African Union's Agenda 2063. It presents the vision and objectives and sets out the various strategic areas that will guide its implementation.

I. VISION AND GOALS

1. Vision

Cameroon's NAP 1325 is the logical transition from humanitarian context, where people are dependent on humanitarian aid, the context of development where the same people are encouraged to change their living and working conditions themselves in a sustainable ways. From this point of view, an integrated response begins by putting in place the conditions necessary for a return to normal life in localities where basic social infrastructures have been destroyed and looted, and houses ransacked, burnt or fallen into ruin.

The NAP, based on the «Social Cohesion and Living Together» scenario, is part of Cameroon's Shared Vision for Development by 2035, which is structured as follows: «Cameroon: an emerging country, democratic and united in its diversity».

For the Women, Peace and Security Agenda, which is based on the results of the situational analysis and sector diagnosis, the vision is as follows:

By 2027, women and girls will have contributed to strengthening peace and security in the country through:

- a foundation of social protection, particularly in the promotion and protection of the rights of women/girls and men/boys;

- a framework in which socio-cultural constraints are reduced and in which women and girls affected by the crises are free from all forms of discrimination and gender-based violence;

- the increased and equitable access for women and girls who are victims of conflict to health, legal, judicial, educational, psychosocial and economic services;

- the greater involvement of women and girls in mechanisms and processes for conflict prevention and resolution, peacebuilding and social cohesion.

2. Goals

⌘ General Goal

To ensure better protection and consideration of the practical needs and strategic interests of women and men in a context of violence and insecurity, as well as the effective involvement of women and girls in conflict prevention and resolution, peace operations, social cohesion and living together in Cameroon.

⌘ Specific goals :

- To guarantee the full participation of women, girls, men and boys in the implementation of projects-programmes, actions and activities and in decision-making relating to peace and security at local and national level;

- Involve women and young people

in conflict prevention and management mechanisms at all levels;

- Strengthen the training of national stakeholders in the management of survivors and victims in humanitarian contexts;

- Improve coordination/collaboration mechanisms;

- Seek and mobilise funding;

- Set up a follow-up and evaluation mechanism;

- Strengthen access to justice and to opportunities for redress and repression;

- Disseminate the second-generation NAP on «Women, Peace and Security» at national and local level.

II. STRATEGIC PILLARS AND AXES

The strategic choice adopted by all the stakeholders and validated by the Steering Committee (COPIL) is based on the following five pillars, inspired by the continental framework on women, peace and security and corresponding to the five (05) priority areas for action.

1. Pillars

Ces principaux piliers sont :

These main pillars include:

- Prevention: which aims to create measures to avoid the emergence of violent conflicts and prevent post-conflict societies from relapsing. This pillar recognises the violation of women's rights as a form of violence and calls for preventive measures with a focus on gender-based violence. As a result, the indicators in this pillar seek to evaluate preventive measures that recognise the need to promote the rights of women and girls in conflict prevention processes by emphasising the prevention of sexual and gender-based violence.

- Participation on men and women : aims to promote the equal and meaningful participation, full involvement and leadership of women in all efforts to maintain and promote peace and security. The pillar therefore advocates measures to increase women's participation and representation in decision-making positions, particularly in conflict prevention and resolution, governance and security.

- Protection: intends to promote and protect women's human rights in all phases of conflict and in peacetime, with a focus on protection against sexual and gender-based violence. It equally aims to ensure that people are fully aware of and comply with the legal texts and instruments protecting them, and above all to guarantee their effective application by the national courts;

- Relief and recovery: focuses on ensuring that the specific needs of women and girls are taken into account in all conflict and post-conflict reconstruction processes and that special attention is given to the most vulnerable, including displaced women and girls, survivors of gender-based violence and people disabled. Moreover, it emphasises efforts to support women's initiatives as actors, including the provision of equal access to women in programmes related to economic recovery, health education, reparation and psychosocial support. Indicators under this pillar measure whether women's specific needs and priorities are addressed in post-conflict relief and recovery processes.

- Promotion: aims to ensure better dissemination and ownership of the Women, Peace and Security agenda at national and local level.

2. Strategic axes

Les axes stratégiques retenus permettront d'atteindre les objectifs nationaux, régionaux et internationaux en matière de genre et de sécurité (NDS30, Agenda 2063, MDGs,) et progresser vers la sécurité. Ils ont été proposés avec la pleine participation des différents acteurs du système de sécurité (bénéficiaires, prestataires de services et décideurs) et aideront à réduire les conflits dans le pays.

Les principaux axes de la NAP 2023-2027 sont les suivants :

Axis 1: Strengthening peace and security in line with UNSC Resolution 1325 and the prevention of sexual and gender-based violence;

Axis 2: Improving the equal participation of women and men at all levels of peace and security processes, and the representation of women in decision-making spheres;

Axis 3: Strengthening the protection of and respect for women's rights at all stages of conflict and in peacetime, as well as taking account of gender equality issues;

Axis 4: Increased responsiveness to gender issues in policies and programmes for the recovery, rehabilitation and empowerment of women in conflict and post-conflict situations;

Axis 5: Dissemination of the United Nations Security Council's «women, peace and security» agenda and its national action plan in Cameroon.

Table 1: Correspondence between the pillars and the strategic priorities

Field	Strategic axis
Pillar 1: Prevention	Strengthening peace and security in line with UNSC Resolution 1325 and the prevention of sexual and gender-based violence;
Pillar 2: Participation	Improving the equal participation of women and men at all levels of peace and security processes, and the representation of women in decision-making spheres;
Pillar 3: Protection	Strengthening the protection of and respect for women's rights at all stages of conflict and in peacetime, as well as taking account of gender equality issues;
Pillar 4: Rescue and rehabilitation	Increased responsiveness to gender issues in policies and programmes for the recovery, rehabilitation and empowerment of women in conflict and post-conflict situations;
Pillar 5: Promotion	Dissemination of the United Nations Security Council's "women, peace and security" agenda and its national action plan in Cameroon.

III. STAKES, MAJOR CHALLENGES AND OPPORTUNITIES FOR THE 2023-2027 ACTION PLAN

The assessment of the security and humanitarian situation carried out during the drafting of the NAP highlighted the major socio-political and economic challenges and constraints to the effective and efficient application of the provisions of Resolution 1325. The corresponding issues and challenges are set out in the table below.

Table 2: Significant stakes and major challenges for the WPS agenda in Cameroon

Stakes	Challenges	Opportunities
The effective and optimal involvement of women and girls in the mechanisms and processes of conflict prevention, management and peace-building.	Strengthen measures to lobby decision-makers for the effective involvement of women and girls in peace processes; Strengthen women's leadership skills in this area;	A clear political will to restore peace to Cameroon; Ratifying international and regional commitments to protect women and children in conflict situations ;
The provision of a legal framework favourable to parity in the Electoral Code.	Encourage women to participate en masse in planning exercises and workshops as part of the conflict resolution mechanism; Lobby the government to adopt a law on parity and/or introduce and apply quotas of at least 30% for women's participation in decision-making;	
Taking gender into account (practical needs and strategic interests) at all stages of the peace and security process	Conduct a survey/study on the situation of women and men and produce disaggregated data; Mobilising resources to implement the gender strategy ; Strengthen the gender capacities of those involved in implementing the NAP;	

Dissemination and ownership of the NAP at national and local level by those involved in its implementation.	Extend the NAP's operations throughout the country; Ensure that all sections of the population benefit from the services provided;	The existence in Cameroon of a legal and political environment favourable to the promotion and protection of women/girls and families; The gradual introduction of the decentralisation system; The existence of an Emergency Plan for the reconstruction of the North-West, South-West regions and Far-North; The creation of the NCPBM, the NCDDR and other peace initiatives undertaken in the country; Domestic positive law, national policies and programmes.
Greater involvement of community and religious leaders in the planning and implementation of the NAP.	Establish a policy of national coverage of the NAP with the support of the public authorities.	
Greater commitment and support from men and boys for women's involvement in conflict resolution processes.	Combat harmful perceptions of so-called dominant masculinities; Promote positive masculinity;	
Better coordination between humanitarian actors, local communities and the government.	Set up a national system for coordinating action on WPS; Organise the system for implementing the NAP at different levels; Encourage joint projects to pool resources and expertise.	
Achievement of the results set out in the WPS projects and programmes	Set up an appropriate follow up and evaluation mechanism; Organise annual planning, review and reporting meetings.	
Budgetary improvement	Develop an effective, integrated resource mobilisation strategy, involving all stakeholders (Government, TFPs, CSOs, etc.) Setting up a trust fund to finance the NAP	
Improving transitional justice systems and the fight against impunity for perpetrators of GBV	Punish by applying the provisions of the law in force;	

The strategic choices made with regard to the implementation of Resolution 1325 in Cameroon are in line with the international and regional commitments to which the country has subscribed, as well as with positive domestic law and national policies and programmes.

IV. BACKGROUND

1.1. The country's international and regional commitments

Like most African countries, Cameroon has ratified almost all the international conventions and resolutions promoting and protecting human rights in general and women's rights in particular. So, non-exhaustively, we have :

a. At international level

⌘ **Declarations**

- The Universal Declaration of Human Rights of 10 December 1948;
- The Declaration on the Protection of Women and Children in Emergency and Armed Conflict, adopted in December 1974;
- The Declaration of 20 December 1993 on the Elimination of Violence against Women.

⌘ **Conventions**

- The Night Work of Women Convention, 1948 (revised);
- Convention No. 100 on Equal Remuneration, adopted on 29 June 1951 and entered into force on 23 May 1995;
- The Convention on the Political Rights of Women, adopted on 7 July 1954;
- Convention No. 111 on discrimination in respect of employment and occupation, adopted on 25 June 1958 and entered into force on 15 June 1960;
- The Convention on the Elimination of All Forms of Racial Discrimination of 21 December 1965, ratified on 24 June 1971;

- The Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages of 07 November 1962;

- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its Additional Protocol, adopted on 18 December 1979 and ratified on 23 August 1994 and 1 November 2004 respectively;

- The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, adopted on 10 December 1984 and ratified on 19 December 1986, and its two additional protocols, one on the sale of children, child prostitution and child pornography, and the other on the involvement of children in armed conflict;

- The United Nations Convention on the Rights of the Child, adopted on 20 November 1989 and ratified on 11 January 1993;

- The Convention on Organised Transnational Crime and its Additional Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children of 15 November 2000, which entered into force on 29 September 2003.

⌘ **Covenants**

- The International Covenant on Civil and Political Rights and its First Protocol, adopted on 16 December 1966, ratified on 27 June 1984;
- The International Covenant on Economic, Social and Cultural Rights, adopted on 16 December 1966, ratified on 27 June 1984;

⌘ **Plans, Policies and Strategies**

- The plan of action of the International Conference on Population and Development (ICPD, 1994) ;
- The Beijing Platform for Action (1995);
- The United Nations 2030 Agenda (2015).

The legal systems of particular relevance to peace operations are the following :

⌘ **International Humanitarian Law**

The Geneva Conventions (1949) and Additional Protocols (1977) provide legal definitions of combatants and armed groups, standards for the protection of civilians and rights to relief for the wounded, sick and the children. The Statute of the International Criminal Court (1998) establishes individual and hierarchical responsibility for crimes against humanity, war crimes and genocide.

⌘ **International Refugee Law**

La Convention relative au statut des réfugiés (1951) établit les droits des réfugiés et les devoirs des États à cet égard, y compris l'interdiction du rapatriement forcé.

b. At regional level

⌘ **Charters**

- The African Charter on Human and Peoples' Rights of 27 June 1981, ratified on 21 October 1986;

- The African Charter on the Rights and Welfare of the Child, adopted in July 1990 by the Member States of the OAU, now AU ;

- The African Youth Charter adopted in July 2006 and entered into force on 08 August 2009, ratified by Cameroon on 11 January 2011.

⌘ **Conventions**

- The African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa (Kampala Convention), 2009.

⌘ **Protocols**

- The Additional Protocol to the African Charter on Human and Peoples' Rights on the

Rights of Women, which was adopted on 11 July 2003 (Maputo protocol) and came into force on 25 November 2005.

⌘ **Treaties**

- The Treaty of 17 October 1993 on the Harmonisation of Business Law in Africa and the OHADA Uniform Act on General Commercial Law.

⌘ **Plans, Policies and Strategies**

- The African Action Platform (1995);

- The Solemn Declaration of the Heads of States and the governments on Equality between Men and Women in Africa (2004) ;

- The African Charter on Democracy, Elections and Governance (2007);

- The African Union Gender Policy (2009);

- The African Union's Agenda 2063 (2015);

- The African Union's Agenda 2040 for Africa's Children (2016)

- The African Union Strategy for Gender Equality and the Empowerment of Women (2018-2027);

- The Kinshasa declaration and call to action by the Heads of States of the African Union on Positive Masculinity in leadership for the elimination of Violence against women and girls in Africa.

2. The Women, Peace and Security agenda

The UN Security Council resolutions provide a framework for implementing and monitoring the UN programme on Women, Peace and Security.

Resolution 1325 was adopted by the Security Council at its 4213th meeting on 31 October 2000. It is the very first formal document

adopted by the United Nations Security Council to prescribe respect for and protection of women's rights in times of conflict and their involvement in peace negotiations. As the benchmark in this field, it is based on the Beijing Declarations and Platform for Action (A/52/231) and those contained in the relevant provisions of the text adopted by the General Assembly at its 23rd extraordinary session on peace for the twentieth-century regarding the protection of women during armed conflicts.

Resolution 1325 thus demonstrates the growing awareness among States of the impact of armed conflicts and humanitarian crises on women and girls. An analysis of crises reveals that women and girls bear the brunt of conflict, and from this point of view, they must be involved in crisis prevention, peacekeeping, as well as socio-economic, political and cultural recovery in post-conflict situations.

In short, Resolution 1325 provides the first international, equitable and political framework that recognises the disproportionate impact of armed conflicts on women and girls and the key role that women should play in building peace.

The related resolutions adopted from 2008 onwards aim to ensure that the guidelines set out in this resolution are more fully assimilated. These are resolutions 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2250 (2015), 2272 (2016), 2467 (2019) and 2493 (2019).

V. NATIONAL GUIDELINES

1. Domestic legal framework

The protection of women and girls in times of conflict and the participation of women in peace processes is set out in the preamble to the Constitution, Fundamental Law No. 96/06 of 18 January 1996 on the Constitution of Cameroon, which 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.

This stance in favour of gender equality, non-discrimination and protection of women is one of the founding principles of public policies and is reflected in the domestic legal arsenal through a number of legislative and regulatory provisions. These include, but not limited to, the following :

⌘ The promotion of women's rights as enshrined in Cameroon's two domestic legal systems, notably the Civil Code (1804), the Matrimonial Causes Act (MCA 1973), the Probate Non-Contentious Rules, the Wills Act (1837) and the Administration of Estate Act (1925), which contain numerous Civil Law and Common Law provisions designed to protect women's rights, such as the recognition of women's inheritance rights, patrimonial and extra-patrimonial rights;

⌘ Napoleon's Civil Code of 1804;

⌘ Ordinance No. 81/02 of 29 June 1981 to organise the civil status in Cameroon;

⌘ Law No. 2016/007 of 12 July 2016 on the Penal Code, many of whose provisions can be relied upon to punish offences against the physical or moral integrity of women;

⌘ Law No. 2005/007 of 27 July 2005 on the Criminal Procedure Code, which sets out the principle of equality in criminal proceedings and provides for special treatment for pregnant or breastfeeding women;

⌘ Law No. 2011/024 of 14 December 2011 relating to the fight against trafficking in persons and slavery, which protects women and children against offences such as sexual exploitation and economic exploitation;

⌘ The 1990 Pharmacy Act authorising the sale of contraceptives, which was adopted to protect women against STIs and unwanted pregnancies, and to enable them to decide freely on the timing, number and spacing of their children;

⌘ The Law of 19 December 1990 on conditions of entry into, stay in and departure from Cameroonian territory, which, among other things, abolishes marital authorisation for the travel of women;

⌘ Law No. 90/056 of 19 December 1990 relating to political parties;

⌘ Law No. 91/20 of 16 December 1991 to lay down the conditions for the election of MPs to the National Assembly;

⌘ Law No. 1992/07 of 14 April 1992 on the Labour Code;

⌘ Law No. 92/002 of 14 August 1992 to lay down the conditions for the election of municipal councillors;

⌘ Law No. 92/010 of 17 September 1992 to lay down the conditions governing the vacancy of and election to the presidency of the republic

⌘ Decree No. 94/199 of 7 October 1994 concerning the general rules and regulations of the State public service;

⌘ Law No. 98/004 of 14 April 1998 to lay down guidelines on education in Cameroon, which stipulates that the State shall guarantee everyone equal access to education without gender discrimination, as well as the physical and moral integrity of pupils, and shall punish physical abuse and all other forms of violence and discrimination;

⌘ Law No. 90/053 of 19 December 1990 relating to freedom of association, which recognises freedom of association in general and, for women, the freedom to create and join any association of their choice on equal terms with men;

⌘ Law No. 2019 / 014 of 19 July 2019 relating to the establishment, organization and functioning of the Cameroon Human Rights Commission.

⌘ Law No. 2009/004 of 14 April 2009 to organise legal assistance;

⌘ Order No. 163/CAB/PM of 2 November 2010 to create and organise an inter-ministerial committee supervising the prevention and elimination of trafficking in persons;

⌘ Law No. 2011/011 of 6 May 2011 to amend and supplement certain provisions of the 1981 Ordinance on the civil status,

⌘ Law No. 2011/024 of 14 December 2011 relating to the fight against trafficking in persons and slavery in Cameroon;

⌘ Order No. 012/CAB/PM of 31 January 2013 on the creation, organisation and functioning of the Coordination and Monitoring Committee for Strategies to Combat Trafficking in Human Organs and Ritual Crimes;

⌘ Order No. 087/PM of 27 August 2014 to set up the cross-sector committee to combat child labour;

⌘ Circular N°02/22/C/MINSEC/CAB of 22 April 2022, on the management of cases of students pregnancy in public and private secondary schools.

2. National policies, programmes and strategies

⌘ Cameroon's 2035 Vision

In 2009, Cameroon adopted a vision for the year 2035: «Cameroon: an emerging country, democratic and united in its diversity». In this light, the country has set itself four general objectives, including that of «consolidating the democratic process and national unity while respecting the diversity that characterises the country».

The unity and democracy to be strengthened and consolidated in Cameroon are those that emerge from an awareness and insightful analysis of the country's history and that of other peoples around the world. The vision of a united nation relies on the safeguarding of peace and national solidarity. National unity,

which must be a permanent and committed endeavour, requires the unification of the various components of our society (regions, ethnic groups, cultures, generations, gender, social class, intellectual, civil and military communities, corporations, opinions and religions, etc.). Peace and democracy are founded on the freedom, equality and sovereignty of the Cameroonian people⁹.

⌘ **The National Development Strategy 2020-2030**

Among the priorities set out in the NDS 30, gender equality and women's empowerment feature prominently as drivers of underdevelopment and major problems to be solved in order to achieve emergence. In section 4.5.4. on Promoting gender and equity, it is specified that for the period running from 2020 to 2030, the Government intends to: (i) pursue its policy of equal access for girls and boys, men and women to education, training and information; (ii) strengthen programmes designed to encourage female and youth entrepreneurship; (iii) step up consultations with the banking system in order to provide credit facilities to this part of the population; (iv) step up measures to combat gender-based violence (GBV); (v) introduce measures to ensure that women and youth are more fully represented in the public and political life; and (vi) further strengthen the institutional framework for the promotion and protection of women's rights¹⁰.

⌘ **The National Gender Policy**

Cameroon's social policy is based on the ideals and principles of social justice, respect for human rights, good governance and democracy aimed at equality and equity between women

and men. Government efforts have resulted in major initiatives aimed at promoting women's empowerment. These actions have been developed as part of the National Gender Policy, which is the reference framework for action in this area.

For example, in the NGP (2021-2030), gender issues in relation to peace and security are specifically addressed in axis No. 6, which aims to ensure better protection for women and girls during humanitarian and security crises, while at the same time developing their resilience in order to cope with the impacts of such crises. It also aims to ensure greater involvement of women in peace-building and consolidation processes, social cohesion and living together. They apply cross-cutting to the other axes, notably:

Strategic axis No. 3: Strengthening women's contribution to economic development by including them in production systems and giving them equal access to employment opportunities and production facilities.

Strategic axis No. 4: Promoting a socio-cultural environment that fosters respect for the rights of men and women without discrimination and the elimination of gender-based violence (GBV)

Strategic axis No. 5: Strengthening women's, men's, and youth participation and representation in national, local, and community governance as well as in public and political decision-making spheres.

⌘ **The national strategy to fight against Gender-Based Violence 2022-2026.**

The goal of this strategy is to contribute to reducing the prevalence rate of GBV by half by 2026 through continuous organization of awareness-raising campaigns, so as to reach out to a large fringe of the population and to set up appropriate support mechanisms for survivors.

9 Cameroon, 2035, 2019 Vision

10 Cameroon, National Development Strategy 2020-2030

It is also important to mention the integration of the fight against GBV in sector public policies, and the creation of the necessary conditions for taking ownership of the fight at the individual, social and community levels.

The strategic plan to combat Gender-Based Violence for the period 2022-2026 is based on three strategic axes.

Axis 1. Strengthening the prevention and risk mitigation system in all sectors and the improvement of knowledge;

Axis 2. Strengthening the holistic management of survivors and the repression of perpetrators of GBV;

Axis 3. Partnership, coordination and resource mobilisation.



VI. LOGICAL FRAMEWORK OF THE 1325 ACTION PLAN

Table 3: Logical framework of the action plan

<p>IMPACT: A SECURE AND INCLUSIVE FRAMEWORK IS CREATED, IN ORDER TO ENSURE WOMEN'S INVOLVEMENT IN PEACE AND SECURITY CONSOLIDATION PROCESSES IN CAMEROON.</p> <p>Indicator: The country's security situation</p> <p>Base: Average (existence of areas of conflict in some regions)</p> <p>Target: High (Peace restored in all regions of the country) with the contribution of women</p> <p>Sources: Gender Profile, EESI, NAP 2 Evaluation</p>			
<p>OUTCOME 1: PEACE AND SECURITY IN LINE WITH THE UNSCR 1325 AND THE PREVENTION OF SEXUAL AND GENDER-BASED VIOLENCE ARE STRENGTHENED</p> <p>Indicator 1.a: Number of provisions relating to Resolution 1325 contained in peace and security working documents and in dialogue and negotiation processes at the national and regional level</p> <p>Baseline: 1</p> <p>Target: 5</p> <p>Indicator 1.b: Percentage of female victims of violence since the age of 15 perpetrated by any individual</p> <p>Baseline: Physical: 39%, Sexual: 13%, domestic: 44 %</p> <p>Target: Physical: 30%, Sexual: 8%, domestic: 34 %</p> <p>Sources: Gender Profile, DHS, MICS, NAP 2 Evaluation</p>			
Results chain	Indicators	Verification sources	Hypotheses and risks
Output 1.1. The leadership and participation of women and girls in the prevention and management of conflict and post-conflict situations, peace-building and social cohesion are increased at the national level	Indicator 1.1.a: Percentage of women and girls involved in conflict prevention at the national level; Indicator 1.1.b: Number of training sessions organised on conflict prevention and management at the national level.	-Minutes; -Mission reports -Evaluation reports on the implementation of Resolution 1325 and related action plans	-Socio-cultural constraints - Political will - Occurrence and/or resurgence of crises, pandemics, and other natural disasters

<p>Output 1.2. Systems, procedures, and mechanisms are put in place to facilitate women's involvement in peace and mediation processes, in the fight against GBV, and a gender-sensitive post-conflict justice.</p>	<p>Indicator 1.2.a: Existence of a national early warning system</p> <p>Indicator 1.2.b: Number of existing and functioning early warning and conflict prevention systems at community level</p> <p>Indicator 1.2.c: number of women involved in the process of setting up these systems</p>	<ul style="list-style-type: none"> - Regulatory instrument; - Missions reports; - Reports on the implementation of Resolution 1325 action plan 	<ul style="list-style-type: none"> -Political will -Inadequate funding
<p>Output 1.3: A socio-cultural environment conducive to peacekeeping is promoted nationally.</p>	<p>Indicator 1.3.a: Existence of a legal framework for conflict prevention and GBV</p> <p>Indicator 1.3.b: Reduction in inter-community conflict and hate speech.</p> <p>Indicator 1.3.c: Existence of functional structures or institutions to promote social cohesion.</p>	<ul style="list-style-type: none"> - Regulatory instrument; - Mission reports; - Reports on the implementation of Resolution 1325 action plan -Meeting reports 	<ul style="list-style-type: none"> -Persistent socio-cultural constraints - Weak political will -Inadequate funding
<p>Output 1.4: The contribution of women and families to conflict prevention and peace-building as well as the fight against the circulation of SALW is effective</p>	<p>Indicator 1.4.a: Percentage of women and families involved in conflict prevention and management at community level</p> <p>Indicator 1.4.b: Number of actions organised by women to promote peace</p> <p>Indicator 1.4.c: Existence and functioning of a system to combat SALW.</p>	<ul style="list-style-type: none"> -COMNAD reports 	<ul style="list-style-type: none"> -Persistent socio-cultural constraints -Inadequate funding
<p>Output 1.5: Conflict prevention and management structures work in synergy at national and local levels so as to involve women and girls in the prevention and peaceful settlement of community conflicts.</p>	<p>Indicator 1.5.a: Existence of a functioning 1325 national coordination system</p> <p>Indicator 1.5.b Number of peace-building forums created</p> <p>Indicator 1.5.c: Number of coordination systems set up at national and local levels</p>	<ul style="list-style-type: none"> -Evaluation reports on the implementation of Resolution 1325 action plan -Regular meeting reports -Records and minutes -Meeting reports 	<ul style="list-style-type: none"> -Weak coordination of interventions -Individualist attitude of stakeholders -Inadequate communication

<p>Output 1.6: Women are effectively involved in negotiating and implementing ceasefires</p>	<p>Indicator 1.6.a: Percentage of women involved in negotiating and implementing ceasefires</p> <p>Indicator 1.6.b: percentage of women trained in negotiation techniques and methods</p>	<p>- Minutes of meetings and ceasefire agreements -Training reports</p>	<p>-Inadequate funding -Political will</p>
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OUTCOME 2: THE EQUAL PARTICIPATION OF WOMEN AND MEN AT ALL LEVELS OF PEACE AND SECURITY PROCESSES AS WELL AS THE REPRESENTATION OF WOMEN IN DECISION-MAKING SPHERES ARE INCREASED

Indicator 2.a: Percentage of women in elected office

Baseline:

- National Assembly: 33.33%
- Senate: 33%
- Local authorities: 34.1%
- Regional authorities: 0%
- Leaders of political parties: 4.46%
- Traditional rulers (1st, 2nd, 3rd class): 1.15%

Target:

- National Assembly: 40%
- Senate: 30%
- Local authorities: 40%
- Regional authorities: 10%
- Leaders of political parties: 5%
- Traditional rulers (1st, 2nd, 3rd class): 10%

Indicator 2.b: Percentage of women in non-elected office

Baseline:

- Government: 16.93%
- Diplomatic and consular representations: To be determined
- Defence and Security Forces: To be determined
- Territorial Command: 7.6%
- Court administration: 16.72
- Strategic positions in the Administration: 29.1%
- State-owned corporations: 30.43%

Target:

-Government: 20%
 -Diplomatic and consular representations: 10%
 -Defence and Security Forces: 10%
 Territorial Command: 15%
 -Court administration: 20%
 -Strategic positions in the Administration: 35%
 State-owned corporations: 50%
 Sources: Gender Profile, DHS, MICS, NAP 2 Evaluation

Results chain	Indicators	Verification sources	Hypotheses and risks
Output 2.1. Gender parity in decision-making bodies as well as in conflict prevention structures at the national level is promoted, institutionalised, and required	Indicator 2.1.a: Existence of a legislation on parity	-Electoral Code -NGP -Gender Profile -Legislation, policies, action plans	-Political will -Low level of interest from women -Socio-cultural constraints
Output 2.2. National policies/measures are adopted to increase the recruitment and participation of women in the defence and security forces as well as in peace support operations	Indicator 2.2.a: Existence of a defence and security gender strategy Indicator 2.2.b: percentage of women in defence and security forces as well as in peace support operations	-State reports -Studies/Surveys -Statistics on peace support operations	-Socio-cultural constraints -Political will
Output 2.3. : National women's structures to strengthen women's participation and representation at national and local levels (National WPS Network, Women Mediators Network) are operational	Indicator 2.3.a: Number of meetings, missions, public communications	-Meeting reports -Documents on the creation of these structures (internal rules and regulations of association, organisational chart, members list) -Activity and public communication reports	

OUTCOME 3: PROTECTION AND RESPECT OF WOMEN'S RIGHTS IN ALL PHASES OF CONFLICT AND IN TIMES OF PEACE, AS WELL AS THE CONSIDERATION OF GENDER EQUALITY ISSUES ARE STRENGTHENED

Indicator 3.a: Number of specific laws/measures on the protection of women's and girls' rights in peacetime

Indicator 3.b: Number of specific laws/measures on the protection of women's and girls' rights in periods of conflict

Sources: Gender Profile, DHS, MICS, EESI, NAP 2 Evaluation

Results chain	Indicators	Verification sources	Hypotheses and risks
Output 3.1: International and regional policy instruments related to the protection of women, including the fight against gender-based violence in conflict and post-conflict situations, are disseminated and internalised in positive law	<p>Indicator 3.1.a: Number of popularisation campaigns of regional and international instruments</p> <p>Indicator 3.1.b: Number of domestic legal and institutional instruments harmonised with the international protection system of women and girls in conflict situations</p> <p>Indicator 3.1.c: Existence of a specific law on the protection of women and girls in conflict or post-conflict situations</p>	<p>Availability of visual and audio communication media (spot, video, radio, etc.)</p> <ul style="list-style-type: none"> - Legal and institutional framework -Internalised documents - legal and institutional bodies 	-Political will
Output 3.2: Capacities of actors involved in peace-building, peace consolidation and peacekeeping operations are strengthened on how to mainstream gender in their actions including International Humanitarian Law/Law on Armed Conflict	<p>Indicator 3.2.a: Percentage of DSF and other actors trained in gender and International Humanitarian Law as well as the «leave no one behind» and «do no harm» approaches</p> <p>Indicator 3.2.b: Percentage of DSF and women leaving on mission trained in gender issues</p>	<p>Training session reports</p> <ul style="list-style-type: none"> - Training certificate 	<p>Inadequate funding</p> <ul style="list-style-type: none"> - Few women on humanitarian missions -Political will
Output 3.3: Communities, traditional, religious and opinion leaders, men and women are more conscious of their rights and committed to fighting sexual and gender-based violence.	Indicator 3.3.a: Decrease in GBV prevalence rate	<ul style="list-style-type: none"> -Surveys -Studies 	-Insecurity

Output 3.4: Perpetrators of sexual and gender-based violence and other forms of war crimes are punished in accordance with international and national regulations and victims/survivors are compensated for the damages suffered.	Indicator 3.4.a: Number of punished perpetrators of GBV Indicator 3.4.b: Legal action taken against perpetrators	-Legal files - Summons and subpoena- Hospital data (forensic certificates); Reports from victim/survivor support structures	- Socio-cultural constraints (fear of denunciation)
Output 3.5: GBV survivors in normal or conflict situations receive adequate and holistic care (health, psychosocial, legal, judicial, economic)	Indicator 3.5.a: Decline in the number of women visiting welcome centres for victims of GBV. Indicator 3.5.b: Existence of lines of credit	- Existence of fully-equipped reception facilities with a qualified staff - Activity reports -MINJUSTICE report on the situation of human rights -Hospital data (forensic certificates) -Reports from welcome centres for women in distress.	-Insecurity - Socio-cultural constraints (fear of denunciation)

OUTCOME 4: GENDER SENSITIVITY IN POLICIES AND PROGRAMMES FOR THE RECOVERY, REHABILITATION AND EMPOWERMENT OF WOMEN AND GIRLS IN CONFLICT AND POST-CONFLICT SITUATIONS IS INCREASED

Indicator 4.a: Percentage of relief, recovery and rehabilitation policies and programmes in gender-sensitive conflict and post-conflict situations

Target: 100%

Sources: Gender profile, ECAM, DHS, MICS, EESI, NAP 2 evaluation

Results chain	Indicators	Verification sources	Hypotheses and risks
Output 4.1: Measures for the empowerment and economic resilience of women and girls are taken	Indicator 4.1.a: Implementation of projects and programmes in refugee camps and humanitarian crisis zones. Indicator 4.1.b: Capacity-building session for women to develop economic activities in humanitarian crisis zones. Indicator 4.1.c: Existence of multi-faceted support for women's IGAs	Mission reports, payment statements, invoices, decisions, media reports, receipts, training reports.	-Inadequate funding -Insecurity
Output 4.2: Basic social services are operational	Indicator 4.2.a: number of facilities re-constructed, equipped and operational	Audit mission reports	-Inadequate funding

Output 4.3: Measures to boost the economy and promote better access to the benefits of exploiting natural resources in DDR areas	Indicator 4.4.1: Existence of a regulatory instrument	Regulatory framework	- Political will
OUTCOME 5: THE INTERNATIONAL AGENDA «WOMEN, PEACE AND SECURITY» AND ITS NATIONAL ACTION PLAN ARE POPULARISED Indicator 5.a: Implementation level of NAP 2 activities Target: 80% Sources: Gender profile, ECAM, DHS, MICS, EESI, NAP 2 evaluation			
Outputs	Indicator	Verification sources	Results chain
Output 5.1: Stakeholders take ownership of the 1325 plan	Indicator 5.1.a: number of outreach sessions Indicator 5.1.b: number of capacity-building sessions for national and community stakeholders	Reports, attendance sheets	- Political will -Inadequate funding
Output 5.2: Coordination, monitoring and evaluation, communication and reporting	Indicator 5.2.a: organisation of control missions	Monitoring and evaluation mission reports	-Inadequate funding

VII. MATRIX OF BUDGETED ACTIONS OF THE NATIONAL ACTION PLAN FOR THE IMPLEMENTATION OF RESOLUTION 1325 AND RELATED RESOLUTIONS

Table 4: Matrix of budgeted actions

Results chain	Indicators	Verification sources	Reference situation	Period					Budget (FCFA)	Supervisors
				2023	2024	2025	2026	2027		
OUTCOME 1: PEACE AND SECURITY IN LINE WITH THE UNSCR 1325 AND THE PREVENTION OF SEXUAL AND GENDER-BASED VIOLENCE ARE STRENGTHENED										
Output 1.1. The leadership and participation of women and girls in the prevention and management of conflict and post-conflict situations, peace-building and social cohesion are increased at the national level										
Action 1.1.1: Conducting studies and research on the situation of Cameroonian women in conflict prevention, resolution and peace building	Number of studies	Terms of Reference and Study Reports	1	1	1	0	0	0	15.000.000	MINPROFF, ADMINISTRATIONS, UNIVERSITIES, RESEARCHERS, TFP, RLAs
Output 1.2. Systems, procedures, and mechanisms are put in place to facilitate women’s involvement in peace and mediation processes, in the fight against GBV, and a gender-sensitive post-conflict justice.										
Action 1.2.1: Organise advocacy sessions before the parliament, public authorities, notably ministers in charge of Gender, Foreign Affairs or Defence and Security on the involvement of women in conflict prevention, crisis management and peace processes at national and regional levels	Number of advocacy sessions organised	-Activity reports -Advocacy sessions reports	0	1	1	1	1	1	10.000.000	COMMUNITY MEMBERS (IDPs, host communities, civil society, etc.) PARLIAMENT, RLAs COMMUNITY MEMBERS (IDPs, host communities, civil society, etc.)

Action 1.2.3: Support the setting up of women's dialogue platforms and pressure groups on peace and security, and encourage small structures to recruit as many members as possible	Number of dialogue platforms set up and operational	-Articles of association + IR -Legalisation acts -Activity reports	2	4	4	1	0	0	60.000.000	MINPROFF, ADMINISTRATIONS, UNIVERSITIES, RESEARCHERS, TFP, RLAs COMMUNITY MEMBERS (IDPs, host communities, civil society, etc.) PARLIAMENT, RLAs COMMUNITY MEMBERS (IDPs, host communities, civil society, etc.)
Action 1.2.4: Support existing women's platforms and pressure groups (national and local)	Number of platforms supported at regional, national and local levels	Activity reports	0	2	4	4	1	0	22.000.000	
Action 1.2.5: Identify women actors in the field and build their leadership capacities during conflict operations and peace processes	Number of training sessions organised	-Activity reports -Training reports	To be determined	1	2	2	0	0	25.000.000	
Action 1.2.6: Build women's capacities in mediation, social cohesion, and living together	Number of training sessions organised	-Activity reports -Training reports	To be determined	1	2	2	0	0	25.000.000	
Action 1.2.7: Raise awareness of the role of women in peace processes among populations and communities, and advocate towards decision-makers.	Number of awareness-raising and advocacy sessions organised	-Activity reports --Session reports	To be determined	4	4	4	2	2	50.000.000	

Output 1.3: A socio-cultural environment conducive to peacekeeping is promoted nationally.										MINPROFF, ADMINISTRATIONS, UNIVERSITIES, RESEARCHERS, TFP, RLAs	
Action 1.3.1: Create a pool of trained women (200, i.e. 20 per region) who are trained in conflict management and prevention and, above all, in strategies for mainstreaming gender and GBV in crisis resolution agreements	Number of training sessions organised	-Activity reports	To be determined	5	5	5	5	0	60.000.000		
Output 1.4 : the contribution of women and families to conflict prevention and peace-building and the fight against the circulation of SALW is effective											
Action 1.4.1 : Organise capacity building sessions for actors working in the field of SALW	Number of sessions organised Number of actors trained	Reports Attendance sheets	0	4	4	4	4	0	50 000 000		COMMUNITY MEMBERS (IDPs, host communities, civil society, etc.)
Action 1.4.2 : Organise information, education and communication sessions on the impact of the proliferation of SALW	Number of sessions organised Number of persons sensitised	Reports Attendance sheets		3	3	3	3		25 000 000		
Action 1.4.3 : Support female CSOs working on the WPS agenda in setting up platforms to combat the proliferation of SALW at the national and local level	Number of CSOs supported Number of platforms set up	Activity report Decision to set up platforms		4	4	4	4		50 000 000	PARLIAMENT, RLAs COMMUNITY MEMBERS (IDPs, host communities, civil society, etc.)	
Action 1.4.4 : train national and community media professionals on national, regional and international legal provisions relating to SALW	Number of sessions organised Number of media professionals trained	Activity report Attendance sheet		3	3	3	3		25 000 000		

<p>Action 1.4.5 : build women's capacity on disarmament, demobilisation, reintegration and the fight against SALW</p>	<p>Number of sessions organised Number of women trained</p>	<p>Activity reports Attendance sheet</p>		<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>		<p>30 000 000</p>	<p>MINPROFF, ADMINISTRATIONS, UNIVERSITIES, RESEARCHERS, TFP, RLAs</p>
<p>Output 1.5: Conflict prevention and management systems work in synergy at the national and local level to involve women and girls in the prevention and peaceful resolution of community conflicts.</p>										
<p>Action 1.5.1: Undertake mediation actions between families, communities and ex-fighters</p>	<p>Number of actions undertaken</p>	<p>Reports</p>	<p>0</p>						<p>15 000 000</p>	
<p>Output 1.6 : The participation of women in the negotiation and implementation of ceasefires is effective</p>										
<p>Action 1.6.1: Train women in mediation in humanitarian contexts</p>	<p>Number of women trained Number of women involved in the negotiation and implementation of ceasefires</p>	<p>Reports</p>							<p>25 000 000</p>	<p>PARLIAMENT, RLAs COMMUNITY MEMBERS (IDPs, host communities, civil society, etc.)</p>
<p>Sub-total actions outcome 1</p>									<p>517 000 000</p>	

OUTCOME 2: EQUAL PARTICIPATION OF WOMEN AND MEN AT ALL LEVELS OF PEACE AND SECURITY PROCESSES AND THE REPRESENTATION OF WOMEN IN DECISION-MAKING SPHERES HAVE INCREASED

Output 2.1. Gender parity in decision-making bodies as well as in conflict prevention structures at national level is promoted, institutionalised and required

Action 2.1.1: Conduct comparative research on women's representation in decision-making bodies and identify lessons learned	Nombre de campagnes organisées	- Rappports d'activité -Rappports de campagne	AD	4	4	4	4	4	80.000.000	
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Produit 2.2. Des politiques/mesures nationales sont adoptées en vue d'accroître le recrutement et la participation des femmes dans les forces de défense et de sécurité ainsi que dans les opérations de soutien à la paix

Action 2.2.1 Review and implement legal instruments relating to the equal participation of women and men in public life.	Number of sessions organised	- Activity reports - Session reports	AD	1	2	3	4	5	60.000.000	-MINPROFF - 1325 Secretariat - Human Rights Commission -MINREX -MINDEF -MINJUSTICE -General Delegation for National Security (DGSN) -CSOs -RLAs - 1325 Committee Civil Society - Technical and Financial Partners -Embassies
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Action 2.2.2 Build women's capacity for civil and political participation, peace-building and economic empowerment.	Number of messages on social networks	Activity reports -Training reports -Social networks	AD	100	200	300	400	500	20.000.000	
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Outcome 2.3. : National women's structures to strengthen women's participation and representation at national and local level (National WPS Network, Women's Mediation Network) are operational.

Action 2.3.1. Adopt national policies aimed at increasing the recruitment of girls and improving the participation of women in defense and security forces and in peacekeeping operations.	Number of curricula developed and taught	-Activity reports -Training curricula	0	2	2	3	3	5	20.000.000	
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Sub total actions outcome 2										180 000 000
OUTCOME 3 : PROTECTION AND RESPECT FOR WOMEN'S RIGHTS IN ALL PHASES OF CONFLICT AND IN PEACETIME, AS WELL AS THE MAINSTREAMING OF GENDER EQUALITY ARE STRENGTHENED										
Output 3.1 : International and regional policy instruments related to the protection of women, including the fight against gender-based violence in conflict and post-conflict situations, are disseminated and domesticated in positive law.										
Action 3.1.1. awareness raising and capacity-building of actors in the judicial and legislative systems with regard to duly ratified legal instruments	Number of sessions organised	- Activity reports - Session reports	TBD	1	2	0	0	0		10,000,000
Action 3.1.2. Organise intercommunity and inter generational dialogues against hate speech and promote peace building.	Number of sessions organised	-Activity reports -Training reports	TBD	2	2	2	3	4		35.000.000
Action 3.1.3. Organise second chance education and information campaigns for women and girls on the resilience building of victims and survivors, on prevention and peace building and on income generating activities.	Number of sessions organised	-Activity reports -training reports	TBD	2	2	2	3	4		70.000.000

Output 3.5 : Survivors of GBV in normal or conflict situations benefit from adequate and holistic support (health, psychosocial, legal, judicial, economic)										
Action 3.5.1 : Build the capacity of holistic care platforms for survivors	Number of platforms strenghtend	Activity reports								10 000 000
Sub-total actions of Outcome 3										280 000 000

OUTCOME 4 : GENDER SENSITIVITY IN POLICIES AND PROGRAMMES FOR THE RECOVERY, REHABILITATION AND EMPOWERMENT OF WOMEN AND GIRLS IN CONFLICT AND POST-CONFLICT SITUATIONS IS REINFORCED										
Output 4.1: Actions towards the empowerment and economic resilience of women and girls are taken										
Action 4.1.1: Carry out a national study on gender specific needs in DDR, repatriation and socio-economic reintegration	A study carried out	Study report Activity report		0	0	1	0	0	0	15.000.000
Action 4.1.2: Building women's capacity in disarmament, demobilisation and reintegration, SALW control as well as reconciliation	Number of training sessions	-Training reports -Activity reports		0	1	1	1	1	0	30.000.000
Action 4.1.3 : Organise forums for exchange of information and experience sharing on DDR and SSR processes	Number of exchange forums	-Sessions report -Activity reports		0	2	2	2	0	0	15.000.000
Action 4.1.4. Set up local DDR committees and organise training sessions on gender and DDR	Number of persons trained	-Training reports -Activity reports		0	100	100	100	100	100	25.000.000
Action 4.1.5. Develop a national emergency response programme using a holistic approach based on a needs assessment	An emergency intervention programme developed and implemented	-Activity reports		0	1	0	0	0	0	50.000.000
Action 4.1.6. Create an institution in charge of supporting IDPs	An institution created and functional	-Activity reports -Creation text		1	1	0	0	0	0	50.000.000

Action 4.1.7. Facilitate obtention of civil status documents for IDPs through administrative and institutional reforms in the relevant public structures	Number of civil status documents granted	-Activity reports -Civil status registers	TBD	2000	2000	2000	2000	2000	100.000.000
Action 4.1.8. Integrate strategic needs and interests into national and local participatory development plans	Proportion of plans integrating gender	- National and local participatory development plans	TBD	20%	20%	20%	20%	20%	30.000.000
Action 4.1.9. Develop a specific action plan for each strand and include gender issues in the medium-term expenditure framework and in the programme budget	Proportion of plans integrating gender	-Plans nationaux et locaux de développement participatif	TBD	20%	20%	20%	20%	20%	40.000.000
Action 4.1.10. Develop a specific action plan for each strand and include gender issues in the medium-term expenditure framework and in the programme budget	Number of studies carried out	-Study reports -Activity reports	TBD	1	2	2	0	0	30.000.000
Output 4.2: basic social services are functional									
Action 4.2.1. Identify the needs of women, female ex-fighters, victims of war and survivors of violence with regard to reconstruction, reintegration, disarmament and demobilisation.	A study conducted	-Study report -Activity reports	0	0	1	0	0	0	20.000.000
Action 4.2.2. Create socio-economic support frameworks to empower women and girls affected by crises	Number of support frameworks created	- Activity reports	0	1	1	1	1	0	40.000.000
Action 4.2.3. Strengthen the financial capacity of conflict victims through innovative income generating mechanisms	Number of women who have been granted support	- Activity reports	0	200	200	200	200	200	200.000.000
Action 4.2.4. Carry out functional literacy activities integrating citizenship education	Number of women trained	-Activity reports -Training reports	0	200	300	300	400	500	50.000.000
Action 4.2.5. Develop economic empowerment projects involving women's groups	Number of projects developed and implemented	-Activity reports	0	2	2	2	2	2	40.000.000

Action 4.2.6. Train female organisations on financial and cooperative education, setting up of micro-project and business plans, updating registers, savings and credit management, technical itineraries of the main value chains in the project areas (tubers, leguminous plants, etc.)	Number of training sessions	-Activity reports -Training reports	0	2	2	2	2	2	50.000.000
Output 4.3: Measures for economic recovery in DDR zones and for the promotion of better access to resources and fair and equitable sharing of benefits from the exploitation of natural resources with the participation of ex-fighters, communities and women are implemented.									
Action 4.3.1. Disseminate the psychosocial support plan developed by MINAS for IDPs and refugees resulting from security crises at all levels	Number of persons affected	-Activity reports	AD	1000	1000	1000	1000	1000	30.000.000
Action 4.3.2. Analyse the needs of demobilised women and men by sex, identify their specific needs according to: their age and maturity, the role they played in the armed group, their rank (for female fighters), whether they were posted to an all-female unit or a mixed unit, the duration of their collaboration with armed groups, the reason for their enrolment (forced or voluntary), their skills and training, and whether they have surviving family and community members	A study conducted	-Study report -Activity reports	0	0	1	1	1	1	20.000.000
Action 4.3.3. Provide support, counselling, protection and economic alternatives to girls and women who are still in an exploitative relationship or who are victims of abuse.	Number of women granted support	-Activity reports	0	200	200	200	200	200	50.000.000

Action 4.3.4. Put in place specific protective measures to prevent violence against women and girls who participate in disarmament programmes.	Number of measures put in place	-Activity reports	0	1	2	0	0	0	30.000.000
Action 4.3.5. Develop gender-sensitive programmes in the areas of health and counselling, rehabilitation, resources and support for education, vocational or workplace training, and psychosocial counselling in order to guarantee equal opportunities and resources for women and girls	Number of gender-sensitive programmes	-Activity reports	AD	2	2	2	2	2	25.000.000
Action 4.3.6. Ensure holistic support (health, psychosocial, legal, judicial, life skills, cultural, recreational and leisure activities, birth registration, etc.) for the specific needs of women and girls who are ex-fighters and associated with armed groups, including GBV survivors, in DDR centres	Number of women granted support	-Activity reports	0	400	400	400	400	400	60.000.000
Action 4.3.7. Set up THIMO programmes to enhance local potential with active and responsible community participation.	Proportion of women beneficiaries of THIMO programmes implemented	-Activity reports	AD	30%	30%	40%	40%	50%	100.000.000
Action 4.3.8. Set up sustainable menstrual hygiene programmes (reusable sanitary pads) for girls and women in conflict areas	Number of women beneficiaries of GHM programmes implemented	-Activity reports	AD	1000	2000	3000	4000	5000	20.000.000

Action 4.3.9 Organise campaigns for the promotion of reconciliation, peace and human rights including women's human rights and the strengthening of civic awareness to prevent conflict	Number of campaigns organised	-Activity reports -Campaign reports	TBD	5	5	5	5	5	50.000.000
Action 4.3.10 Involve communities by setting up or reactivating local structures, particularly Local Development Committees (LDCs) at the level of the regions, divisions, sub divisions and municipalities concerned, and which integrate community-based Disarmament, Demobilisation and Reintegration activities	Number of Local Development Committees (LDCs) set up and operational	-Activity reports -Campaign reports	TBD	50	50	50	50	50	20.000.000
Action 4.3.11 Set up food assistance programmes for demobilised persons in order to help them ensure their survival. This assistance is also necessary within the framework of 'food for work' during public interest work to rehabilitate basic social infrastructure, "food for training" or 'food for agriculture'.	Proportion of women beneficiaries of the programmes	-Activity reports	TBD	30%	30%	40%	40%	50%	100.000.000
Sub-total actions outcome 4 :									1 290 000 000
OUTCOME 5: THE INTERNATIONAL AGENDA «WOMEN, PEACE AND SECURITY» AND ITS NATIONAL ACTION PLAN ARE POPULARISED									
Output 5.1 : Stakeholders take ownership of the 1325 plan									
Action 5.1.1. Develop a coordination plan (strategic, median, operational and local) with actors' roles and responsibilities	Existence of a coordination plan developed and implemented	-Rapports d'activités	0	1	0	0	0	0	10.000.000
Action 5.1.2. Develop communication plans (media, private public, community radio	Existence of an implemented communication plan	-Rapports d'activités	0	1	0	0	0	0	10.000.000

CHAPTER III: IMPLEMENTATION, MONITORING AND EVALUATION FRAMEWORK

I. GUIDING PRINCIPLES FOR THE IMPLEMENTATION OF THE NAP

Taking into account the respective responsibilities of the actors, the effectiveness of the implementation will be sought through the effectiveness of the following guiding principles:

- Appropriation, which should enable all actors to have a good knowledge of the content of the NAP, and make it an effective reference framework for the development of actions to promote gender in peace and security issues ;
 - Documentation, thanks to which information and data collection for the implementation of the NAP will be possible;
 - Harmonisation of interventions, which aims to promote coherence and synergy of all actions to be developed for the achievement of the results expected in the Cameroon Action Plan;
 - Cross-cutting, in order to guarantee the effectiveness of gender mainstreaming in the sectoral actions of institutions working on peace and security issues for the achievement of an emergent, democratic and united Cameroon without discrimination between women and men;
 - Accountability in the area of Women, Peace and Security in order to ensure equitable impacts for women and men in all sectors, based on effective gender-sensitive criteria and performance indicators;
 - Results-based management, which offers opportunities for gender mainstreaming in the planning, implementation, monitoring and evaluation cycle of programmes and projects on peace and security;
- Speed, for real diligence in the mobilisation and implementation of means to complete the institutionalization of gender;
 - The multi-actor approach, which enables MINPROFF to create the conditions for an effective execution of actions by the various stakeholders and competent service providers.
 - Inclusion: this means including all partners through their involvement and consideration, especially at local level, in the formulation and implementation of the NAP;
 - Coordination for a concerted strategy: the implementation of Resolution 1325 is based on a participatory process and a common understanding shared by several actors (national and regional level) on Women, Peace and Security issues;
 - Development of strategic partnerships: implementation of the NAP entails the availability of resources and a funding process that requires the collaboration of several partners. A synergy of actors will therefore be necessary for its implementation;
 - The creation of a national network of women and men to support the 1325 agenda: This network shall have as key role advocacy and solidarity likely to drive forward WPS issues at national and local level;
 - Duration: for effective programming of activities, a four-year plan is proposed (2024-2028).

II. IMPLEMENTATION METHODS OF THE NAP

The second-generation 1325 National Action Plan is the strategic orientation framework for national interventions on the women, peace and security Agenda. For the various actors involved, it is the reference document in this area in Cameroon.

Given that conflict resolution is considered as vital and cross-cutting in the development of Cameroon, the implementation of the NAP requires the involvement of all state and non-state actors. Strategies for mobilising them should therefore be developed at all levels for effective commitment and participation in the implementation of the 1325 Plan.

The implementation of the NAP is planned for a period of five (5) years. In line with this timeframe, Annual Work Plans will be developed taking into account the structure of the expected results. This option is justified by the need to be consistent with the planning options retained for the programming of interventions and allocation of sectoral budgetary resources.

On the basis of the NAP implementation results framework, each sector shall draw up annual work plans at the end of the year to determine the activities to be carried out and the respective responsibilities of the various stakeholders, but also, the modalities for annual execution and monitoring of actions.

The articulation and expected results of each level are presented in the table below:

Table 5: Framework for the implementation of the NAP

Programming framework	Period	Stakeholders	Expected Results
Results framework	2023-2027	-MINPROFF/ 1325 Secretariat and sector ministries -National and international development actors involved in peace and security issues -RLA -CSO - Traditional and religious leaders	A results framework is developed, including the logical framework and the NAP implementation matrix.
Consolidated Annual Action Plans	Yearly	-MINPROFF/ 1325 Secretariat and sector ministries -National and international development actors involved in peace and security issues -RLA -CSO - Traditional and religious leaders	The consolidated annual action plan is developed on the basis of contributions from the annual activities identified by the various actors working on women, peace and security.
Mid-term assessment	2025	-MINPROFF/ 1325 Secretariat and sector ministries -National and international development actors involved in peace and security issues -RLA -CSO - Traditional and religious leaders	A mid-term evaluation of the NAP will be carried out in 2025 in order to measure progress in achieving results and to make necessary adjustments and corrections.
Communication strategy for expected results	2023-2027	- MINPROFF: - MINCOM - Community Radio	Widespread communication on the NAP, information, activities and events.

Technical and financial audit report	2023-2027	Independent expert assessment	Reports
Annual reviews	Yearly	-MINPROFF/ 1325 Secretariat and sector ministries -National and international development actors involved in peace and security issues -RLA -CSO - Traditional and religious leaders	Annual reviews are conducted each year by the Steering Committee under the leadership of the 1325 Secretariat.
Final assessment	2027	-MINPROFF/ 1325 Secretariat and sectoral ministries -National and international development actors involved in peace and security issues -RLA -CSO - Traditional and religious leaders	A final evaluation of NAP 2 is conducted in 2027, as well as an updated study on the situation of women in the context of peace and security. Preparatory work for NAP 3 is initiated on the basis of the results of the NAP 2 evaluation, which will feed into the preparation of the third-generation plan.

III. STEERING THE IMPLEMENTATION OF THE NAP

leadership on the women, peace and security topic and to create the conditions for broader participation in the fight for gender equality and equity, as well as a dynamic partnership between all development actors.

The institutional mechanism comprises three different bodies:

- A Steering Committee;
- A National Secretariat 1325;
- The 1325 technical Fund.

1. The bodies

a. Steering Committee

The Steering Committee will be set up and structured at national, regional and local level. The NAP Steering Committee shall comprise the following:

Chair: The Minister of Women's Empowerment and the Family;

1st Vice-Chair: A representative of UN Women;

2nd Vice-Chair: A representative of the technical and financial partners;

3rd Vice-Chair: The Secretary General of the Ministry of Women's Empowerment and the Family;

Secretariat and reporting: the technical Secretary 1325.

Members:

- A representative of the Presidency of the Republic;
- A representative of the Prime Minister's Office;
- The Minister of Defence or his/her representative;
- The Minister of Territorial Administration or his/her representative;

- The Minister for External Relations or his/her representative;
- The Minister of Justice or his/her representative;
- The President of the Cameroon Human Rights Commission or his/her representative;
- The Minister of the Economy, Planning and Regional Development or his/her representative;
- The Minister of Youth and Civic Education or his/her representative;
- The Minister of Social Affairs or his/her representative;
- The Minister of Public Health or his/her representative
- The Minister of Finance or his/her representative
- The Delegate General for National Security or his/her representative;
- A representative from the Ministry of Higher Education;
- A representative from the Ministry of Secondary Education;
- A representative from the Ministry of Basic Education;
- A representative from the Ministry of Employment and Vocational Training;
- A representative from the State Secretariat for Defense in charge of the gendarmerie;
- A representative from the National Human Rights Commission in Cameroon.
- The National Coordinator of the National Committee for Disarmament, Demobilisation and Reintegration or his/her representative;
- The President of the National Commission for the Promotion of Bilingualism

and Multiculturalism or his/her representative;

- ✓ Two representatives of civil society;
- ✓ A delegate from international NGOs;
- ✓ A delegate from AWLN Cameroon
- ✓ Traditional and religious leaders.

The Steering Committee is coordinated by the State through the Ministry of Women's Empowerment and the Family within the framework of duties assigned to it.

The delegate(s) representing the ministries are chosen from among the civil servants in charge of the State's career with at least the rank of Director or Sub-Director.

The Steering Committee's mission is to:

- Provide political guidance for the implementation of the Action Plan for Resolution 1325;
- Approve the bi-annual and annual work plans presented by the technical structure in charge of the implementation of the National Action Plan 1325;
- Stimulate the development of institutional partnerships with other state and non-state institutions;
- Validate reports to ensure final quality control;
- Make recommendations to the « UN Trust Fund Administrator 1325 » for approval of projects in the final phase;
- Monitor the integration of gender issues into peacebuilding, conflict prevention and management, security and humanitarian activities;
- Determine eligibility and access to funding criteria for institutions, NGOs, national, regional and local networks, etc.

The Steering Committee meets semi-annually and annually, convened by the Chair of the Committee (Minister for Women Empowerment and the Family), to assess the implementation of the NAP 1325.

b. The National Secretariat 1325

To ensure effective, coordinated and partnership-based implementation of the NAP 1325, a technical Secretariat shall be created and shall be attached to the National Steering Committee. Under the supervision of MINPROFF, the National Secretariat’s mission is to coordinate the implementation of the NAP. As such, it shall be responsible for:

- Coordinating the conduct of studies and ensuring the harmonisation of data and information systems in relation to WPS;
- Preparing the consolidated version of the national semi-annual and/or annual national report;
- Proposing ideas, programmes or measures to be considered in order to accelerate progress on the Women, Peace and Security agenda and achieve the expected results under the NAP;
- Prepare the meetings of the Steering Committee;
- Ensure the dissemination of the NAP;
- Facilitate multi-sectoral collaboration;
- Develop and implement a capacity-building plan for the actors involved in the implementation of the NAP;
- Ensure ownership of Resolution 1325 and related resolutions by the various stakeholders as defined in the Cameroon Action Plan;
- Develop and disseminate communication strategies and best practices on WPS;
- Coordinate the development of 1325 action plans;
- Centralise, process and analyse field

data, that feeds into the work of the Technical Monitoring Committee sessions;

- Ensure the control and monitoring-evaluation of projects and programmes and the use of resources.

The National 1325 Secretariat shall be headed by a National 1325 Secretary with the rank and prerogatives of Director of the Central Administration, appointed by the Prime Minister upon the proposal of the Minister of Women’s Empowerment and the Family. It shall be composed of the following members:

- ✓ two (02) lawyers,
- ✓ two (2) socio-economists,
- ✓ one (1) expert on peace and security issues,
- ✓ one (1) secretary
- ✓ one (1) driver.

Regional 1325 Secretariats shall also be set up in each region. They are the respondents of the National 1325 Secretariat at regional level and are placed under the coordination of governors of regions. MINPROFF’s regional delegates, who have the rank and prerogatives of Deputy Director in the Central Administration, are in charge of the Secretariat. They will be assisted in their task by two members appointed by them and working at the regional level. They shall be responsible for:

- ✓ Disseminating the 1325 and related resolutions on women, peace and security;
- ✓ Collecting, analysing and transmitting information and data gathered in the field;
- ✓ Adopting a regional action programme for the NAP implementation;
- ✓ Monitoring and evaluating regional activities;

✓ Holding periodic meetings for exchange of ideas, sharing of good practices and for consultation;

✓ Ensuring the training of actors involved in the field;

✓ Developing the regional mapping of stakeholders;

✓ Supporting the integration of the WPS agenda into regional and local development plans;

✓ Proposing orientations and recommendations to the National Secretariat 1325 on any issue likely to correct discrimination and advance progress on WPS.

- Local 1325 Secretariats

Local technical secretariats are set up at sub-divisional level. Placed under the coordination of the sub-divisional officer assisted by MINPROFF's sub-divisional delegates (if necessary another delegate), the local technical secretariats are surveillance and early warning units for the purpose of identifying and deploring risk situations. In this capacity, they are responsible for:

□ Raising awareness among families and communities about WPS issues ;

□ Raising awareness of host communities on issues of social integration and solidarity for IDPs and refugees;

□ Training community and traditional leaders on their roles and responsibilities regarding WPS;

□ Identifying, listing and referral of victims of violence and conflict for holistic care.

c. The 1325 Trust Fund

The implementation of NAP 1325 cannot be effective without funding. In order to successfully secure financial resources, a structure known as the 1325 Support Trust Fund

shall be set up.

⌘ Establishment of the Trust Fund for Resolution 1325

The 1325 Trust Fund has been set up to support the Government of Cameroon and NGOs, particularly national NGOs, in carrying out actions to promote women, peace and security at national, regional and local levels.

⌘ The resources of the fund

The Trust Fund is financed both by the Government and the Technical and Financial Partners. The overall budget of the Trust Fund depends on the total cost of the actions to be carried out. The government will put in place a resource mobilisation strategy with financial partners in order to seek additional funds to be allocated, if necessary, for community recovery. This resource mobilisation strategy must be supported by a Communication Plan to improve visibility and readability of the actions undertaken.

⌘ Trust fund management

The financial management modalities will be established jointly by MINPROFF, MINEPAT, the technical and financial partners and the implementing partners in accordance with international standards and regulations in force at the national level. These modalities must allow for the establishment of a rigorous financial management mechanism to ensure efficiency, transparency and traceability in the allocation and use of funds.

The 1325 Trust Fund shall be deposited in an account in one of the banks of the financial centre in the name of the 1325 National Secretariat, which is the management body for the implementation of the NAP under the cover and supervision of the National Steering Committee.

2. Roles and responsibilities of the executing parties

The implementation of the NAP in line with the option of ensuring gender transversality at the sectoral level adopted by the NDS30 calls on both the State as the main party responsible for creating conditions for the equitable treatment of women and men in all sectors and areas and on the other stakeholders involved in promoting equitable sustainable development. Therefore, the State should promote the real participation of all actors in the implementation of the NAP according to the following accountability scheme.

a. State institutions

⌘ MINPROFF

The Ministry of Women's Empowerment and the Family, as the institution in charge of promoting gender equity and equality, shall ensure the supervision of actions to be carried out in the framework of the implementation of the NAP. To this end, it shall provide direct support to the institutions involved in the effective implementation of the said plan (roles and responsibilities of the technical secretariat).

⌘ Other State institutions

These are structures in charge of conflict prevention, management and resolution in times of peace and open conflict, and those charged with advancing the Women, Peace and Security agenda. In this category, there are :

• The Parliament

The Parliament, through its respective structures, bodies and institutional means, shall ensure the integration of the WPS agenda into its prerogatives, namely legislation, control and representation. In this regard, it shall take account of capacity-building programmes for

MPs and senators, designed to equip them with the skills to monitor the implementation of the NAP. The collective of women MPs and senators should be used to support the implementation of the NAP. To this end, the later should open up more to men and create internal coalitions for the submission and adoption of legislative proposals favourable to the effective involvement of women in peace and security processes and programmes in Cameroon

• Sectoral ministries

The ministries in charge of sectoral policies in their area will implement the NAP in their programmes and projects included in the PAP of the NDS30. Thus, each ministry shall contribute directly to the implementation of the NAP and shall therefore designate 1325 focal points, according to modalities acknowledged by the 1325 National Secretariat. In view of effective sustainability and profitability of the 1325 actions, each ministry shall:

- Ensure the planning and implementation of the activities retained with support from the National 1325 Secretariat;
- Participate in sector programming actions in the implementation of selected projects and programmes. All the specialised structures under the supervision of the sectoral ministries must also be specifically involved.

These include :

• **Key security institutions** such as the armed forces, the police, other law enforcement agencies, border management services, customs and immigration authorities, the presidential guard, anti-terrorist units.

• **Specialised intelligence and security institutions** - such as those responsible for gathering and exploiting intelligence to preserve the sovereignty and security of the State and defend its vital interests. These organisations

may be engaged in security activities such as counter-intelligence, the fight against terrorism and the fight against all other forms of organised crime.

- **Public control and management bodies** - such as the ministries of territorial administration (MINAT) and justice, the legislature (parliament), national security advisory bodies, parliamentary committees, anti-corruption bodies and customary authorities.

- **Justice and rule of law institutions** - such as the judiciary, prisons and other correctional facilities, mediators, traditional justice systems, the Human Rights Commission, courts and tribunals.

- **Civilian emergency response units** - such as search and rescue services (Civil Protection), fire brigades, riot control, natural disaster management and natural resource protection units.

- New institutions set up by the State to address the issues of peace, security and social cohesion, namely, the **National Committee for Disarmament, Demobilisation and Reintegration and the National Commission for the Promotion of Bilingualism and Multiculturalism**. These structures have a key role to play in the implementation of the NAP, as they house the security apparatus in Cameroon. As such, they are essential allies in implementing the Women, Peace and Security agenda in all sectors at national, regional and local levels.

- **The Cameroon Human Rights Commission**

Created in 2019 by Law No. 2019/014 of 19 July 2019, the CHRC is an independent body for consultation, observation, evaluation, dialogue, conciliation and concertation in the promotion and protection of Human Rights. It also acts as Cameroon's national mechanism for the prevention of torture (NMPT). The Commission's mission is to promote and protect human rights

and prevent torture in all places where people are deprived of their liberty. As such, it is responsible for processing petitions relating to human rights violations, including GBV. It also promotes human rights, with particular emphasis on the rights of vulnerable groups (women, children, people with disabilities, etc.).

- **Local authorities**

Local authorities will be key players in the implementation of the NAP 1325, as they will be called upon to implement the policies of the region. To this end, they will be called upon, with the support of the Local Development Committees, to ensure the effective implementation of the said plan through communal plans on 1325 which will be integrated into the Local Development Plans (LDP) and Regional Development Plans (RDP) which they should draw up and implement for the development of the councils and the regions. As such, their capacities will be strengthened and they will take part, via their regroupings, in the various consultation and monitoring bodies for the implementation of the NAP that will be set up.

- b. Non-state institutions**

- ⌘ **Non-state security bodies**

Institutions such as private security companies, informal, traditional and customary authorities, and vigilance committees, which are community watchdogs, warning systems and sources of information for maintaining peace and security, will also play an important role in implementing the NAP.

- ⌘ **Civil society organisations**

- Civil society organisations**

Civil society organisations (CSOs) play an important role in promoting human rights, improving women's living conditions, women's physical and moral integrity and participation

in decision-making, and will contribute to the implementation of the NAP 1325. Given their multifaceted and decisive contributions to the execution of programmes and projects implemented by the sectoral ministries, CSOs will have to contribute, on the basis of specific actions, to achieve the results of the Plan. To this end, specific support mechanisms and resources for their projects will have to be put in place in the form of responsive funds designed to support initiatives in favour of women in relation to this theme. The CSOs, which will also contribute to the creation of conditions for the sustainable establishment of a climate conducive for peace and security, will take part in the consultation bodies between the actors involved in the implementation of the NAP. Their representation could be considered under the networks set up. Increasingly visible and active through their many representative organisations, CSOs will be involved at a number of levels, including institutional support, capacity building, the provision of advisory services and supporting communities. They will play an important role in bringing their capacities and experience to populations in distress and made vulnerable by conflict. They will also ensure the implementation of gender policies and strategies in line with NAP/Action plan.

c. Technical and financial partners

The partners will contribute, technically and financially, to the implementation of the actions while ensuring, each in its own right and if necessary, jointly, initiatives to accelerate the expected results.

Bilateral and multilateral cooperation institutions will also be involved in implementing the NAP. At the technical level, they will be invited to provide financial support for efforts to implement the 1325 Plan, depending on the actions they support at the level of ministries and others. To this end, bilateral and multilateral organisations will have to provide technical support for the actions that will be carried out

and contribute to financing the implementation of the NAP and sectoral actions. Thus, the Gender Thematic Group of technical and financial partners and that of the United Nations will serve as a framework for consultation and advocacy for the mobilisation of resources.

d. Targeted beneficiary groups

The target groups will not be passive beneficiaries, but rather actors in the implementation of the plan. They will be fully involved in defining their needs and priorities, in formulating the projects and programmes designed to address their concerns, and in financing and implementing the actions to be taken. They will be involved in planning, monitoring and evaluation activities. Their involvement will be sought through their various umbrella organisations and any other means deemed appropriate.

e. Communication professionals

As privileged partners, the media, traditional communicators, community relays and artists are called upon to play an important role in all the activities involved in implementing the overall communication programme which will support the implementation of the NAP and those to be developed as part of the specific activities to be initiated at NGP level.

The contribution of these different categories of actors will also be sought for the dissemination of information relating to the implementation of the plan, the carrying out of advocacy activities with the political authorities and opinion leaders in the context of promoting changes in behaviour, attitudes and practices unfavourable to gender equity and equality in order to create an environment favourable to the promotion of gender based on peace and security.

IV. TERRITORIALISATION OF THE ACTION PLAN

The NAP is a set of solutions that work together to achieve the overall objective. Synergy in the implementation of these solutions is therefore necessary at national, regional and local level. Priorities for the action plan may be determined on the basis of the potential of each region exposed to the risk of conflict, regions already affected by conflict, development options, the various issues and interests of stakeholders and the guidelines laid down by the NAP.

V. MONITORING-EVALUATION-REPORTING AND INFORMATION MANAGEMENT SYSTEM

1. Monitoring-evaluation and reporting

Monitoring and evaluation will make a decisive contribution to the effectiveness of the NAP and will enable lessons to be learned from the process with a view to ensure transparency in the implementation of the action plan. To achieve this, a participatory and interactive monitoring and evaluation mechanism will be set up and the roles and responsibilities of the components of this mechanism will be clearly defined.

Based on the roles and responsibilities of the members defined in this way, a clear, simple monitoring and evaluation framework for the plan will be drawn up, including relevant and measurable indicators of effects and results, with a view to measuring social impact, efficiency, effectiveness and sustainability.

A monitoring plan will be put in place to enable data to be collected and analysed in order

to produce regular reports on the progress of the action plan. This monitoring and evaluation plan should provide relevant indicators to measure the effects and impacts of the action plan and the progress made towards achieving the results in quantitative and/or qualitative terms. They should be developed together with the definition of the programme's activities, effects and impact, indicating the targets and sources of information.

Within this monitoring and evaluation framework, the frequency of reports (half-yearly, annual) and evaluations (mid-term, internal, external, annual, final or ex-post) will be specified according to the parties involved in the plan (reports on field visits/micro-projects, reports to donors, reports from implementing partners, reports from the action plan implementation unit). Joint periodic missions to monitor project implementation and evaluate impacts will be carried out, and the information provided in the reports will be shared with all partners. All activity and evaluation reports will be used to fill in the indicators defined in the database.

Monitoring and evaluation of the NAP will be carried out jointly with the partners together with the regional structures, in particular through the MINPROFF regional delegations responsible for monitoring the beneficiaries and the activities they carry out. This activity will be carried out on the basis of narrative and financial reports, but also through opinion surveys and visit to the site. The Action Plan will also invest in building local capacity in monitoring and evaluation by using participatory methods and training trainers in favour of the beneficiaries and local partners in order to provide quality monitoring and evaluation services and contribute to achieving results.

2. Information management

The information management system will be the main source of information for monitoring the indicators. This information, which will be periodically updated as the plan develops, will be stored in a database.

An information, awareness and communication strategy will be developed by a working group made up of representatives of MINPROFF, MINCOM and other development partners. This strategy will be based mainly on existing local structures, notably the Regional Secretariats 1325.



CONCLUSION

The implementation of the second-generation NAP involves all state and non-state actors. In the light of the national interventions carried out under the first-generation NAP, shortcomings have been identified as well as new issues and challenges relating to greater involvement of women in the negotiation and peacekeeping process. The second-generation NAP takes into account Cameroon's current security context, while analysing national actions and interventions in terms of conflict prevention, management and resolution. The holistic approach is self-evident in the awareness-raising activities carried out among the population and in the lobbying of decision-makers.

The strategic approach set out in this document and the strategies for mobilising them have been developed at all levels to ensure commitment and effective participation in the implementation of Plan 1325. It is worth recalling that the NAP 1325 was drawn up on the basis of the «Social Cohesion and Living Together» scenario and is in line with NDS 30, the women, peace and security agenda and the African Union's Agenda 2063. Its actions are guided by five pillars: relief and recovery, prevention, participation, protection and promotion.

With a view to effective implementation, an institutional steering mechanism is to be set up to ensure national leadership on the issue of women, peace and security. There is also going to be the creation of conditions for broader participation in the fight for gender equality and equity, as well as a dynamic partnership between all development actors.



APPENDICES

Appendix 1: Glossary

GENDER: The notion of gender refers to socially constructed roles and responsibilities assigned to women and men in a given culture and space. These roles and responsibilities are influenced by perceptions and expectations arising from cultural, political, environmental, economic, social and religious factors, as well as customs, law, class, ethnicity and individual and institutional prejudices. Gender attitudes and behaviours are learned and can be changed.

SEX: Sex refers to the biological differences between women and men which are universal, obvious and, in general, permanent.

GENDER DISCRIMINATION: Gender discrimination is the adverse treatment of an individual based on a gender stereotype; it can also be called «sexism» (and is often referred to as «sex discrimination»).

GENDER EQUITY: Gender equity refers to justice between men and women. Unlike equality, equity recommends that the status and condition of each person be taken into account when applying equality. Equity therefore follows and complements the law. A community is said to practise gender equity when there is effective participation by the entire population to achieve a reasonable quality of life and equal access to the goods, services, resources, benefits and opportunities arising from development.

GENDER PREJUDICE: The tendency to make wrong decisions or actions based on gender.

GENDER ISSUES: These are problems arising from inequality between women and men.

GENDER RELATIONS: Ways in which a culture or society defines the rights, responsibilities and identities of men and women in relation to each other.

GENDER SENSITIVITY: Being aware of the differences between the needs, roles, responsibilities and problems of women and men, and taking them into account in programmes, projects and activities. This includes the taking into account of the respective roles of women and men in a society when formulating, implementing and evaluating policies, programmes and projects.

GENDER AND DEVELOPMENT (GAD): A development approach based on the relationships between women and men as determined by society, rather than on women as a group. The GAD approach focuses on the social, economic, political and cultural forces that determine how men and women can participate in and benefit from a project and control its resources and activities.

GENDER ANALYSIS: An organised method for taking gender issues into account throughout the entire process of programme development, from the conceptualisation to evaluation, through needs identification, design, implementation. Gender analysis aims to ensure that development projects and programmes take full account of the roles, needs and participation of women and men. Gender

analysis requires disaggregating data and information by sex (which then becomes disaggregated data) and understanding how work is distributed and evaluated by sex. This analysis should be done at all stages of the development process.

CONFLICT: Organisational sociology defines conflict as antagonism between individuals or groups in society (or between societies) It occurs “when a decision cannot be made by the usual procedures.”¹¹ According to the Larousse French dictionary, a conflict or conflictual situation is a state of opposition between people or entities. Conflict is charged with emotions such as anger, frustration, fear, sadness, resentment, disgust. Sometimes it can be aggressive and violent. The notion of conflict therefore refers to a relational situation structured and organised around an antagonism. This can be due to the simultaneous presence of opposing forces, to a disagreement (on values, opinions, positions, etc.), to a rivalry when actors are competing to achieve the same goal or possess the same object (person, property, status, territory, etc.) or to an affective enmity (animosity, hostility, hatred, etc.).

In the field of international relations, conflict can be understood as contradictions arising from differences in interests, ideologies, orientations, perceptions or tendencies. According to William Zartmann, “conflict is a dispute that underlies the clashes between interested parties”¹². For Julien Freund, there is no shortage of terms in the current vocabulary to designate the various confrontations between men, from competition or rivalry to war or revolution, via struggle, fighting, battle or simply quarrel, dispute, disagreement or rivalry. But there is also crisis, tension or antagonism which is often confused with conflict¹³.

Faced with these different definitions, we shall conclude that conflict is a confrontation between two or more individuals, groups or States who show hostile intentions towards each other by resorting to violence, which may, if necessary, aim at the physical annihilation of the other. It may be armed or unarmed.

CONFLICT PREVENTION (PREVENTING CONFLICTS FROM BREAKING OUT):

In its primary sense, conflict prevention referred only to actions taken in the short term to reduce overt tensions and prevent the outbreak or recurrence of violent conflict¹⁴. This notion now includes a long-term commitment as well as short-term reactions¹⁵. It concerns the internal capacities of societies to manage divergent interests without resorting to violence. It also covers the management of potentially destabilising disputes. These activities help to counter the belief that violence is an inevitable or acceptable way to resolve disputes, to make non-violent alternatives more visible or attractive, to address structural and immediate causes, and to limit the power of triggers¹⁶.

11 James March, Herbert Simon, *Organizations*, New York, Wiley, 1958.

12 Zartmann William, *La résolution des conflits en Afrique*, l'harmattan, 2000.

13 Julien Freund, *Sociologie du conflit*, PUF, Paris, 1983, 380 pages.

14 See Statement by Ministers for Development Co-operation: Conflict, Peace and Development Co-operation (May 1997), OECD DAC, 1998 and 2001.

15 Some policy-makers and academics distinguish between operational and structural prevention or between early and late prevention. For the purposes of this guide, conflict prevention includes all of these categories. See for example Menkhaus by Picciotto and Weaving, eds. 2006.

16 OECD, *Guide to Evaluating Conflict Prevention and Peace building Activities*, Working Paper for the Implementation Period, OECD Publishing, 2008

PEACEBUILDING: There is often confusion about the definitions of conflict prevention and peacebuilding. It sometimes gives the false impression that “conflict sensitivity” in fact implies peacebuilding activity. This lack of clarity also leads many people working in the conflict field to believe that progress in strategic structural areas will automatically contribute to reducing conflict and promoting peace. Peacebuilding activity is therefore any project, programme, policy, strategy or other intervention whose aim and objective are to prevent the emergence of conflict or to build peace, usually (but not always) in a conflict zone, i.e., an area where serious inter-group violence is threatening or occurring, or which is attempting to recover from such disturbances.

CONFLICT RESOLUTION (PREVENTING DEGENERATION): If prevention fails, what should be done is to resolve the conflict through negotiations rather than military force. There has been many lessons on what constitutes a sustainable peace agreement in recent years, knowledge which sometimes were hard-earned.

-First, the signing of the agreement is a fact, but it does not sum up the whole process, and it is by no means the end of the process.

-Second, any peace agreement must address the root causes of the conflict, the problems that must be resolved before the situation can be normalised.

-Third, any successful peace agreement must strike a good balance between peace and justice.

-Fourth, the terms of the agreements themselves, and the way they are implemented, must be flexible enough to resist those who would seek to undermine or discard them¹⁷.

In general, the tools used in conflict resolution are: negotiation-mediation and facilitation-good offices-deployment of a special envoy-conciliation-ceasefire-peace agreements-transitional institutions-international criminal justice-forgiveness-DDR-development-democracy-settlement by African tradition-arbitration and settlement by international courts.

PEACEBUILDING (PREVENTING RELAPSE): One of the most important lessons on conflict management is the need for peacebuilding to prevent the vicious cycle of mistrust and conflict from relapsing. The clearest harbinger of future conflict is a past conflict, very often because its root causes were never really resolved.

Some necessary conditions for successful international peacebuilding missions are:

1-To clearly decide who does what and when - immediately, in the medium term, in the transition period, and in the long term.

2-The necessary resources must be committed and sustained for as long as necessary.

3-Understand the dynamics of local politics and the limits to what external actors can do.

4-It is important to recognise that several objectives must be pursued simultaneously: physical security of people may be the first priority, but it cannot be the only one; rule of law, justice issues, economic governance, anti-corruption measures all deserve more attention than is usually given to them.

5-All peace operations must have an exit strategy, if not a timetable, and it is not just a matter of getting elections held as soon as possible, though they are important to legitimise a real authority for the reconstruction of the country.

17 Gareth Evans, *Prévenir les conflits : un guide pratique*, Institut français des relations internationales, Institut français des relations internationales « Politique étrangère », 2006/1 Printemps | page 91 to 104

Appendix 2: The NAP Theory of Change

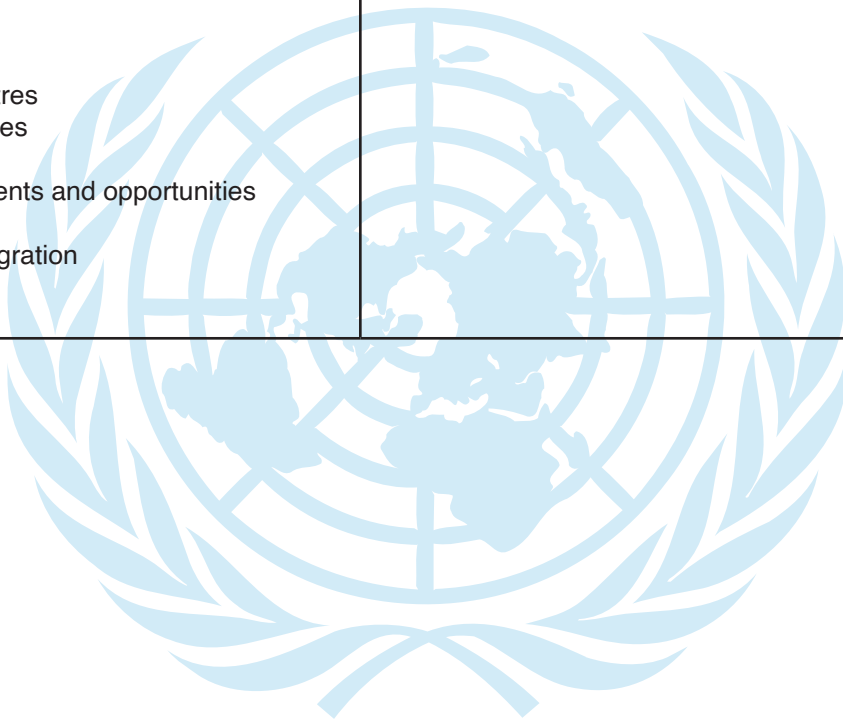
Objectives of the Theory Change	<p>The NAP aims to ensure that the practical needs and interests of women and men, girls and boys, are better protected and taken into consideration in a context of violence and insecurity caused by conflict. The NAP also strives to ensure the sustained involvement of women and girls in conflict prevention and resolution, peace operations, social cohesion and living together in Cameroon.</p>				
The Theory of Change Statement	<p>If peace and security as required by UNSC Resolution 1325 and the prevention of sexual and gender-based violence are strengthened; If the equal participation of women and men at all levels of peace and security processes and the representation of women in decision-making spheres are increased; If the protection of and respect for women's rights in all the phases of conflict and in peacetime as well as the consideration of issues related to gender equality are strengthened; If there is greater sensitivity to gender issues in policies and programmes for the recovery, rehabilitation and empowerment of women and girls in conflict and post-conflicts situations; If the international agenda "Women, Peace and Security" and its national action plan are popularised, then Cameroon will be a secure and inclusive framework, guaranteeing the involvement of women in the processes of consolidating peace and security, because:</p> <ul style="list-style-type: none"> - A bedrock of social protection, particularly in the promotion and protection of the rights of women/girls and men/boys, will be put in place; - A framework where socio-cultural constraints are reduced and in which women and girls affected by crises are free from all forms of discrimination and gender-based violence will be created; - Equitable access for women and girls affected by conflict to health, legal, judicial, educational, psychosocial and economic services will increase, - Greater involvement of women and girls in mechanisms and processes for conflict prevention and resolution, peace-building and social cohesion. 				
Areas of Impact	Prevention	Participation	Protection	Aid and Recovery	Promotion
Outcome	<p>1. Peace and security as required by UNSCR and the prevention of sexual and gender-based violence are strengthened</p>	<p>2.1. Gender parity in decision-making bodies and conflict prevention structures at national and regional levels is promoted, institutionalised and required</p>	<p>3. La protection et le respect des droits des femmes à toutes les phases de conflit et en temps de paix, ainsi que la prise en compte des enjeux liés à l'égalité femme-homme sont renforcés</p>	<p>4. La sensibilité aux questions de genre dans les politiques et programmes en matière de relèvement, redressement et autonomisation des femmes et des filles dans les situations de conflit et post-conflit est accrue</p>	<p>5. L'agenda international « femmes, paix et sécurité » et son plan d'action national sont mis en œuvre de façon efficace</p>

Produits	1.1. The leadership and participation of women and girls in the prevention and management of conflict and post-conflict situations, peacebuilding and social cohesion are increased at national, regional and local levels.	2.1. Gender parity in decision-making bodies and conflict prevention structures at national and regional levels is promoted, institutionalised and required	3.1. International and regional policy instruments relating to the protection of women, including the fight against gender-based violence in conflict and post-conflict situations, are disseminated and incorporated into positive law.	4.1: The practical needs and specific interests of women are taken into account in humanitarian and post-conflict programmes and projects (DDR, post-conflict justice, SSR, repatriation, rehabilitation and reintegration of victims of armed conflict, reconstruction, etc.) and development programmes.	5.1: Better dissemination of Resolution 1325 and its action plan to national partners and communities as a tool for accountability, advocacy and negotiation of peace initiatives is ensured.
	1.2: Systems, procedures and mechanisms are put in place to facilitate women's involvement in peace and mediation processes, the fight against GBV and gender-sensitive post-conflict justice.	2.2: National policies/ measures are adopted to increase the recruitment and participation of women in the defence and security forces and in peace support operations.	3.2: The competence of actors involved in peace-building, peace-building and peace-keeping operations are strengthened to take account of gender in their interventions, including International Humanitarian Law.	4.2: Livelihoods for the resilience of women and girls, with special attention to the most vulnerable, including displaced women and girls, survivors of gender-based violence and people living with disabilities, in humanitarian and security crises are strengthened.	5.2: The capacities of national and community actors for the effective and efficient implementation of Resolution 1325 and the Action Plan for its implementation are strengthened.
	1.3: A safe environment to promote the stabilisation of social peace, reducing the occurrence of conflicts and violence at all levels (national, regional and local)	2.3.: National women's structures have been set up to strengthen women's participation and representation at national, local and regional level (National FPS Network, Women's	3.3: Les capacités des acteurs impliqués dans les opérations de construction, consolidation et maintien de la paix sont renforcées sur la prise en compte du genre dans leurs interventions y compris le Droit International Humanitaire	4.3: Women and girls share the wounds and trauma suffered during conflicts including ex-fighters and those associated with armed groups benefit from holistic assistance measures (legal, psychosocial, medical, etc.)	5.3: Coordination, follow-up assessment, communication and reporting

	1.4: The contribution of women and families to prevent conflict in their communities, including the recruitment of their children and the circulation of small arms and light weapons, and promoting peace-building is improved.		Communities, traditional, religious and opinion leaders, men and women, girls and boys benefit from quality information to fight against gender-based violence	4.4: Economic recovery measures in DDR areas with the participation of ex-fighters, communities and women, and promotion of better access to fair and equitable sharing of the benefits derived from the exploitation of natural resources are put in place.	
	1.5: Conflict prevention and management structures work in synergy at national and local level to involve women and girls in the prevention and peaceful resolution of community conflicts		3.5: Survivors of GBV in normal or conflict situations receive appropriate and holistic care (health, psychosocial, legal, judicial, economic).		
Assumptions and Risks	<ul style="list-style-type: none"> -Poor implementation of the action plan - Socio-cultural constraints - Unavailable funding - Weak political will - Persistent gender inequalities - Lack of interest on the part of decision-makers - Low level of involvement of stakeholders - Growing of insecurity - Lack of interest from concerned stakeholders - Poor coordination of interventions -Individualism of stakeholders -Inadequate communication 	<ul style="list-style-type: none"> - Resistance to the promotion of women - Women's lack of interest - Socio-cultural constraints - Varying levels of political will on the part of the State - Insufficient financial resources - Availability of funds -Dynamism of members 	<ul style="list-style-type: none"> -Failure to revise the Civil Code and Code of Criminal Procedure to include provisions on gender equality - Weak political will -Insufficient popularization of the WPS agenda and R 1325 - Unavailable funding - Low presence of women in humanitarian missions - Low involvement of the population -Insecurity -Fear of denunciation 	<ul style="list-style-type: none"> -Lack of interest in gender issues by managers -Work reports of stakeholders -Insufficient funding -Insufficient financial, material, human resources and logistics -Lack of qualified stakeholders -Insufficiency of required skills 	<ul style="list-style-type: none"> - Poor distribution of the NAP -Language barriers -Insecurity -Poor follow-up of the implementation of the National Action Plan -Availability of funds -Availability of funds -Popularization of the National Action Plan

Appendix 3: Summary of general problems identified in relation to WPS

Problems	Targets/groups concerned
<ul style="list-style-type: none"> -Trauma -Forced marriage of women and girls -Early marriage -Juvenile delinquency -Circulation of small arms and light weapons -Low prices of weapons -Illegal sale of weapons -Porous barriers -Financing of arms purchases by the diaspora -Lack of trust between the military and the population -Influence of media development -Instrumentalisation -Poverty -False illusions -Ignorance -False promises -Identification of sponsors and instigators -Some disarmed ex-fighters continue to communicate with their friends -The diaspora continues to give false information to fighters still in the bush -There are also people who are not even suspected, but who want to frustrate the government's action -Time in DDR centres -Psychological trauma -Worry about families in communities of origin -Gender-based violence -Rape -Sexual harassment -Sexual abuse -Early and unwanted pregnancies -Lack of official documentation -Lack of accommodation facilities -Fear of the unknown -Juvenile delinquency and drug abuse -Stigmatisation of refugees and IDPs -Lack of civic and moral values -Loss of potential opportunities -Constant threats -Spaces for accommodation and training -Poverty -Insecurity -Inadequate healthcare especially for women -Loss of economic power -Psychological trauma -Worry about families in communities of origin -Lack of official documentation 	<ul style="list-style-type: none"> -State of Cameroon -Boko Haram victims -Vigilance committees -Traditional, religious and opinion leaders -State of Cameroon Ex-fighters -Facilitators of ex-fighters and accomplices (cooking, care, information...) -Families -Communities -Diaspora -Bush fighters -Sponsors of combatants (local and international, instigators, propaganda...) -Defence and Security Forces -Families of ex-fighters -Traditional, religious and opinion leaders -Ex-fighters in DDR centres -National and international community -IDPs -Ex-fighters in the bush including those who have left the bush and are not in the centres -Sponsors of fighters -Families of ex-fighters -Local, National and international communities -IDPs -Ex-fighters in centres -Ex-fighters in the bush including those who have left the bush and are not in the centres -Sponsors of fighters -Families of ex-fighters -Local, national and international communities

<ul style="list-style-type: none"> -Lack of accommodation facilities -Fear of the unknown -Juvenile delinquency and drug abuse -Lack of civic and moral values -Loss of potential opportunities -Constant threats -Spaces for accommodation and training -Poverty -Insecurity -Inadequate healthcare especially for women -Loss of economic power -Reconstitution of official documents -Acceptance by host communities -Stigmatisation by society -Return to normal life -Future of ex-fighters' families -Lack of technical and professional skills -Stigmatisation -Lack of resources -Religious beliefs -Lack of self-esteem -Prolonged stay in centres -Limited training activities -Drug abuse -Loss of official documents and opportunities -Stigmatisation -Urgent need for reintegration -Worry about families 	
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3-Legal Texts

- United Nations Security Council Resolution 1325;
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- United Nations Security Council Resolution 1889
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- United Nations Security Council Resolution 2242
- United Nations Security Council Resolution 2272
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4- Policy and Strategy Documents

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- Republic of Cameroon, National Action Plan for UN Security Council Resolution 1325 and related Resolutions on Women, Peace and Security (2018-2020)
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