

REPUBLIQUE DU CAMEROUN
Paix – Travail – Patrie

REPUBLIC OF CAMEROON
Peace – Work – Fatherland



NATIONAL GENDER POLICY 2022 - 2030

« Contribute to make Cameroon an emerging country, democratic and united in its diversity, in which men and women, boys and girls enjoy the same rights, the same chances and the same development opportunities »



**HIS EXCELLENCY PAUL BIYA,
PRESIDENT OF THE REPUBLIC OF CAMEROON**

“... bearing in mind that the ultimate goal of democracy is to provide the greatest number of people with the best living conditions possible and real equal opportunities, I will continue to devote all efforts to ... promoting the role of women in our society ...”

(Excerpt from H.E. Paul BIYA, President of the Republic of Cameroon, on the occasion of the swearing-in ceremony – 6 November 2018)



Mr. Joseph DION NGUTE,
PRIME MINISTER, HEAD OF GOVERNMENT



**Mrs. ABENA ONDOA née OBAMA Marie-Thérèse,
Minister of Women's Empowerment and the Family**

TABLE OF CONTENTS

TABLE OF CONTENTS	iv
PREFACE	vi
FOREWORD	vii
ABBREVIATIONS AND ACRONYMS	viii
LIST OF TABLES	x
LIST OF FIGURES	x
LIST OF GRAPHS	x
INTRODUCTION	xiii
PART ONE: NATIONAL GENDER POLICY DOCUMENT	15
CHAPTER I: GENERAL CONTEXT FOR THE UPDATING OF THE NATIONAL GENDER POLICY	16
1.1. General Characteristics of the country.....	16
1.1.1. A country at the heart of Africa	16
1.1.2. A young and female dominated population.....	16
1.1.3. A resilient and poorly inclusive economy.....	17
1.1.4 Persistent and growing rich/poor inequalities.....	19
1.1.5. An evolving administrative and political organisation.....	19
1.1.6. A security context marked by multiple crises.....	20
1.1.7. The persistence of patriarchal and virilocal norms.....	20
1.2. Cameroon’s position with regard to the promotion of gender equality.....	21
1.2.1. Adherence to international and regional legal and policy instruments.....	21
1.2.1.1. Domestication of the international and regional legal arsenal.....	21
1.2.1.2. Adherence to the resolutions of international conferences.....	22
1.2.2. Overview of the evolution of national development orientations, priorities and perspectives on gender equality.....	22
1.2.2.1. Internal normative framework.....	22
1.2.2.2. National development policy documents.....	24
1.2.2.3. National gender equality policies and strategies.....	25
1.2.2.4. The institutional framework.....	26
1.1.3. Main results of the review of the implementation of the first generation NGP.....	28
CHAPTER II: OVERVIEW OF GENDER INEQUALITIES AND DISPARITIES	30
2.1. The differentiated situation of women and men in the structural transformation of the national economy.....	30
2.1.1. Industry, services and the private sector.....	30
2.1.2 Rural sector and food security.....	30
2.1.3. Transport infrastructure, regional integration and the financial system.....	31
2.1.4. Environment and climate change.....	32
2.2. Differentiated situation of women and men in Human Capital.....	32
2.2.1. Education, Training and Employability.....	32
CHAPTER III : STRATEGIC FRAMEWORK OF THE NATIONAL GENDER POLICY	55
CHAPTER IV: INSTITUTIONAL FRAMEWORK FOR THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY	67

4.1. Planning process for the implementation of the National Gender Policy.....	67
4.1.1. Time frame of the National Gender Policy.....	67
4.1.2. Updating the NGP Logical Framework.....	68
4.1.3. Annual reviews of the implementation of the NGP.....	68
4.1.4 Mid-term evaluation of the NGP.....	68
4.1.5 Annual Work and Action Plans.....	69
4.2. Coordination and Steering bodies of the implementation of the National Gender Policy (NGP).....	69
4.2.1. The National Gender Council (NGC).....	69
4.2.2. The Permanent Secretariat of the National Gender Council.....	70
4.2.3. The NGP Steering Committee (SCO).....	71
4.2.3.1 The Technical Secretariat of the NGP Steering Committee.....	72
4.2.3.2. The Regional Delegations of MINPROFF (DRPROFF).....	72
4.2.4. The National Observatory for Equality between Men and Women.....	73
4.3. Implementation of the National Gender Policy.....	74
4.3.1. The Ministry of Women’s Empowerment and the Family.....	74
4.3.2. The Ministry of Finance and the Ministry of the Economy and Planning.....	74
4.3.3. Other sector administrations.....	75
4.3.4 The Parliament.....	75
4.3.5 Regional and Local Authorities.....	75
4.3.6 Civil Society Organisations.....	75
4.3.7 Technical and Financial Partners.....	76
4.3.8. Target beneficiary groups.....	76
4.4. Monitoring and evaluation of the National Gender Policy: mechanisms and modalities.....	76
4.4.1. Justification of the Monitoring and Evaluation System.....	76
4.4.2. Objectives of the monitoring and evaluation system.....	76
4.4.3. Framework and modalities for monitoring and evaluation of the NGP.....	77
4.5. Communication around the National Gender Policy.....	78
4.6. Financial mechanism of the National Gender Policy.....	78
PART TWO: MULTISECTOR RESULTS FRAMEWORK OF THE NATIONAL GENDER POLICY.....	80
CHAPTER 5: LOGICAL FRAMEWORK OF THE NATIONAL GENDER POLICY.....	81
5.1. Reminder of the elements of the National Gender Policy.....	81
5.1.1. Vision of the National Gender Policy.....	81
5.1.2. Goal of the National Gender Policy.....	81
5.1.3. Objectives of the National Gender Policy.....	81
5.1.4. Strategic axes of the Gender Policy.....	81
5.2. Characterisation and presentation of the programmes.....	84
CHAPTER 6 : PERFORMANCE MEASUREMENT FRAMEWORK OF THE NGP.....	102
ANNEXES:.....	111
ANNEX 1: INDICATIVE MATRIX OF ACTIVITIES AND RESOURCES.....	112
ANNEX 2: METADATA SHEETS FOR CMR-PNG INDICATORS.....	170
ANNEX 3: BIBLIOGRAPHY.....	178
ANNEX 4: EDITORIAL AND PROOFREADING TEAM.....	181

PREFACE

In his inaugural speech for the presidential election of **7 October 2018**, His Excellency Paul Biya,

President of the Republic and Head of State reasserted: “... I pledge to speed up the process of institutionalising gender parity; I pledge to strengthen the mainstreaming of women’s needs in public policies; I pledge to improve the level of women’s participation ... in political, economic, social and cultural life”. This commitment at the highest level reflects the Government’s constant concern to make gender, or rather gender parity, a reality in all segments of the Cameroonian society.

Indeed, gender-based inequalities are detrimental to the effective and sustainable achievement of development, and it is true that beyond the plurality of political, religious and cultural ideas, the richness of Cameroon’s human resources is a fundamental asset in establishing sustainable development.

By adopting a new National Development Strategy for the period 2020-2030, which marks the second phase of the 2035 Vision, Cameroon intends to achieve the structural transformation of the economy by operating fundamental changes in the economic and social structures and thus, promote an endogenous and inclusive development while preserving the opportunities of future generations. In this regard, a good knowledge of cross-cutting and systemic issues such as gender is an indispensable condition for the success of future actions. At the operational level, the National Gender Policy will favour the emergence of a harmonised framework for coordinating partners’ interventions in the area of gender. This will contribute to create a spirit of complementarity and synergy in order to effectively attain our medium and long-term development goals.

Therefore, in renewing Cameroon’s commitment to the continued implementation of the Beijing Platform more than two decades after its adoption, which has led to significant progress in several sectors of national life, I am convinced that the fight for the promotion of gender equity and women’s empowerment is a key factor in achieving the Sustainable Development Goals. Updating the National Gender Policy and its Multi-sector Results Framework will enable Cameroon to consolidate and amplify the achievements made so far in order to position itself among the countries where women enjoy all their dignity, all their rights, all their status and a fairer and more equitable existence in relation to men, both at national and local levels.

This is why I have high hopes for this strategic orientation document, which has been drawn up in a participatory manner, using an analytical and prospective approach. There is no doubt that it will be an efficient instrument in fulfilling the Government’s wish to build an **“emerging Cameroon, democratic and united in its diversity, in which men and women enjoy the same rights, the same chances and the same opportunities to participate in the attainment of its development objectives and benefit equitably from the benefits of its growth”**.

My wish therefore is that all the actors involved in the operationalisation of this document should take ownership of it and effectively participate in its implementation second reference framework for promoting gender equality and equity in Cameroon.

Joseph DION NGUTE
Prime Minister, Head of Government

FOREWORD

As part of the fight against poverty and efforts towards sustainable development, Cameroon adopted a National Gender Policy in 2010, which was the reference framework for its interventions in this area and was in line with the Millennium Development Goals (MDGs) at international level and with the Growth and Employment Strategy Paper (GESP) at national level. Given that the implementation period of this strategic document had expired in 2020 and considering the new issues and challenges facing the country in terms of gender equality and the empowerment of women, the Government, through the Ministry of Women's Empowerment and the Family, initiated the process of revising/updating it.

To conduct this process, a situational analysis of gender and the identification of priority actions taking the contextualized SDGs into account was carried out in 2020. Moreover, in 2021, the Ministry of Women's Empowerment and the Family conducted the process of formulating a Country Gender Profile, thus enabling Cameroon to have multisector data disaggregated by sex, with a view to increase knowledge at the national level and strengthen the national mechanisms for monitoring international, regional and national commitments in this domain.

The results of these various studies show that despite the appreciable efforts made and the progress recorded in recent years, the issue of gender inequality and disparity is still acute in Cameroon. Indeed, in all areas of political, economic, social and cultural life, inequalities and flagrant disparities are observed, particularly to the disadvantage of women. This situation is detrimental to development and the fight against poverty.

This National Gender Policy takes into consideration the factual data collected during the various preparatory works. It also integrates the new contextual elements and challenges that have emerged with regard to issues related to accelerated demographic growth, peace and security, humanitarian emergencies, COVID 19, decentralization and the existence of new programmatic frameworks, such as, Agenda 2030 at the international level, Agenda 2063 of the African Union and the Cameroon Development Strategy 2020-2030).

Aware that the complete development of men and women requires the effective enjoyment of their civil, political, economic and social rights, this document, which is intended to be a framework for consultation and dialogue, aims to promote an egalitarian, just, democratic and inclusive society based on human rights for men and women in the prospect of a sustainable, equitable and participatory development. Its implementation will allow for the establishment of a more performant mechanism for mainstreaming gender in public policies, with a view to significantly reduce the effects of these new challenges for human development. The Multisector Results Framework associated with its implementation gives the opportunity to translate into facts the orientations of this policy.

I would like to take this opportunity to thank on behalf of the Government, all those who have contributed to the elaboration of this precious framework document, especially the multidisciplinary team composed of technicians from the various sector ministries, female organizations, and the civil society and development partners.

It should be noted that the operational implementation of this document will not be the business of the Ministry of Women's Empowerment and the Family alone. It shall involve all public and private administrations, the civil society, development partners and grassroots communities, because only a strong social mobilization and a synergy of actions of all the actors will guarantee the effectiveness, efficiency, sustainability and coherence of actions to fight for equality and equity between men and women in the political, economic, social and cultural life of Cameroon.

**Mrs. ABENA ONDOA née OBAMA Marie-Thérèse,
Minister of Women's Empowerment and the Family**

ABRIVIATIONS AND ACRONYMS

AFDB : African Development Bank;	Management System ;
AIDS : Acquired Immunodeficiency Syndrome ;	GCAL :General Census of Agriculture and Livestock ;
ANOR : National Standardization and Quality Agency ;	GCE :General Certificate of Education Examination ;
APP : Administrations Performance Project;	GDP : Gross Domestic Product ;
APR : Annual Performance Report ;	GENCAP : Gender Standby Capacity Project ;
APSF : Administrations Performance Strategic Framework ;	GESP :Growth and Employment Strategy Paper ;
ART :Telecommunications Regulatory Board	GPHC :General Population and Housing Census ;
AWP : Annual Work Plan ;	GSB : Gender Sensitive Budgeting ;
BCC : Behaviors Change Communication ;	GTEG : Gender Equality Task Force ;
BEAC : Bank of Central African States ;	GTOG : Civil Society Task Force on Gender Equality and Monitoring of Public Policy ;
BUCREP : Central Bureau for Population Census and Studies ;	HDS : Health and Demographic Survey ;
CAB : Central Africa Backbone	HDSC-V : Fifth Health and Demographic Survey in Cameroon ;
CAR : Central African Republic ;	HF : Health Facility ;
CDP : Communal Development Plan;	SS : Super Scale
CEDAW : Convention on the Elimination of all Forms of Discrimination Against Women ;	HIV : Human Immunodeficiency Virus ;
CEMAC : Central Africa Economic and Monetary Commission ;	HNO : Humanitarian Needs Oversight;
CFA :Financial Community of Africa;	HRP : Humanitarian Response Plan ;
CHRC : Cameroon Human Rights Commission ;	ICPD : International Conference on Population and Development ;
CSAG : Civil Society Advisory Group;	ICT : Informal Cross-border Trade ;
CSO : Civil Society Organization ;	ICT :Information and Communication Technology;
CSW :Commission on the Status of Women ;	HDI : Human Development Index ;
DFS :Decentralized Financial Service ;	IDP : Internally Displaced Person ;
DGSN :General Delegation for National Security ;	IEC : Information-Education-Communication ;
ECA :Economic Commission for Africa ;	IMO : International for Migration Organization
ECAM :Cameroon Household Survey;	IPES : Private Higher Education Institution;
EC-ECAM : Cameroon Household Supplementary Survey ;	IPU : Informal Production Unit;
EESI :Cameroon Employment and Informal Sector Survey ;	IUD : Intra Uterine Device ;
ELECAM : Elections Cameroon ;	MAPD : Multi-Annual Expenditures Programming Document ;
PEA : Priority Education Area.	MCA : Matrimonial Causes Act;
FEICOM : Special Council Support Fund for Mutual Assistance Framework;	MDG : Millennium Development Goals ;
GBC : General Business Census ;	MFE : Micro Finance Establishment ;
GBV : Gender-Based Violence ;	MICS : Multiple Indicator Cluster Survey;
GBVIMS :Gender Based Violence Information	MINADER : Ministry of Agriculture and Rural Development;
	MINAS : Ministry of Social Affairs;

- MINAT:** Ministry of Territorial Administration;
- MINCOM:** Ministry of Communication;
- MINCOMMERCE:** Ministry of Trade;
- MINDCAF:** Ministry of State Property Surreys and Land Tenure;
- MINDDEVEL:** Ministry of Decentralization and Local Development;
- MINEDUB:** Ministry of Basic Education;
- MINEFOP:** Ministry of Employment and Vocational Training;
- MINEPAT:** Ministry of the Economy, Planning and Regional Development;
- MINEPDED:** Ministry of Environment, Nature Protection and Sustainable Development;
- MINEPIA:** Ministry of Livestock, Fisheries and Animal Industries;
- MINESEC:** Ministry of Secondary Education;
- MINESUP:** Ministry of Higher Education;
- MINFI:** Ministry of Finance;
- MINFOPRA:** Ministry of Public Service and Administrative Reform;
- MINJEC:** Ministry of Youth and Civic Education;
- MINJUSTICE:** Ministry of Justice;
- MINPMEESA:** Ministry of Small and Medium-Sized Enterprises, Social Economy and Handicraft;
- MINPROFF:** Ministry of Women’s Empowerment and the Family;
- MINREX:** Ministry of External Relations;
- MINSANTE:** Ministry of Public Health;
- MINTSS :** Ministry of Labor and Social Security ;
- MMR :** Maternal Mortality Report ;
- MTEF :** Mid-Term Expenditures Framework ;
- NCC :** National Communication Council;
- NCDDR :** National Committee for Disarmament, Demobilization and Reintegration ;
- NCPBM :** National Commission for the Promotion of Bilingualism and Multiculturalism ;
- NDS :** National Development Strategy ;
- NGO :** Non-Governmental Organizations;
- NGP :** National Gender Policy;
- NIS :** National Institute of Statistics ;
- NPDP :** National Participatory Development Programme;
- NPPD :** National Population Policy Document ;
- NSDS :** National Statistics Development System;
- NSIF :** National Strategy for Inclusive Finance ;
- OCHA :** Humanitarian Coordination Office ;
- OHADA :** Organization for the Harmonization of Business Law in Africa;
- PANIFD :** National Action Plan for Women’s Integration in Development ;
- PNIA :** National Investment Programme for the Agricultural Sector ;
- PRSP :** Poverty Reduction Strategy Paper ;
- RDP :** Regional Development Plan;
- RH :** Reproductive Health ;
- RLA :** Regional and Local Authorities ;
- RNEP :** National Report on the state of Population ;
- RSDS :** Rural Sector Development Strategy ;
- SAA :** Special Allocation Account;
- SDG :** Sustainable Development Goals ;
- SE :** Small Enterprise ;
- SED :** Secretariat of State for Defence ;
- SNV :** Netherlands Development Agency ;
- TBD :** To Be Determined ;
- TFP :** Technical and Financial Partner ;
- TFR :** Total Fertility Rate ;
- TGI :** High Court ;
- TPGI :** Court of First Instance and High Court;
- TPI :** Court of First Instance;
- UASC :** Unaccompanied and Separated Child;
- UN Women:** United Nations Entity for Gender Equality and Women’s Empowerment;
- UNDAF:** United Nations Development Assistance
- UNDP :** United Nations Development Programme ;
- UNESCO :** United Nations Educational and Cultural Organization
- UNFPA :** United Nations Population Fund ;
- UNGTG:** United Nations Gender Thematic Group;
- UNHCR :** United Nations High-Commission for Refugees ;
- UNICEF :** United Nations International Children Emergency Fund;
- UNIFEM :** United Nations Development Fund for Women ;
- VEAD :** Violence-Exploitation-Abuse-Discrimination ;
- VSE :** Very Small Enterprise ;
- WFEC :** Women and Family Empowerment Centre;
- WME :** Women-Men Equality;

LIST OF TABLES

Table 1: Evolution of the number of Baccalaureate holders by sex between 2016 and 2018.....	24
Table 2: Evolution of students by sex between 2016 and 2018.....	25
Table 3: Summary of the distribution of positions at the political level.....	38
Table 4: Recurrent cases of GBV in the Far North Region 2019.....	48
Table 5: Recurrent cases of GBV in the Far North Region April-June 2020	48
Table 6: National Gender Policy Framework: vision, goal, objective, principles and strategic axes.....	55
Table 7: NGP theory of change.....	60
Table 8: Summary of the NGP implementation timeframe.....	67

LIST OF FIGURES

Figure 1.1.3(a): Incidence of poverty, 2001-2014 (% of population).....	24
Figure 1: Distribution of contextualized targets integrating gender.....	32
Figure 2: Percentage of girls between 2016/2017 and 2017/2018 in the different types of training structures (%)	35
Figure 3: Change in maternal mortality ratio per 100,000 live births.....	36
Figure 4: HIV/AIDS prevalence (15-49 year)	37

LIST OF GRAPHS

Graph 1: Age pyramid in Cameroon.....	17
Graph 2: GDP growth rate for the period 2010-2019.	18
Graph 3: Average weight of activity sectors in the GDP.....	18
Graph 3: Distribution of business promoters by gender.....	30
Graph 4: Banking rate by gender.....	32
Graph 5: Distribution of (in %) surdents by sex and by establishment in 2021.....	34
Graph 6: Distribution (%) of live births in the 5 years preceding the survey.....	36
Graph 7: Early sexuality of men and women	37
Graph 8: Percentage of women and men aged 15-49 who have experienced physical violence since the age of.....	39
Graph 9: Distribution of business promoters by gender.....	43
Graph 10: Distribution of IPU's	44
Graph 11: Distribution of IPU's by sector according to the gender of the manager.....	44
Graph 12 : Distribution of Mayors and Assistant Mayors.....	47

INTRODUCTION

Although both women and men participate in development processes, they have different economic and social activities, different sources of income and unequal access to community benefits and resources that they control in a different manner. This is the reason why for several years now, it is increasingly being admitted and recognised that the promotion of human rights and the fight against poverty cannot be achieved without the elimination of inequalities between women and men in all sectors of development and at all levels of social life. It has become essential in all economic and social policies as well as the development of the society perspectives, to link the promotion of gender equality and women's empowerment to economic growth in view of emergence and sustainable development. Subsequent public and private initiatives, based on the principle of equality between human beings as set out in the Universal Declaration of Human Rights, must therefore be designed, articulated and oriented so as to curb discrimination against women.

Definition of gender

Gender refers to the roles, behaviours, activities and attributes that society at a given time considers appropriate for men and women. It is about women and men, boys and girls and their relationship with each other in different groups. It also refers to the relationships between groups of women and groups of men. These roles and attributes are socially constructed and learned through socialization. They vary from one society to another and from a period to another. These relationships or relations between women and men generate disparities, inequalities and injustices that the gender and development approach aims to correct.

In effect, the persistence and increase of gender inequalities are of great concern to the international community. The four United Nations Conferences on Women, held respectively in Mexico City (1975), Copenhagen (1980), Nairobi (1985) and Beijing (1995), as well as the regional conferences on related themes, Nouakchott (1977), Lusaka (1979), Arusha (1984), Abuja (1989), Dakar (1994) or Addis Ababa (1999), highlight the constant will of States to promote policies based on *de jure and de facto* equality between women and men as a trigger, a factor, an accelerator or condition *sine qua none* for sustainable and inclusive development.

In line with this international trend, the Government of Cameroon is resolutely committed to promoting gender equality and women's empowerment by adhering to international and regional legal instruments, as well as to the guidelines resulting from the main international conferences organised over the past decades under the aegis of the United Nations. The asserted will of the State of Cameroon to promote the construction of a just and democratic society and a State governed by the rule of law in which equality between women and men is a fundamental value is enshrined in the preamble of the Constitution of 18 January 1996. This is demonstrated in the various national development frameworks where gender issues are integrated as a cross-cutting concern.

Achieving such an objective requires real changes on how sector policies aimed at the development of Cameroon are analysed. Consequently, it is necessary to better highlight inequalities between women and men in all areas and, as much as possible, to carry out a comparative analysis of the determinants of the inequalities noted and to define on the basis of the gaps that have been observed, the effective and relevant response strategies to achieve equality. This justifies why the gender approach is being adopted as a tool for analysing, planning, monitoring and evaluating development policies.

The Government of Cameroon therefore needs a planning and orientation reference framework that can give impetus to the overall dynamics and provide data for sector initiatives aimed at guaranteeing the equitable consideration of the differentiated needs and interests of men and women in development processes and in public life.

The drafting of previous reference frameworks for the promotion of gender equality and women's empowerment, respectively in April 1997, after the Beijing Conference (National Policy for the Integration of Women in Development), and in 2010 (National Gender Policy 2011-2020), confirms the public authorities' commitment to improve the living conditions of the population according to modalities and policies that promote women and gender equality. The latest National Gender Policy 2011-2020 was officially adopted in 2014 by the Government. To render it operational, a Multi-sectoral Action Plan was also developed in

order to provide a detailed description of the programmes and activities that the different sectors involved will implement to achieve the objectives defined in the said document.

This strategic document having expired in 2020, with the emergence of new programmatic frameworks (Agenda 2030 at the international level, Agenda 2063 of the African Union and the Cameroon Development Strategy 2020-2030) and of new stakes and challenges facing the country, a review of the performance recorded during the implementation of the NGP and a critical review of the global framework of this policy became necessary, in order for its implementation tools to match the new dynamics.

Thus, efforts made by Cameroon in recent years to strengthen the status, position and capacities of women were sustained by the results of the review of the NGP's situational analysis and the identification in 2020 of priority actions that integrate the contextualised SDGs as well as those identified in the Country Gender Profile designed in February 2021. These various documents have highlighted significant gains for women in several areas, which will be reviewed in the chapters below.

However, while it is true that the situation of women and girls have improved significantly over the past 20 years as a result of public policies guided by the principles of good governance, social justice, democratisation and modernisation of the institutions, it should be noted that major problems are still to be solved in order for women and girls to better exercise their citizenship.

Cameroon's option to revise/update the NGP responds to the triple concern of having: (i) a global reference framework that clarifies the country's new gender vision in line with the National Development Strategy adopted in July 2020; (ii) to take into account the new development issues and challenges identified in the Country Gender Profile; and (iii) to have an operational instrument thanks to which gender issues are made visible at all levels, appropriate measures to overcome constraints to gender equality are proposed and the desired changes regarding gender can be achieved.

More specifically, the new National Gender Policy, through its analytical and prospective approaches, contributes to ensuring adequacy between its intervention priorities and the country's development options and especially the coherence of the means that need to be used in order to achieve gender equity and equality.

As a key instrument for animating economic growth and poverty reduction strategies, the NGP appears to be a reference framework, a benchmark and the basis for the government's action regarding interventions aimed at reducing gender inequalities in all areas of life. The NGP will not only be a pedagogical and technical support for the elaboration of development programmes and projects, but also an advocacy and animation tool for the promotion of equal rights, the facilitation of social dialogue, the mobilisation of resources and the coordination of gender sensitive initiatives.

The National Gender Policy will primarily benefit the State and its structures, which will be equipped with a decisive tool for setting national priorities, planning, implementing and evaluating development initiatives intended to guarantee equality between men and women.

The NGP will also be useful for Civil Society Organisations and bilateral and multilateral cooperation partners who will be able to align and harmonise their interventions regarding the promotion of gender equity and equality with national priorities and orientations in this field.

Finally, the main beneficiaries of the NGP will be the different components of the population, notably, the communities, opinion leaders, traditional and religious authorities, women and men, boys and girls, and vulnerable populations whose concerns will be transformed into development priorities so that they can be better taken into account in legislation, development policies, programming and resource allocation.

The approach used for updating the NGP based on the one hand, on the guidelines contained in the Methodological Guide to Strategic Planning in Cameroon (2011), drawn up by the Ministry of the Economy, Planning and Regional Development (MINEPAT) and, on the other hand, on the tools and techniques used by the United Nations to draw up development policies, programmes and projects.

Under the leadership of the Ministry of Women's Empowerment and the Family, which is the main

government mechanism for the promotion of gender equality and women's empowerment, the general methodology adopted was based on a participatory approach involving Government entities as well as the civil society, local and international NGOs, United Nations organisations and other development partners, religious organisations, women's associations, universities and human rights defenders at all levels. The whole process has been guided by the principle of 'leaving no one behind' which entails addressing inequalities and discrimination, meaningfully involving beneficiaries, including women's organisations and other agents of change.

The comparative analysis of the situation of men and women, better known as gender analysis, as well as the rights-based approach and Results-Based Management, guided the thinking throughout the formulation of the reference framework.

In concrete terms, the updating/revision of the NGP followed seven (07) main steps:

- The situational analysis and identification of priority actions that integrate the contextualised Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs), as well as the challenges of the prevailing security context;
- The development of the Country Gender Profile in order to compile updated sex disaggregated data that reflect the disparities between men and women, boys and girls and identify the most appropriate strategies and actions to address them;
- The launch of the NGP updating process through a national participatory consultation;
- Data collection by exploiting useful documentation and interviews;
- The organisation of a workshop to update the NGP indicators and make them consistent with the pillars, the NDS 30 performance measurement framework and the Gender Budgeting Strategy;
- The organisation of a workshop to review and enrich the first draft of the NGP ;
- The organisation of a validation workshop of the NGP.

The NGP is planned for a period of ten (10) years. The 2030 horizon is the term chosen to improve equity and equality between women and men at national level in the areas and sectors selected. This term is in line with the deadlines set by the Government in the NDS 30. It is also consistent with the temporal and programmatic perspectives of the Sustainable Development Goals (SDGs 2030) to improve the quality of life of the population and considerably reduce gender inequalities throughout the country.

This document is structured in two main parts:

Part one, entitled **National Gender Policy Document**, comprises four (04) chapters.

- **Chapter 1** provides a brief description of the context in which the updating of the Gender Policy falls ;
- **Chapter 2** presents an overview of gender disparities in Cameroon and gives an overall assessment of the respective situations of women and men according to the four (04) main pillars¹ of the NDS30;
- **Chapter 3** specifies the strategic framework for intervention;
- **Chapter 4** proposes the institutional framework and the mechanism for implementing, monitoring and evaluating the NGP.

This part ends with a conclusion and annexes.

Part two, entitled **Multi sectoral Results Framework**, is made up of two (02) chapters:

- **Chapter 5** on the logical framework of the NGP ;
- **Chapter 6** dealing with the performance measurement framework of the NGP. A matrix of indicative activities is outlined in the annex of part two.

1 Pillar I : Structural transformation of the economy ; Pillar II : Development of human capital and well-being ; Pillar III : Employment promotion and economic integration ; Pillar IV : Governance, decentralisation and strategic management of the State

PART ONE:
NATIONAL GENDER POLICY DOCUMENT

PART ONE:
NATIONAL GENDER POLICY DOCUMENT

CHAPTER I : GENERAL CONTEXT FOR THE UPDATING OF THE NATIONAL GENDER POLICY

The general context of the updating of the National Gender Policy provides information on the general characteristics of the country, on Cameroon's position with regard to international and regional gender instruments and, on the results of the review of the NGP 2011-2020.

1.1. General Characteristics of the country

1.1.1. A country at the heart of Africa

Cameroon is a Central African country located in the Gulf of Guinea with a total surface area of 475 650 km². It comprises a land mass of 466 050 km² with 90 400 km² for agricultural use and a maritime-based 9 600 km² surface area. It is bordered in the North by Lake Chad, in the North- East by the Republic of Chad, in the East by the Central African Republic, in the South by the Republic of Congo, the Republic Gabon and the Republic of Equatorial Guinea, and in the West by the Federal Republic of Nigeria.²

Several types of natural regions contribute to the geographical diversity of Cameroon:

- The forested south located in the maritime and equatorial zones, characterised by dense vegetation, a vast hydrographic network, a hot and humid climate and abundant rainfall ;
- The western highlands with an average altitude of over 1,100m, characterised by fertile soils and low temperatures;
- The Sudano-saheliannorth, which is a region of savannahs and steppes. Apart from the Adamawa plateau where the climate is more temperate, the rest of this region is characterised by a hot and dry climate and increasingly limited rainfall the closer one gets to Lake Chad.

Cameroon has a diverse ecology and abundant natural resources. The country has strong potentialities such as arable land that is suitable for agriculture and the development of agroindustrial businesses. Of a total surface area of 47 million hectares, 9.2 can be used for agropastoral purposes. The arable land covers about 7.2 million hectares, to which can be added about 2 million hectares of pastureland. At present, only 1.8 million hectares, that is, 26% of cultivable land are actually exploited.

In addition, Cameroon is endowed with :

- a privileged geographical position in the Gulf of Guinea, with a vast port potential and consumers estimated at over 200 million (Central Africa and Nigeria);
- a rich subsoil (oil and various minerals) ;
- a strong potential in production factors such as energy, and a relatively qualified workforce;
- a strong touristic potential, whose development can generate several other labour intensive activities such as hotels, restaurants, crafts, etc.

Cameroon is also called 'Africa in miniature' because of the physical, climatic, human and cultural diversity of its natural regions, which reflect the main regions found on the continent.

1.1.2. A young and female dominated population

The total population of Cameroon increased from 10,493,655 inhabitants in 1987³ to 17,463,836 in 2005⁴. This population was estimated at 24,348,251 inhabitants in 2019⁵. If this growth rate is maintained,

- 2 National document on the contextualisation and prioritisation of the Sustainable Development Goals (SDG) in Cameroon, 2017.
- 3 *BUCREP, GPHC, 1987*
- 4 *BUCREP, GPHC, 2005*
- 5 *BUCREP Website, population*

the population will likely reach 32,947,000 inhabitants in 2030⁶.

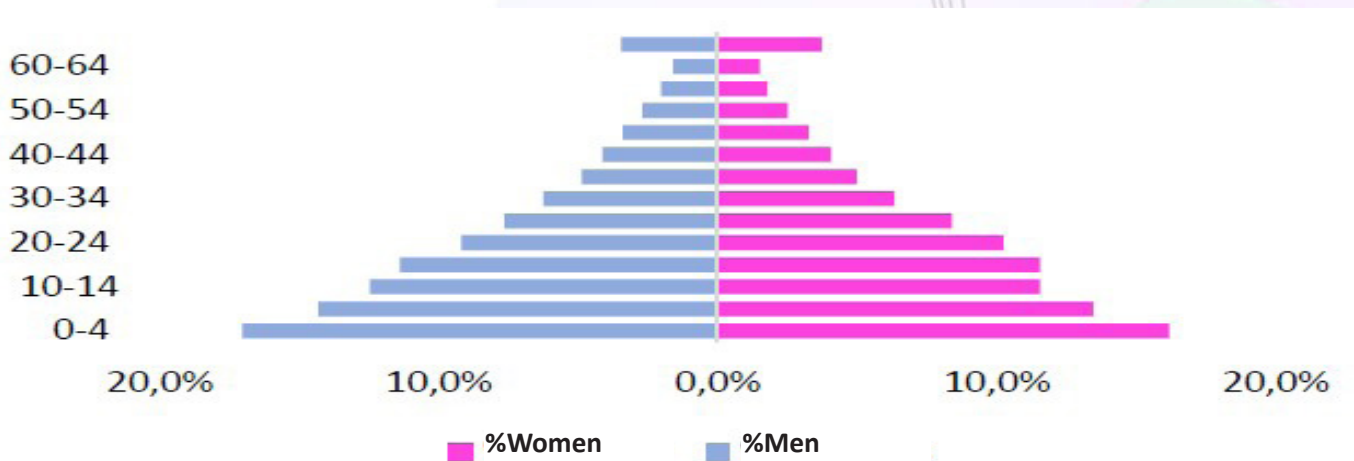
The Total Fertility Rate (TFR) remains high at around 4.8, i.e. almost 5 children per woman on average, although it shows a very long-term downward trend⁷. The level of fertility is clearly higher in rural areas (6.0 children per woman) than in urban areas (3.8 children per woman).⁶

Cameroon’s population is predominantly female and youthful. Women account for 51%, and half of the population is under 19.2 years⁷. About 45 % of the population is under 15 years of age and only 4 % is 65 years or older. This proportion is much higher in rural areas than in urban areas.

The population of working age, made up of people aged 15-64, is 53.5%; this highlights the country’s strong human potential. The proportion of elderly people (60 years and above) is not negligible and stands at more than 6%. The average household size is 5 persons (ECAM4, 2014). Life expectancy at birth is 53.4 years for men and 57.1 years for women (GPHC, 2005).

The country’s Population Policy is geared towards accelerating the capture of the demographic dividend. The strategy that has been developed in this regard is based on an increase of investments that can boost the full development of the potential of youths and the increased empowerment of women.

Graph 1: Population age pyramid in 2017



Source: BUCREP, 2017 projections

1.1.3. A resilient and poorly inclusive economy

Cameroon’s economy is the most diversified in Central Africa, not only because of the many foreign establishments but also because of the numerous national groups. Economic growth has accelerated in the recent period from 2010 to 2014, rising from 3.4% in 2010 to 5.9% in 2014. From 2015 to 2017, there was a recession followed by an increase to 4.1% in 2018 and 3.7% in 2019.

projections, 2020 ⁶ BUCREP, Website, population projections, 2020 ⁷ Republic of Cameroon, HDSC V, 2018.

⁶ Republic of Cameroon, HDSC V, 2018

⁷ MINPROFF, Situational Analysis Report, NGP Review Process, 2020

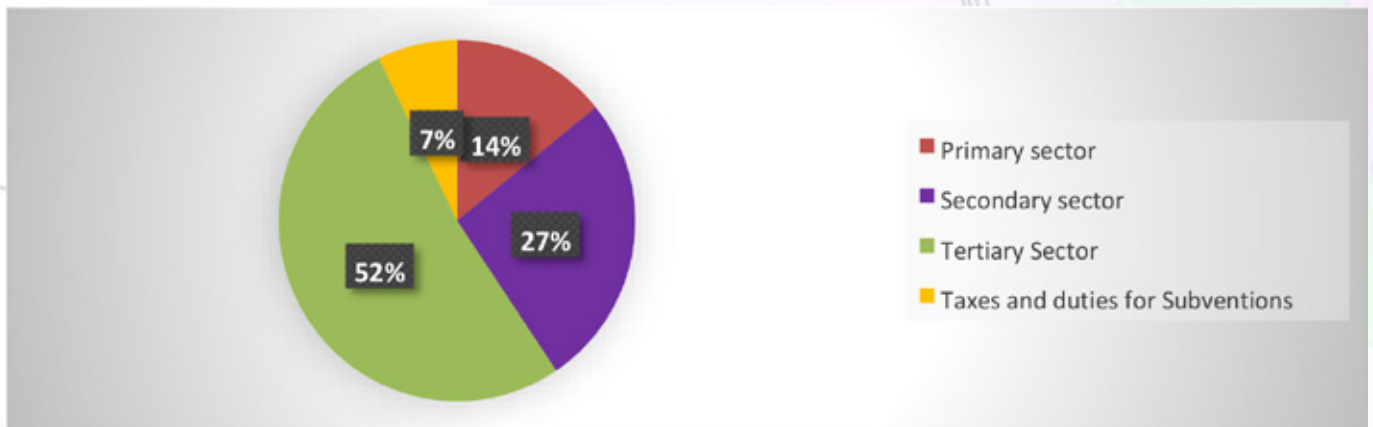
Graph 2 : GDP growth rates over the period 2010-2019.



Source: NIS Cameroon, National Accounts 2010-2018.

Despite the security crises and the unfavourable international situation linked to fluctuations in the price of exported raw materials, the national economy has remained resilient, maintaining the growth path begun in 2009. This relative performance is explained by the gains from a favourable international environment (marked by strong external demand for forest products) and the diversification of its economy¹⁰. Thanks to these two factors, growth was maintained above the CEMAC zone’s average rate which stood at 1.7% in 2018.

Graph 3: Average weight of sectors of activity in GDP



Source : NIS of Cameroon, National Accounts 2019.

Cameroon’s public finances are marked by a drop in oil production and the entry into force of the Economic Partnership Agreements (EPAs). Oil revenues have stabilised at an annual average of 16.1% of GDP over the past decade. Non-oil revenues represented an average of 13.5% over the same period. There has also been an average 8.2 percentage point drop in the share of oil revenues in the government’s own revenues since 2010.

Since 2010, the trade balance deficit has been widening. It has risen from 1236 billion CFA francs to 1547.9 billion CFA francs in 2019. This situation is the result of a growing increase in import expenditure. In 2018, the export of a new product, liquefied natural gas, led to a slight increase in exports. This increase was not sufficient to cover the import bill.

The state budget for the 2020 financial year was executed in a context marked, among other things, by: (i) the adoption of an amending finance law to take into account the negative effects of COVID-19 on budgetary revenue; (ii) the creation of a Special Appropriation Account (SAA) to manage budgetary operations relating to the response to COVID-19; (iii) Cameroon’s admission to the G20 countries’ initiative on the temporary suspension of debt servicing with a view to improving the financing of the fight against the COVID-19 pandemic; (iv) exceptional disbursements from development partners in support of the

financing of the global plan to fight COVID-19; (v) the signing of an ordinance raising the domestic debt ceiling, in order to increase the issuance of public securities, the security crisis and the African Cup of Nations (CAN Total Energies) 2021.

1.1.4 Persistent and growing rich/poor inequalities

Despite the acceleration of economic growth, there has been little progress in reducing income poverty because of increasing inequality, or rather, the poor distribution of wealth resulting from this growth. Data from the fourth Cameroon Household Survey (ECAM 4), conducted in 2014 indicate that the proportion of the population living below poverty line has fallen by only 2.7 percentage points (37.5%)⁸, compared to the poverty incidence recorded in

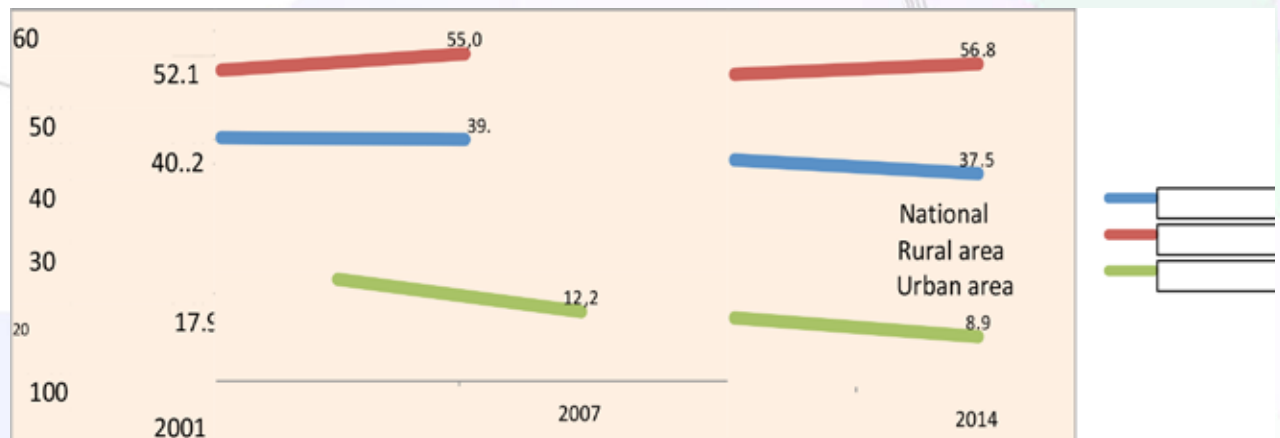
¹⁰ INS, (EC-ECAM 2016, Edition 2018)

ECAM 2 in 2001 (40.2%), as shown in *Figure 1.1.3(a)*. This result falls far below the progress that was required to meet the target set in the PRSP, that is, to reduce the poverty incidence to 28.7% in 2020. It also means that the absolute number of poor people increased from 6.2 million in 2001 to 7.1 million in 2007 and 8.1 million in 2014 (NIS 2015).

Gender-wise, 37.7% of women lived below poverty line in 2014, compared to 37.2% of men. Poverty also varies according to household size, according to the level of education of household's heads and according to whether you live in rural or urban areas.

The timid progress in poverty reduction reflects an increase in inequality, which has counteracted the effects of growth. The Gini coefficient which measures the degree of inequality on a scale from 0 to 1, increased from 0.39 in 2007 to 0.44 in 2014 (NIS 2015). In particular, the share of the poorest quintile of the population in total private consumption decreased from 6.0% in 2001 to 4.6% in 2014. As stated in Cameroon's official report on the country's performance against the Millennium Development Goals (MDGs), this increase in inequalities has been an aggravating factor in poverty, causing the *'inequality effect to outweigh the growth effect'*, which *'has benefited the better-off more than the poor'* (RoC 2015a).

Figure 1.1.3(a) : Incidence of poverty, 2001-2014 (% of population)



Source: RoC2015a.

Furthermore, poverty trends have been spatially divergent, further widening the gap between urban and rural areas and between the most disadvantaged regions and the rest of the country. While the incidence of poverty halved in urban areas, from 17.9% in 2001 to 8.9% in 2014, it increased in rural areas, from 52.1% to 56.8%, showing how weak were the efforts made in rural development. Beyond this relative performance, it is worth noting that Cameroon's Human Development Index (HDI) for 2018 stands at 0.563, which places the country in the 'medium human development' category and at the 150th position among 189 countries and territories¹².

1.1.5. An evolving administrative and political organisation

The Republic of Cameroon is a decentralised unitary State. It is a bilingual country with

⁸ In ECAM 4, the poverty line which is defined in relation with the consumption level was estimated at 931 CFA francs per adulequivalent and per day. Taking into account the inflation of previous surveys, this poverty line is actually equivalent to those presented in ECAM 2 in 2001 (637 CFA francs) and ECAM 3 in 2007 (738 CFA francs), thus, making it close to the poverty

English and French as official languages. The national territory is divided into 10 administrative

related data in these surveys. A population can be divided into 'quintiles' (or five groups), each including 20% of the population according to the level of consumption, income or wealth. The first quintile therefore includes the poorest one fifth of the population, which in the case of ECAM 4 is measured by the consumption level per adult-equivalent. ¹² UNDP Report on Human Development, 2019.

regions (2 English-speaking regions and 8 French-speaking regions), 58 Divisions and 360 SubDivisions, placed respectively under the authority of Governors, Divisional Officers and Subdivisional Officers. State authority is exercised by the President of the Republic and the Parliament. While the President of the Republic is the Head of the Executive, legislative power is exercised by two houses: an upper house, the Senate, established on 14 May 2013 and made up of 100 senators, including 26 women; a lower house, the National Assembly, which has 180 MPs, including 60 women. Judicial power is exercised by the Supreme Court, the courts of appeal and the courts of law.

Decentralisation is gradually being put in place with the adoption of the General Code of Regional Local Authorities (RLAs) in 2019, and above all, the effective transfer of powers to Regional Local Authorities since January 2010 in accordance with the 2004 laws. This new law gives more responsibilities to the RLAs in designing, financing, programming and implementing development programmes and projects in their area of competence. The RLAs comprise 10 regions (Regional Councils), 314 councils, 46 sub-divisional councils and 14 urban councils.

1.1.6. A security context marked by multiple crises

Since 2013, Cameroon is suffering the effects of three major crises whose consequences have negative impact on the economic and social fabric. These include the crisis in the Central African Republic which led to an inflow of refugees in Cameroon, the atrocities of the Boko-Haram group organised from the North East of Nigeria, which borders Cameroon through the Far North Region. The importation of the security crisis from Nigeria to the Far North of Cameroon, has caused the displacement of many Cameroonians inside and outside the region to safer areas. This immigration has given rise to a situation of vulnerability, both for the immigrants (Nigerian and Central African refugees and internally displaced persons) and for the host populations, who find themselves in a precarious situation and are forced to share their resources with these vulnerable people who no longer have any means of subsistence. In addition to these structural crises, there is a violent socio-political crisis in the North West and South West Regions since 2016. Persistent tensions have intensified in these regions since late 2017 and extremism continues to claim victims.

In 2020, Cameroon was home to about 1,790,466 people in a humanitarian situation⁹, including 418,623 refugees and 9726 asylum seekers mainly from three neighboring countries in open or specific crisis (Nigeria with Boko Haram, the conflict in CAR and Chad), around

1,362,117 ¹⁰ internally displaced. It is equally experiencing recurrent natural disasters, which very often cause the displacement of several people.

1.1.7. The persistence of patriarchal and virilocal norms

At the socio-cultural level, Cameroon is a mosaic of about 280 ethnic groups, including six major groups (Semites, Hamites, Bantus, Semi-Bantus and Sudanese, and many mixtures). The Sudanese, Hamites and Semites who occupy the northern regions (Adamawa, North and Far North) are generally Christians, animists or Muslims. The Bantu, Semi-Bantu and related peoples, as well as the Pygmies who live in the rest of the country, are predominantly Christian, animist or muslims. The Bantu, Semi Bantu and related people as well as the Pygmies who live in the rest of the country, are predominantly Christian and animist. The social organisation varies from one group to another. Among the Sudanese, Hamites and Semites, the social hierarchy is strong and power is generally centralised. Among the Bantu, Semi-Bantu and related groups, power most often is partly based on those that govern the functioning

⁹ Government, IMO, OCHA, Facts Sheet 2020

¹⁰ Internally displaced in the North West : 679.393, internally displaced in the Far-North : 321.886, internally displaced who have returned home : 360.838

of non-hierarchical societies. ¹¹The religious landscape is dominated by Catholics (38.4%), Protestants (26.3%), Muslims (20.9%), alongside the followers of traditional religions (animists) and emerging Christian religions¹².

Despite its great ethnic diversity, Cameroon has a common socio-cultural background, characterized by habits and customs, most of which encourage exclusions or restrictions based on gender and consecrate the primacy of men in several areas¹³. These include the exclusion of women from having access to land, the primacy given to the man and sometimes to other family members as concerns to the number of children a woman should have, beliefs that limit women's access to reproductive health services, child and forced marriages, etc. In addition, social representations of male and female roles in the Cameroonian society still contribute to maintaining sexual disparities to the disadvantage of women. One of the most striking facts of this situation is the persistence of sociocultural constraints in certain regions in terms of schooling for children in general and for young girls in particular.

1.2. Cameroon's position with regard to the promotion of gender equality

Cameroon is anchored to international, regional and sub-regional guidelines and commitments regarding the promotion of gender equality and equity. In this respect, several legal instruments have been ratified. Resolutions and recommendations of international meetings have equally been integrated into the national normative framework, as well as into policy and strategy documents that promote equity and equality between women and men.

1.2.1. Adherence to international and regional legal and policy instruments

1.2.1.1. Domestication of the international and regional legal arsenal

In general, Cameroon has ratified the majority of international and regional conventions, treaties and resolutions promoting human rights and more specifically women's rights¹⁸. These include:

- the Charter of the United Nations (1945)
- the Universal Declaration of Human Rights (1948)
- the Geneva Conventions (1949) and their additional protocols of 1977
- the International Covenant on Civil and Political Rights (1966)
- the International Covenant on Economic, Social and Cultural Rights (1966)
- the Convention on the Elimination of all Forms of Discrimination Against Women (1979)
- the United Nations Resolution 1325 (2000) and related Resolutions on "women, peace and security"
- The United Nations Convention against Transnational Organised crime (2003) and related protocols.

At the regional level, several instruments that recognise the equal rights and duties of women and men and prohibit any discrimination against women, have also been ratified. These include:

- the African Charter on Human and Peoples' Rights (1981) ;
- the African Charter on the Rights and Welfare of the Child (1990) ;
- the Protocol on the Rights of Women in Africa (2003) ;
- The African Charter on Democracy, Elections and Governance (2007).
- the African Union Convention for the Protection and Assistance of Internally Displaced

11 BUCREP, *National Report on the State Population, 2014*.

12 BUCREP, *National Report on the State Population, 2011*.

13 BUCREP, *National Report on the State Population, 2011* ¹⁸ See Annex 2

Persons in Africa (Kampala Convention) (2009) ;

1.2.1.2. Adherence to the resolutions of international conferences

Cameroon has always taken part in major international meetings held on development issues, most of which have addressed gender concerns. Among the most important, one can mention:

- the Mexico Conference (1975) ;
- the Copenhagen Conference (1980) ;
- the Nairobi Conference (1985) ;
- the Rio Conference on the Environment and Sustainable Development (1992) ;
- the Vienna Conference on Human Rights (1993) ;
- the World Summit on Social Development (1993) ;
- the International Conference on Population and Development (ICPD, 1994) ;
- the Beijing Global Conference on Women (1995) ;
- the United Nations Conference on the 3rd Millennium (2000) ;
- The United Nations Agenda 2030.

At the regional level, Cameroon has subscribed to the following:

- the African Platform for Action (1995) ;
- the Solemn Declaration on Gender Equality in Africa (2004) ;-
- the African Union Gender Policy (2008) ;
- The African Union's Agenda 2063 (2015).

1.2.2. Overview of the evolution of national development orientations, priorities and perspectives on gender equality

Although they are non-binding, the various international and regional plans have always guided public policies on gender equality and women's empowerment in Cameroon.

1.2.2.1. Internal normative framework

Cameroon's legal landscape is favourable to the promotion of gender equality. In its Fundamental Law No. 96/06 of 18 January 1996, Cameroon reaffirms the attachment of its people to the principles enshrined in the Universal Declaration of Human Rights, the United Nations Charter and the African Charter on Human and Peoples' Rights. In this respect, the Preamble to the Constitution states that *"every human being, without distinction of race, religion, sex or creed, possesses inalienable and sacred rights"*, and that all *"Men are equal in rights and duties"*. This reminder of the universality of human rights has not obscured the protection of rights by category. Thus, *"the Nation protects women, the young, the elderly and the disabled"*.¹⁴

This position in favour of gender equality, non-discrimination and the protection of women is one of the basic principles of public policy and is reflected in the domestic legal arsenal through several legislative and regulatory provisions²⁰. This include without being exhaustive:

At the legislative level:

- the Civil Code (1804) ;

¹⁴ Law No. 96/06 of 18 January 1996 on the Constitution of the Republic of Cameroon²⁰ See Annex 3

- the Matrimonial Causes Act (MCA 1973) ;
- the Probate non Contentious Rules, the Wills Act (1837) ;
- the Administration of Estate Act (1925);
- Ordinance No. 81/02 of 29 June 1981 on the organisation of civil status and various provisions relating to the status of natural persons;
- Law No. 92/007 of 14 April 1992 on the Labour Code;
- Law No. 2005/007 of 27 July 2005 on the Code of Criminal Procedure;
- Law No. 2009/04 of 14 April 2009 on the organisation of legal aid ;
- Law No. 2010/002 of April 13, 2010, relating to the protection and promotion of disabled persons;
- Law No. 2011/024 of 14 December 2011 on the fight against human trafficking and smuggling;
- Law No. 2012/01 of 19 April 2012 on the Electoral Code ;
- Law No. 2016/007 of 12 July 2016 on the Penal Code;
- Law No. 2021/018 of December 16, 2021 authorizing the President of the Republic to ratify the United Nations Convention on the Rights of Persons with Disabilities, adopted on December 13, 2006.

At the regulatory level:

- Decree No. 94/199 of 7 October 1994 to lay down the General Statute of the Civil Service;
- Decree No. 95/048 of 8 March 1995 to lay down the Statute of the Judiciary with its subsequent amendments;
- Decree No. 2011/020 of 4 February 2011 to lay down the special status of civil servants of the Registries;
- Decree No. 2012/539 of 19 November 2012 on the special status of the officials of the National Security;
- Decree No. 2018/6233/PM of July 26, 2018 establishing the terms of application of Law No. 2010/002 of April 13, 2010 on the protection and promotion of people with disabilities;
- Decree No. 2001 / 188 of 25 July 2001 on the Special Status of Active Officers of Defence forces.
- Decree No. 2021/751 of December 28, 2021 ratifying the United Nations Convention on the Rights of Persons with Disabilities, adopted on December 13, 2006.

With regard to women's access to justice, this has been based on the principle of equal treatment of the litigants, which is one of the guiding principles of the distribution of justice and the examination of cases¹⁵. Article 1-1 of the Criminal Code states that criminal law is binding on all. Equality before the courts implies free access to justice and equal treatment before the judge. In this respect, the Preamble to the Constitution provides that the law shall ensure the right to justice for all. In addition, Law No. 2009/004 of 14 April 2009 on the organisation of legal aid has been adopted. Thanks to the provisions of this law, a full or partial exemption from legal fees is granted to needy persons, including women in the process of divorce with minor children under their care and with no income of their own, in order to facilitate their access to justice. Moreover, this law offers women who have been abandoned by their husbands and who have no resources the benefit of legal aid as of right, in order to obtain in court, maintenance for their

¹⁵ MINPROFF, *Cameroon's Report on the 25th anniversary of the Beijing programme and platform for action (2014-2019)*

children and for themselves.

1.2.2.2. National development policy documents

•The Long Term Development Vision

Cameroon’s development Vision by 2035 is that of “**an emerging country, democratic and united in its diversity**”. At the economic level, the realisation of this vision means that Cameroon is entering into the era of a sustainable social development with a strong, diversified and competitive economy.

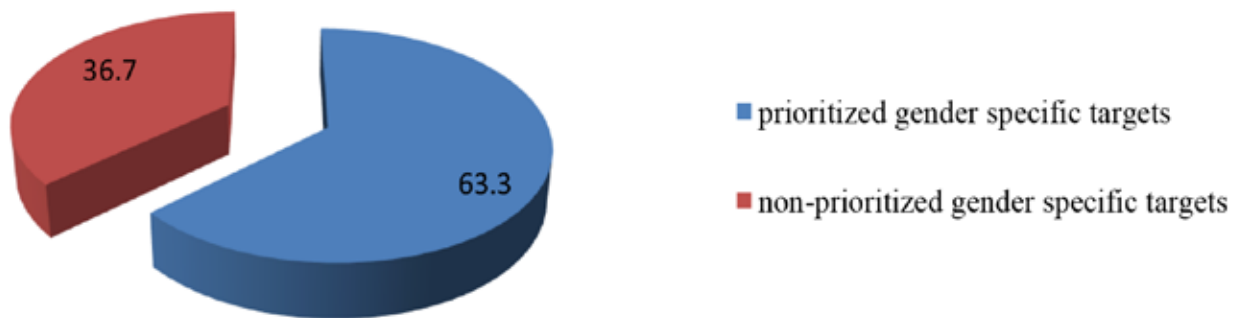
The Vision includes four broad intermediate objectives, namely :to reduce poverty to a socially acceptable level; to become a middle-income country; to reach the stage of a Newly Industrialized Country; to strengthen national unity and consolidate the democratic process. In addition, government authorities believe that, while the creation of wealth is an essential pillar of poverty reduction, it must be accompanied by job creation which is a means of redistributing income and fighting against social and institutional discrimination based on gender. Thus, Vision 2035 addresses gender concerns, specifically under section III.1 on national integration and consolidation of the democratic process.

For the implementation of Vision 2035, the Cameroon Government, under the leadership of the Ministry of Economy, Planning and Regional Development (MINEPAT) and support from the United Nations agencies, has also initiated the process of inclusive localization of the SDGs since December 2015. This process is based on paragraph 55 of the 2030 Agenda whose aims for each country, is to identify the SDGs and the relevant targets with regard to its national context, its policies and development priorities. At the end of the process, 153 targets out of 169 were contextualized in the case of Cameroon.

With regard to SDG 5 “Gender Equality”, specifically dedicated to gender, all its targets were retained by Cameroon, notably, 5.1, 5.2, 5.3, 5.4, 5.5, 5.6, 5.a, 5.b and 5.c. In addition to these, several other targets specifically addressing gender issues have also been contextualized, in particular the targets of MDGs 1, 2, 3, 4, 6, 8, 10, 11, 13 and 16.¹⁶

So, the gender related targets represent 19.6% of the overall number of contextualized targets. Given that the contextualized targets will not be implemented simultaneously, but rather gradually, one of the major innovations introduced in the 2030 Agenda concerns the prioritization process of contextualized targets. Of the 30 contextualized gender-specific targets, Cameroon has given priority to 19, which represents 63.33% of the contextualized gender-specific targets and 16.52% of the overall targets prioritised.

Figure 1 : Distribution of contextualised targets integrating gender



Source: Cameroon Gender Profile, 2020

• The Growth and Employment Strategy Paper (GESP)

With regard to the promotion of gender, it was stated in the **GESP** that the Government shall continue to raise the parents’ and communities’ awareness for girls to enjoy the same conditions for access to education. In the same vain, the State and the community shall ensure girls’ representativeness in all sectors, in terms of vocational training, higher education or access to employment.

¹⁶ National Document on the contextualisation and prioritisation of the Sustainable Development Goals (SDGs) for Cameroon, 2017.

- **The National Development Strategy 2020-2030 (NDS30)**

The new Development Strategy takes into account the need for greater social cohesion, so that all Cameroonians can enjoy the fruits of growth considered as the result of a collective effort, in a spirit of national solidarity. This is why the so cherished principle of equity and balanced development guides all the orientations and priorities indicated in this document.

The NDS 30 is built around four pillars:

- Structural transformation of the economy ;
- Development of human capital and well-being;
- Employment promotion and economic integration;
- Governance, decentralization and strategic management of the State.

It is consistent with the objectives of Agenda 2030 on sustainable development and also takes into account the major orientations of other supranational agendas such as, the African Union Agenda 2063, CEMAC Vision 2025, COP21, etc. Concerning the SDGs specifically, they are addressed in such a way that the content comprises enough sector actions.

With regard to gender, commitments in favour of gender equality are announced in the National Development Strategy (NDS) 30. The lack of equality constitutes a factor of underdevelopment and a major problem that need to be solved to achieve emergence.

Section 4.5.4. on the Promotion of gender and equity specifies that for the period covering the strategic development framework, the Government intends to : (i) pursue its policy of equitable access for girls and boys, men and women to education, training and information; (ii) strengthen programmes designed to encourage female and youth entrepreneurship; (iii) intensify consultations with the banking system to open up credit to this section of the population; (iv) intensify measures to combat gender-based violence (GBV); (v) enact principles to ensure better representation of women and young people in public and political life; and (vi) continue strengthening the institutional framework for the promotion and protection of women's rights¹⁷. In addition to this section, gender issues are also addressed in all four pillars of the NDS 30, either explicitly or tacitly.

1.2.2.3. National gender equality policies and strategies

These mainly include the Policy for the Integration of Women in Development, the National Population Policy, and strategies directly related to this topic.

- **The Policy for the Integration of Women in Development**

In 1997, the Cameroonian government drew up and adopted its very first policy document on the promotion of women. This document defined government priorities and strategies in this area. This was the Policy Declaration assorted with the National Action Plan for the Integration of Women in Development (NAPIWD). The seven areas of intervention that emerge from this document stem from the twelve critical areas and recommendations of Beijing.

As titled, the Policy for the Integration of Women in Development was based on the approaches of the same name and did not prosper much with the advent of the gender approach. Nevertheless, its implementation has been successful and has enabled Cameroon to make enormous progress in the promotion of women.

- **The National Social Protection Policy**

Adopted in 2017, the National Social Protection Policy (NSPP) places emphasis on the fight against poverty among socially vulnerable groups, notably children, young people, women, people with disabilities and indigenous population. It is aim at bringing together all current initiatives in the different sector strategies likely to directly address, vulnerability, lack of capacity and chronic poverty, taking into account regional and local specificities.

- **National Population Policy Declaration**

In 2002, the National Population Policy Declaration (NPPD) was updated following the 1994 ICPD and the September 2000 Millennium Summit. It enshrines the gender approach as an approach to development and aims in particular to universalise quality primary education, promote functional literacy for both sexes and reduce gender disparities in all sectors of economic and social development.

- **The National Gender Policy 2011-2020**

In order to address the challenges, it faces in terms of gender and in particular the achievement of the related MDGs, the Government of Cameroon also adopted a National Gender Policy (2011-2020) to serve as a framework for guiding interventions in the area of promoting gender equality and equity. The general objective of this policy was to contribute to the systematic elimination of inequalities between women and men.

- **Sector strategies**

Sector strategies integrating gender have equally been developed. These include the Strategy to combat Gender-Based Violence (2018-2020), the National Action Plan of Resolution 1325 on Women, Peace and Security (2018-2020), the National Action Plan for the elimination of female genital mutilation, the Women, Families and HIV/AIDS Sector Plan, the Health, Rural Sector and Education Sector Strategies....

- **Gender Responsive Budgeting**

It refers to strong commitments translated by relevant prescriptions during the preparation of the budget. These include among others the various presidential circulars on the preparation of the State budget and, circular No.00000023/C/MINFI of 02 August 2022 on the integration and the evaluation of the gender responsive budgeting in the budget of the State. These various regulatory documents recommend the effective and efficient implementation of the Multi-sectoral plan relating to the National Gender Policy (NGP), through adequate programming of the actions of each ministry.

In addition to these high-level orientations, in 2021, Cameroon developed its very first Gender Budget Document, which was appended to the 2022 Finance Law. This document sheds light on public action regarding the promotion of equality between men and women, boys and girls, by establishing the essential links between the policies implemented and the required budget allocations. Its main objective is to present the efforts made by the government and public administrations in promoting gender equality, by analyzing the programmes and projects from a gender perspective, taking into account the ministries' budgets and their impact on the population.

1.2.2.4. The institutional framework

Several structures are involved in the promotion of gender equality and the empowerment of women.

- **The Ministry of Women's Empowerment and the Family (MINPROFF)**

The Government structure in charge of promoting gender equality and women's empowerment in Cameroon is the Ministry of Women's Empowerment and the Family that was created in 2004 by Decree No. 2004/320 of 08 December 2004. This Ministry is responsible for the formulation and implementation of government measures relating to the promotion and respect of women's rights and the protection of the family. As such, it has as duties to:

- ensure the elimination of all discrimination against women;
- ensure the increase of guarantees of equality for women in all spheres of life;
- study and submit to the Government conditions to facilitate the employment of women in all spheres of life;
- study and propose strategies and measures aimed at strengthening the promotion and protection of the family;
- study and propose measures aimed at promoting and protecting the rights of the child.

- **Other sector ministries and semi-public institutions**

The cross-cutting nature of the gender approach in all development programmes entails the consideration of gender equality both at the conception phase of the sector policies and at the evaluation phase of their implementation. This is why in addition to the Ministry of Women's Empowerment and the Family, other sector ministries are equally involved in the implementation of the National Gender Policy. Thus, gender focal points and in certain cases, gender committees/units have been designated and established within all the ministerial departments, to ensure proper follow-up of the integration of gender in their respective fields. With the application of the Gender responsive budgeting approach since 2022, the objective is to extend this role to all the actors of the Planning, Programming, Budgeting and Monitoring-Evaluation chain in order for gender to be effectively reflected in budgetary documents.

- **The Regional Local Authorities**

Regional Local Authorities (RLAs) in Cameroon include the Regions and the Councils. Actions for gender mainstreaming are taken at the level of the councils with the development of a gender strategy within the RLAs, the consideration of gender in drawing-up the Councils Development Plans (CDPs) and activities for the capacity building of the local representatives. As the councils and regions now constitute the turning point of local democracy, they offer the opportunity to facilitate gender equality and the empowerment of women in local governance.

- **The Technical and financial partners**

The Technical and financial partners accompany the Government in achieving its gender goals. This support is provided either individually or in a coordinated manner. This is the case with platforms such as the Multi-partners Committee (CMP) or the Cooperation Framework Plan between the United Nations agencies and the Government on Sustainable Development.

- **The Civil society**

Conscious of the fact that the civil society is a privileged partner in development, the State has organised this sector through the laws of 1990 on rights and freedoms.¹⁸

Civil Society Organisations (CSOs) are essentially made up of national and international Non-Governmental Organisations (NGOs), religious and traditional organisations that play a greater role in advancing action towards gender equality in Cameroon. Acting on several fronts (political dialogue, advocacy, sensitisation, implementation, reporting to treaty bodies and monitoring the application of the recommendations, etc.) and in different fields of the national life (governance and participation in politics, public policies, peace and security, education, health, gender-based violence, humanitarian action, economic empowerment, access to land, etc.), these structures work to impulse action, call the attention of and collaborate with the State and the Private Sector. Their networking with regional and international movements have witnessed outstanding progress that will likely produce positive results for gender equality.

- **Community-Based Organisations**

Following the liberalisation of the economic and social life in Cameroon, regroupings and associations are created and function on the basis of applicable laws. Their multifaceted aims are most often to address the problems faced by their members, improve their living conditions and thus, fight against poverty.

It is under this chapter that fall the women's associations and those promoting the woman, networks of associations, Economic Interest Groups (EIGs), Common Interest Groups (CIGs), Cooperatives. While in practice it is recognised that CIGs, EIGs and Cooperatives operate legally, it is however true that most of the networks and associations as well as other regroupings do function without a legal base. This is what justifies the dysfunctions noted with regard to their structuring and collaboration with other government structures.

¹⁸ Law No. 90/53 on freedom of association, Law No.92/006 of 14 August 1992 on Cooperatives and Common Initiative Groups (CIG), Law No. 93/015 of 22 December 1993 on Economic Interest Groupings (EIG), Law No. 99/014 of 22 December 1999 ruling Non-Governmental Organisations.

The reform of public administration in Cameroon to accompany the NDS30 shall certainly imply the capacity building of the ministries and regional and local authorities in mainstreaming gender, but also in ensuring a positive transformation of men-women relationships in the society.

1.1.3. Main results of the review of the implementation of the first generation NGP

As mentioned above, in 2011 Cameroon developed a National Gender Policy which constituted the reference framework for its interventions in this area and which was aligned with the Growth and Employment Strategy Paper (GESP).

The review of this policy framework, conducted in 2020, identified a number of achievements to be consolidated, the most significant being:

- the evolution of the normative framework with the ratification of several international and regional instruments and the adoption of the 2012 Electoral Code, which includes provisions on gender equality, the Penal Code, aligned with certain provisions of the CEDAW;
- the relative decline in the maternal mortality rate and HIV prevalence, especially among women;
- the improvement of gender parity in primary and secondary education and an increase in the number of girls in higher education;
- a relative decrease in the rates of gender-based violence in all its forms;
- the improvement of women's representativeness in decision-making positions, especially during the past electoral cycle.¹⁹

Despite this performance, shortcomings have been noted in the advancement of gender equality in Cameroon. Indeed, the vast majority of women continue to suffer disproportionately from poverty and illiteracy. They are still subject to serious violations of their human rights, including sexuality and reproductive health, gender-based violence and harmful cultural practices. They still suffer, more than men, from the effects of the HIV/AIDS pandemic and many of them still risk dying while giving birth. Girls are still experiencing early marriages and pregnancies, despite Government efforts in this area.

At the economic level, the low economic power of women and the burden of house chores continue to limit many women from carrying out income-generating activities, for which significant efforts have been made in recent years to increase the rate of access to financial and non-financial services offered by the Decentralised Financial Services (DFS) and other institutions.

In terms of political participation where significant progress has been made thanks to the provisions of the 2012 Electoral Code, actions need to be developed to achieve equal representation in Parliament, in local and regional authorities as well as in all decision making spheres, in line with international and regional standards.

With regard to the exercise of rights, a policy planning approach based on the law is envisaged in order to create the conditions for the effective enjoyment of women's rights, to complete the elimination of discrimination between women and men at all levels and to ensure the protection of the moral and physical integrity of women. Furthermore, the coexistence of positive law with customary law, the persistence of social norms that discriminate against women and the inaccessibility of the courts in rural areas are the causes of the significant gap between the laws and their application, the reduction of which remains a challenge to be met.

The insufficient consideration of gender in policies, programmes and budgets at national and local levels calls for the strengthening of the gender mechanism while improving the civil society's positioning in this mechanism.

The review of the NGP has equally revealed some shortcomings in its implementation, notably: (i) lack of knowledge of the precise content of the NGP by key actors and by the RLAs; (ii) gaps in the gender mechanism (made up of Focal Points) and in current operating modes; (iii) the non-functionality of the NGP implementation mechanisms; (iv) poor planning and monitoring of the implementation of activities.

19 MINPROFF, *Report on the situational analysis, Revision process of the NGP, 2020*

On the basis of these various observations and in the light of new national issues and challenges, it was recommended, among other things:

- to align the NGP with the new strategic development framework in order to ensure programmatic coherence with the NDS 30;
- to take into account the humanitarian and security situation in the country;
- to take into account the context of decentralisation by putting the population at the heart of the development of their own communities;
- to take into account the updated data from the Gender Profile.

CHAPTER II: OVERVIEW OF GENDER INEQUALITIES AND DISPARITIES

Despite the efforts of the government and its partners, gender issues remain a concern in Cameroon. They are becoming “systemic issues”, affecting all sectors and obstacles to inclusive growth. The analysis of gender inequalities and disparities will be carried out according to the intervention pillars of the NDS 30 and will make it possible to address the situation of men and women in: (i) the structural transformation of the economy, (ii) the development of human capital and well-being, (iii) the promotion of employment and economic integration, (iv) governance, decentralisation and the strategic management of the State.

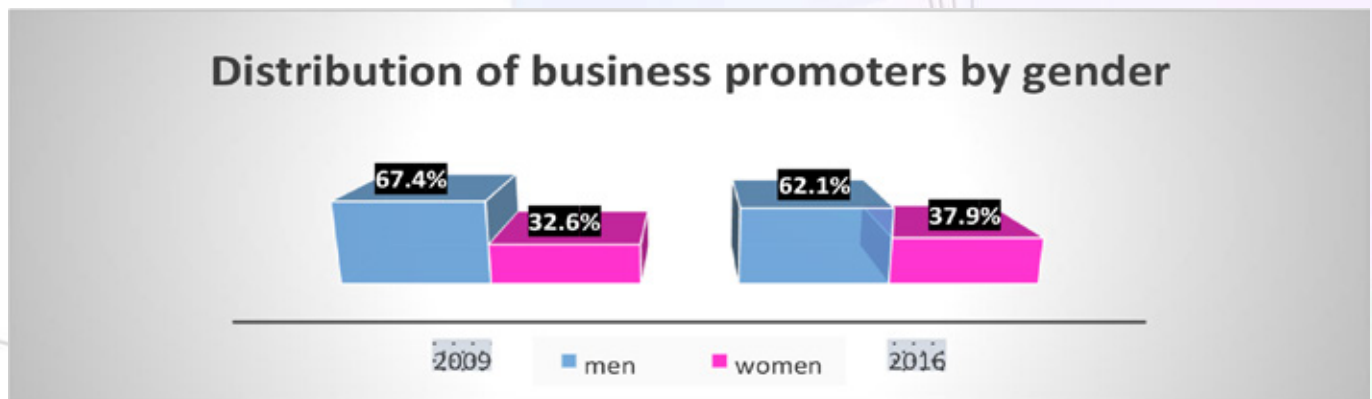
2.1. The differentiated situation of women and men in the structural transformation of the national economy

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

2.1.1. Industry, services and the private sector

The analysis according to the gender of the promoter/manager shows that 62.1% of the enterprises are created by men against 37.9% by women²⁰.

Graph 3: *Distribution of business promoters by gender*



Compared to men, few women who start their own business are members of an employers’ association (17.9%); they have a low propensity to participate in the capital of one or more companies (20.2%); they are largely sole proprietors (94.8%); and they are not members of a trade union (27.7%). Almost all the businesses (94.3%) set up by women employ fewer than 5 people. Similarly, more than 9 out of 10 enterprises (95.2%) run by women are of an “initial creation” nature. In addition, only 8.8% of women entrepreneurs have higher education. One in five (20.3%) female business promoters has at least a bachelor’s degree or higher²¹.

2.1.2 Rural sector and food security

The gender situation in this sector shows that Cameroonian women represent more than half of the agricultural labour force²² and occupy a predominant place in certain sectors. Food crops (maize, cassava, millet, sorghum, plantain, groundnuts, rice, tubers, etc.) are mostly controlled by women. However, for crops such as sorghum and millet, there is a significant presence of men in northern Cameroon. As for cash crops (cocoa, coffee, cotton, etc.), which for many years were very profitable and under the control of men, the presence of women is increasingly noticeable. Women are more involved in the production, processing and marketing of foodstuffs, sectors in which men have become increasingly involved in recent years, due to the fall in the price of certain cash crops.

In terms of production in general, it is important to note that women invest more in family farms

20 NIS, Thematic Reports, 2018. Part II State of the Cameroonian industry.

21 NIS, Same

22 Republic of Cameroon, Rural Sector Development Strategy/National Agricultural Investment Plan SDR/PNIA (2020 - 2030)

characterised by the small size of the fields (less than 2 hectares) where they mainly produce various food crops, sometimes combined with coffee and/or cocoa. They are gradually moving into larger farms (2 to 10 hectares), particularly in the Centre and Littoral regions.

More than men, rural women are also the most affected by low productivity. Indeed, whether in the food or cash crop sector, women are generally faced with enormous difficulties, notably access to land, land ownership (for the most part they have the right to use and usufruct, but very few have the right to alienate land), agricultural inputs, financial resources (credit, subsidies, donations, etc.), modern agricultural techniques, appropriate equipment and technical supervision.

In the livestock sector, women are more involved in small-scale farming (poultry, sheep and goats, etc.), while cattle rearing is under the control of men. This sub-sector is influenced by a patriarchal organisation marked by the control of production factors (land, pastoral resources) by men. Continental, maritime and industrial fishing are the prerogative of men who use modern, high-performance and costly equipment, while continental artisanal fishing is reserved for women who use nets, pirogues and other rudimentary equipment. On the other hand, the processing, conservation and marketing of fish products are the responsibility of women, even if the revenue from sales often escapes them. Aquaculture is a new activity, still at the embryonic stage, and is mainly carried out by men because it requires significant investment²³.

At the level of public policy, the RSDS/PNIA 2020-2030 proposes to assess the respective responsibilities of women and men in any planned action including legislation, procedures or programmes, in all areas and at all levels, in line with the Gender Responsive Budgeting (GRB) approach.²⁴

2.1.3. Transport infrastructure, regional integration and the financial system

Drawing lessons (achievements and challenges) from previous gender experiences, the Ministry of Public Works in collaboration with the Ministry of Women's Empowerment and the Family and UN Women have developed two project-components on "**Support to specific and entrepreneurial activities of women**"²⁵ through the development of road-related activities that will benefit women in road projects. These projects aim to develop and make available to women living along the roads under construction, related socio-economic infrastructures that contribute to the improvement of family incomes, social resilience and participation in a perspective of sustainable and integral development of the region.

With regard to regional integration, national accounts figures for Cameroon, as in most of sub-Saharan Africa, indicate that poor women make up the majority of those engaged in the informal sector that crosses borders with other countries in the sub-region²⁶. However, activities related to informal cross-border trade (ICT) are marked by numerous difficulties. These include harassment by administrative officials (Customs, Trade, Transport), municipal officials in border towns, law enforcement bodies (Police, Gendarmerie), forest guards, and coast guards. The immediate consequences include the loss of goods, particularly raw/fresh produce, the increase in costs, etc. In addition to these constraints, women working in this sector are exposed to other risks such as rape, sex to cross borders, theft, etc.

As for the national financial system, it has been growing over the last thirty years. In addition to tontines and traditional financial institutions, there is a proliferation of organisations facilitating access to financial services such as credit or savings, but also to services aimed at protecting property and persons such as insurance²⁷. In 2014, less than 20% of men and 10% of women in Cameroon had an account with a formal financial institution. Low turnover, low profits, etc., make it difficult for women to develop their businesses and force them to adopt "maintenance" strategies²⁸. It must be noted that the rate of access to

23 MINEPAT, Cameroon Rural Sector Development Strategy 2015-2020

24 Republic of Cameroon, Rural Sector Development Strategy/National Agricultural Investment Plan RSDS/PNIA (2020 - 2030)

25 UN Women, Gender and Road Projects and Ring Road Project

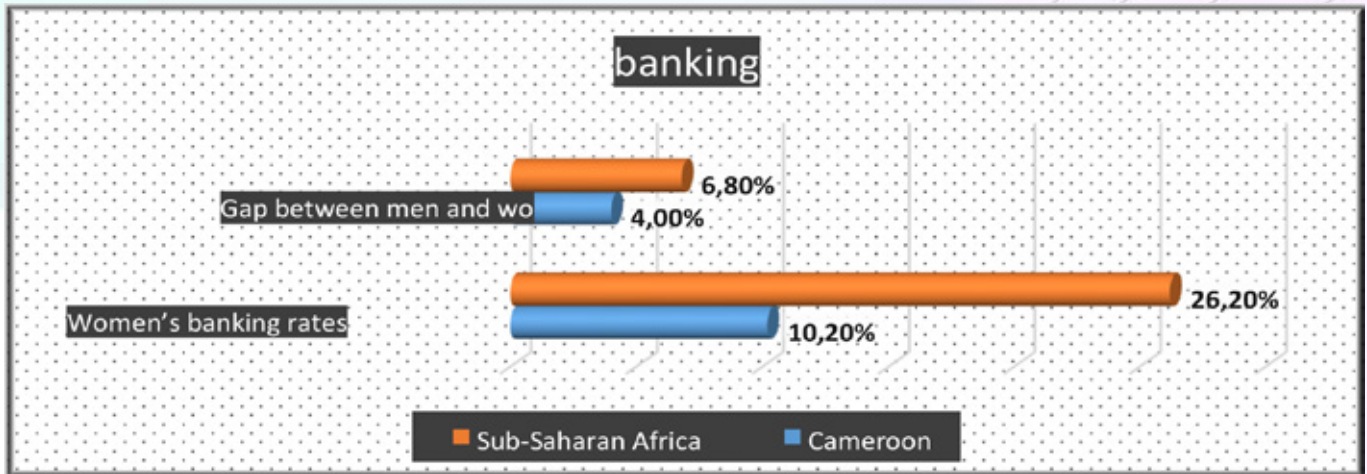
26 NIS, Second Survey on Employment and the Informal Sector, Summary Report

27 NIS, Second Survey on Employment and the Informal Sector, Summary Report

28 NEPAD, Gender, Climate Change and Agriculture Support Programme (GCCASP) in Cameroon, 2014

financial services is low in Cameroon, well below average for CEMAC and sub-Saharan Africa, but with a smaller gender gap, as shown in the graph below. The rate of use of informal financial services by women is as high as that of men.

Graph 4: Banking rate by gender



Furthermore, gender analysis shows that women are half as likely to have an investment loan (0.5%) as men (0.9%). According to the results of MICS 5 (2014), in the last 24 months prior to the survey, 17% of women aged between 15 and 49 had received a credit. Loans are mainly taken out from tontines and relatives/friends, regardless of the category of women considered. The main uses of the credit obtained are the creation of an income-generating activity, the financing of health expenses and the financing of education expenses²⁹.

2.1.4. Environment and climate change

Public authorities give an important place to the consideration of gender in the National Climate Change Adaptation Plan (PNACC). The Cameroonian government recognises the significant role played by women in agricultural production in rural areas. Agricultural activities in Cameroon are exclusively 90% rain fed; thus, irregular rainfall patterns due to climate change and variability have often resulted in large losses in terms of agricultural production. Consequently, the effects of climate change are seriously affecting the livelihoods of vulnerable groups, especially small-scale women farmers. Their long-term coping practices can no longer enable them to find solutions to the problems.

In terms of stakes and challenges, the above findings suggest that small-scale women farmers are not only vulnerable to climate change. Through the opportunities and assistance they are given, they can also be committed actors or agents of change in relation to climate change adaptation and mitigation.

2.2. Differentiated situation of women and men in Human Capital

The gender analysis of the areas covered in this section focuses on six (06) axes, namely: (i) education, training and employability; (ii) health and nutrition; (iii) gender-based violence (GBV) and harmful cultural practices; (iv) power of action and decision-making within the household; (v) access to basic social facilities; and (vi) social protection.

2.2.1. Education, Training and Employability

According to national authorities, education is important for increasing opportunities for economic inclusion, empowerment and for reducing inequalities in social status. The situation of education can be considered improved overall in Cameroon.

For example, the literacy rate for 15-64 years old is 77.7% and for 15-24 years old, 86%, thus reflecting intergenerational improvements.³⁶ This rate indicates that just over two-thirds (68%) of young women can read a simple sentence in French or English and that the literacy rate varies considerably according to area of residence (85% in urban areas versus 48% in rural areas)³⁰.

29 Cameroon, MICS 5 (2014).

30 NIS, EC-ECAM, 2016 Edition, 2018.

As regards basic education, almost one in four children aged 4 to 5 attends kindergarten and 6 to 12 attends primary school. For equity purposes, at national level, the gender parity index for primary school is 0.99, which means that children aged 6 to 11 have almost equal access to education regardless of gender. Some disparities are observed according to region, particularly in the Adamawa (0.92) and the North (0.93), where there is an imbalance in favour of boys. The other regions are characterised by near equality between the sexes³¹.

Considering primary education, there is almost no discrimination in the enrolment of girls and boys at national level. The girl/boy parity rate based on the adjusted net index at this level is 0.98. However, there are disparities between regions. Overall attendance at secondary schools is 58.27%, 63.11% of whom are boys and 53% girls. These data also show disparities between regions,³² with gender imbalances in Education Priority Areas (EPAs), for three main reasons: sociocultural constraints, the isolation of certain areas and poverty of the population.

In secondary education, just as at the primary level, there is virtually no discrimination in the education of girls and boys, the parity index for net secondary school enrollment rate is 0.92 for 2021-2022 academic year. Furthermore, the gross enrollment rate in schools is 47.50%, comprising 50.09% for boys compared to 44.92% for girls. The imbalances revealed by these data are accentuated in the Priority Education Areas (PEAs), for several reasons such as socio-cultural constraints, the enclaved nature of certain areas and the poverty level of the population etc.

At the higher level, Higher education dashboard shows a relative drop in girl's winners laureates at the end of the second cycle diplomas in both systems in Cameroon (Bac and GCE A-Level) between 2019 and 2020, but that the proportion of girls who are laureates is above 50%, the highest scores being at GCE A-Level where 56.66 % of the candidates admitted in 2020 are girls.

At that same period 2020, the number of female students also decreased compared to boys, but a slight increase was experienced in 2021. All the same, we note a considerable change in the number of girls in private institutions of higher education, thus reducing the gender gap at this level of education.

Table 1: Trends in the performance at Bac and GCE a-Level

Indicators	2019			2020			2021		
	W	M	%W	W	M	%W	W	M	%W
Total number of A-level (bac & GCE)	60949	55981	52,12	54861	51407	51,63	74308	72319	50,68
Number of baccalaureates (bac)	44985	44215	50,43	32331	34866	48,11	52143	55172	48,59
Number of GCE A-level	15964	11766	57,57	22530	16541	57,66	22165	17147	56,38

Source : Exploitation of Annual Statistic Yearbook 2021 MINESUP.

Table 2 : Evolution of the number of students in Higher Education

Indicators	2019			2020			2021		
	W	M	%W	W	M	%F	W	M	%W
Total number of student	160622	189876	45,83	167526	205675	44,89	183121	223427	45,04
Number of student (State Universités)	127768	159841	44,42	129147	172282	42,84	137079	186449	42,37

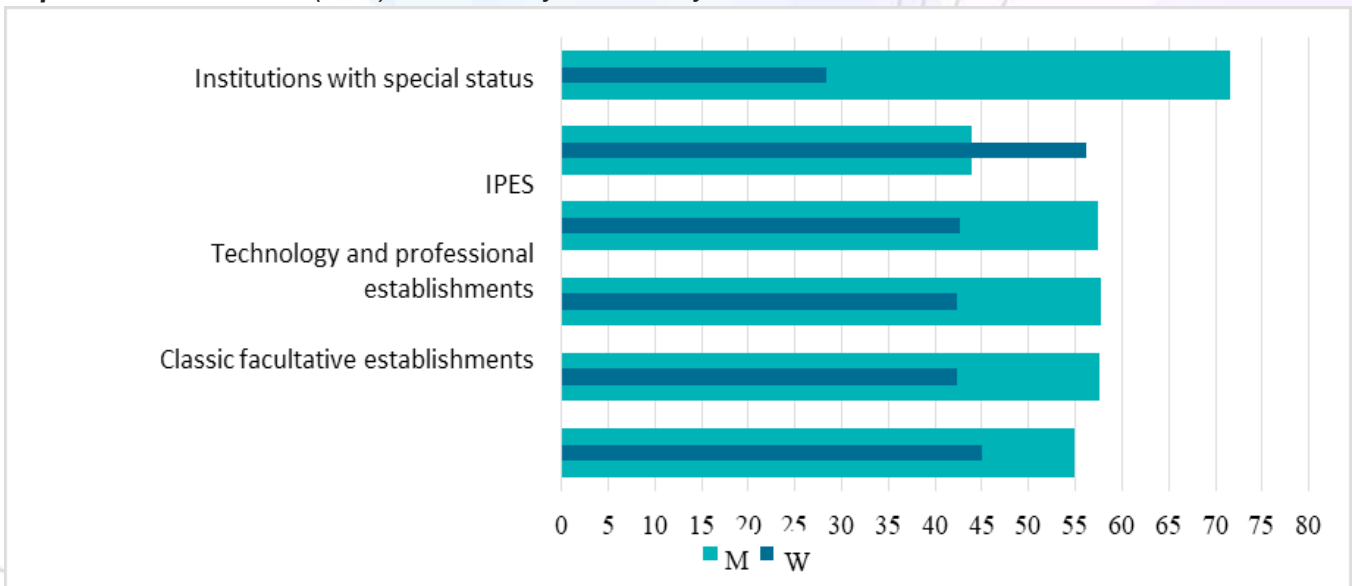
31 NIS, EC-ECAM, 2016 Edition, 2018.

32 MINESEC, Statistical data analysis report 2014-2015

Number of students (classical Faculties Etablissements)	99207	125020	44,24	100193	134666	42,66	105629	144077	42,3
Number of students (technological and professionnel establishment)	28561	34821	45,06	28954	37616	43,49	31450	42372	42,6
Number of students (IPES)	31646	27629	53,39	37541	31507	54,37	45454	35493	56,15
Number of student (Institutions with a particular status)	1208	2406	33,43	838	1886	30,76	588	1485	28,36

Source : Exploitation of Annual Statistic Yearbook 2021 MINESUP

Graph 5: Distribution of (in %) students by sex and by establishment in 2021



Source : Exploitation of Annual Statistic Yearbook 2021 MINESUP

Comparing these data to those of 2015 show a clear improvement where the number of students in public universities amounted to about 253,355 students against 229,056 in 2014 with an increase in girls' attendance rate, especially in certain courses such as medicine; here, we are even witnessing a reversal of the trend.

In terms of educational level, the DHSC-V data also show a gender gap in educational attainment. Overall, 14% of men and 23% of women aged 6 years or older have no education³³. In addition, 43% of men and 41% of women have primary education, 36% of men and 31% of women have secondary education. Very small proportions of men (7%) and women (5%) have higher education.

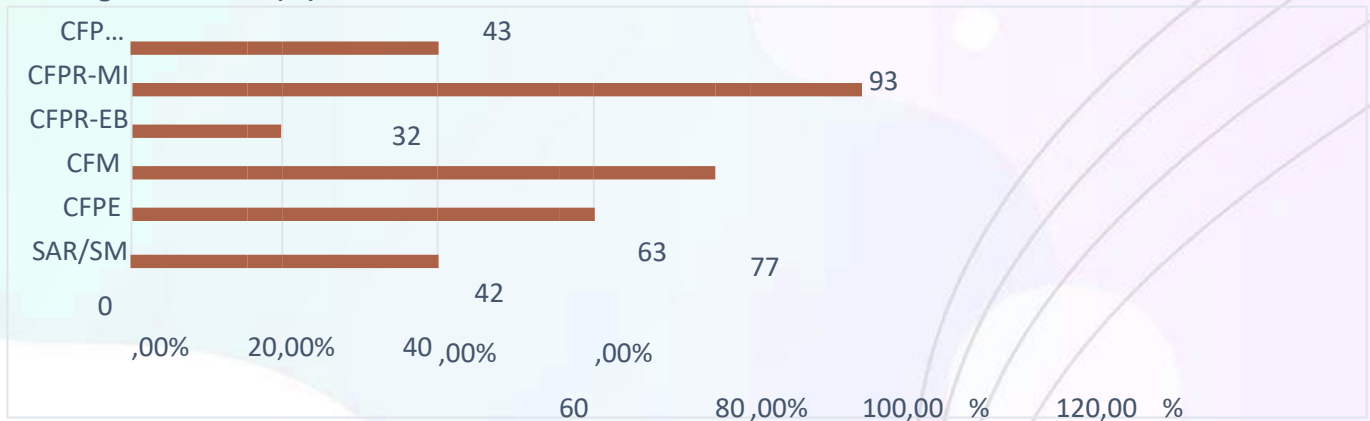
Graph 7: Distribution of men and women according to the level of education achieved

With regard to vocational training, the gender equality opportunity criterion is taken into account in the vocational training environment in Cameroon. Indeed, in public and private vocational training centres between 2016 and 2018, the percentage of girls increased from 43.4% to 50.6% between 2016 and 2018 for a total of 40,366 to 43,000 learners. Moreover, girls have greater access to vocational training under public structures, particularly the Rapid Vocational Training Centres (CFPR-MI) with a percentage of 93%. However, it should be noted that many girls are essentially enrolled in the Social and Family Economy, Clothing Industry and

Secretarial/Office Automation streams. They are gradually integrating the electronics and micromechanics streams, for which studies show that they have the required aptitudes to meet the demands of the related trades.

33 Republic of Cameroon, DHSC- V, 2018.

Figure 2 : Percentage of girls between 2016/2017 and 2017/2018 in the different types of training structures (%)



Source: Gender profile of Cameroon, 2020

Concerning the challenges in the sector, it must be noted that access to education for girls and boys at the various levels of education is quite good in Cameroon. However, strong disparities still exist between regions, especially in the so-called education priority areas which still have low access rates in the education system for girls. These disparities are aggravated by unequal distribution of the education budget. Between 2014 and 2016, the share of education in the total budget fell from 14.6% to 12.5%.

On the other hand, the drop-out of girls from school and universities remains a thorny problem. This is mainly due to:

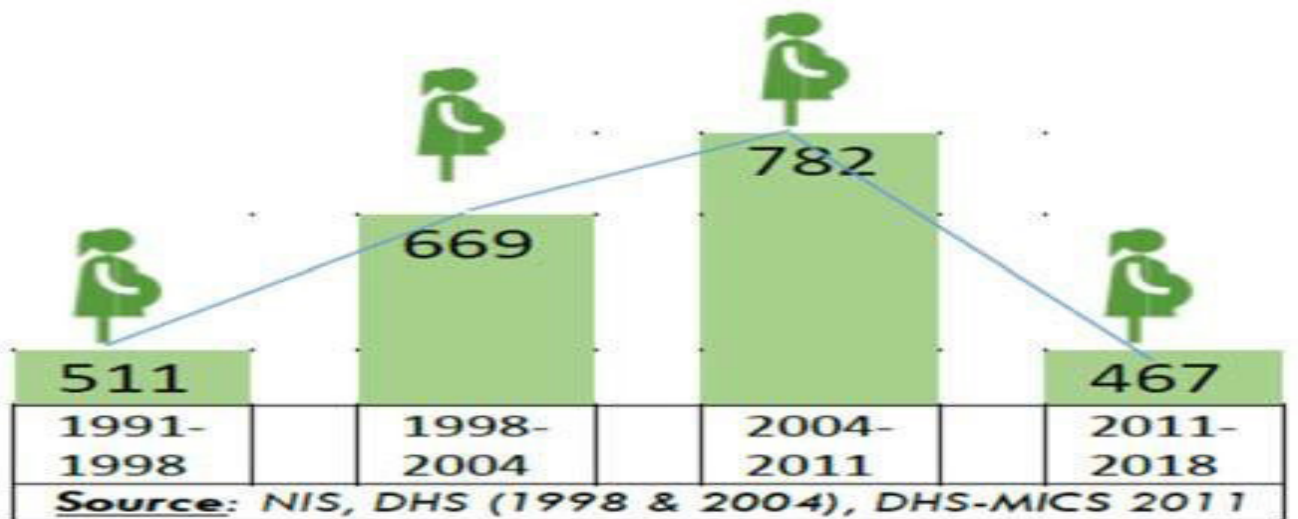
- patriarchal norms: some families do not value girls' education because women's roles and jobs would not create much income. Poor families give priority to boys' education;
- domestic and agricultural work mainly assigned to girls;
- early marriages of young girls and early and unwanted pregnancies;
- insecurity: some families are reluctant to send girls to school for fear of violence at school or on the way to and from school;
- parental poverty;
- security crises (North West, South West, East, Far North, North)

Certainly, Circular No. 02/22/C/MINESEC/CAB of 22 April 2022 of the Minister of Secondary Education, which lifts the sanctions that were imposed on the young girl who became pregnant in school, will improve the retention of girls in school.

2.2.2. Health and nutrition

In the area of health, the Maternal Mortality Ratio, although still high, has improved over the last 10 years. According to the 2018 DHSC-V, the maternal mortality ratio in Cameroon fell to 467 deaths per 100,000 live births over the period 2001-2018. This value is close to the national target set in the first phase of Vision 2035 (2010-2020) of 350 per 100,000 live births in 2020. In other words, in Cameroon, for every 1,000 live births in the 7 years prior to the 2018 DHSC, i.e., during the period 2012-2018, about 4 out of every 1,000 women died during pregnancy, childbirth, or in the 42 days following childbirth or the end of pregnancy, not including deaths due to accidents or acts of violence⁴¹.

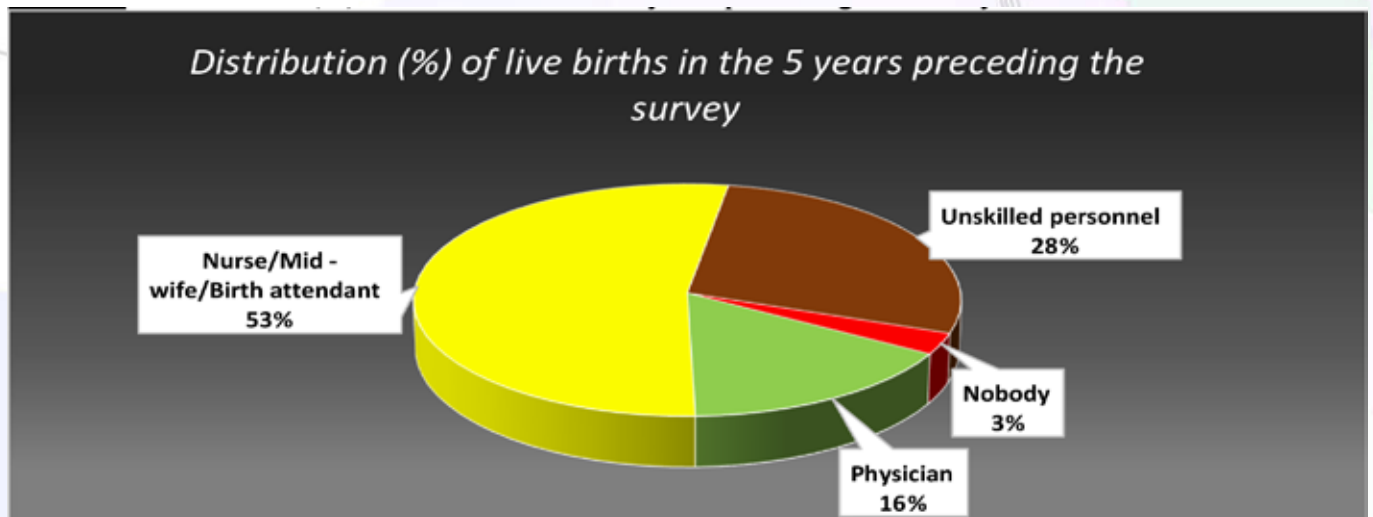
Figure 3 : Change in maternal mortality ratio per 100,000 live births



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

Access to antenatal and maternal health care and contraceptive methods also remains a major public health challenge in Cameroon. In 2018, only 69% of births were attended by skilled health personnel and only 19% of women who were married or in union were using any contraceptive method⁴². Among women aged 15-49 who had a live birth in the five years prior to the 2018 survey, 65% made at least four antenatal visits and for 41% of them, the first antenatal visit took place in the first term of pregnancy. Furthermore, almost three out of five women (59%) who gave birth in the previous two years received postnatal care within 48 hours of giving birth.

Graph 6: Distribution (%) of live births in the 5 years preceding the survey



In summary, the low rate of assisted deliveries³⁴, the inadequate management of obstetrical complications (16%) and the high maternal mortality rate reflect women’s limited access to health services. Factors include poor geographical accessibility, especially in rural areas, and low purchasing power of the population, especially women. In addition, the exercise of reproductive health rights and choices is an unfinished task. This situation is more worrying in rural areas where the use of contraception remains very low despite the adoption by the country of legislation favourable to the enjoyment of this right.

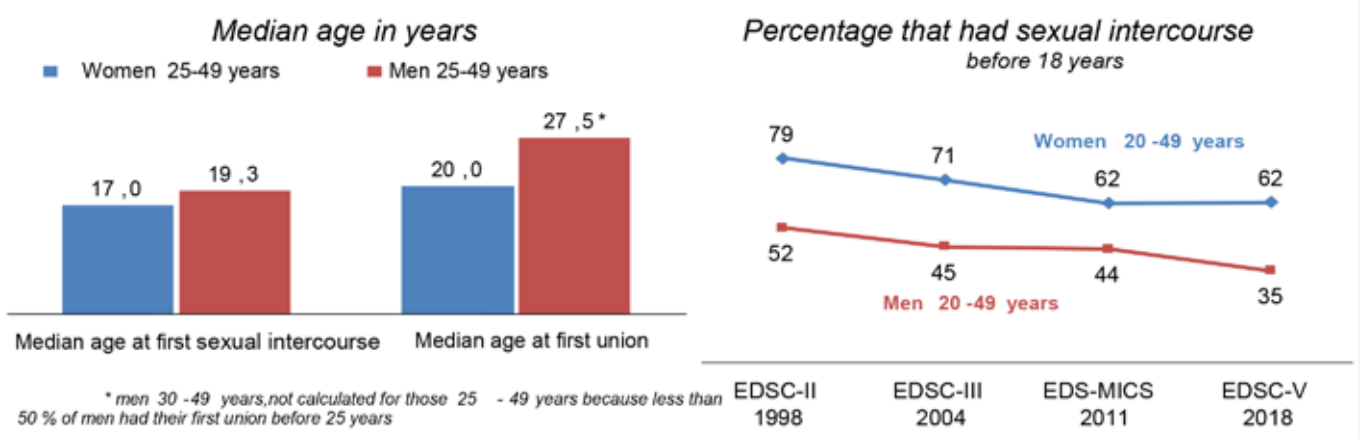
Regarding nutrition, anthropometric data (height and weight) collected from women during the DHSC-V 2018 indicate that the average Body Mass Index (BMI) of women aged 15-49 is estimated at 24.5. About 6% of women aged 15-49 are underweight: 4% in the mild form and 2% in the moderate and

34 Republic of Cameroon, DHSC- V, 2018.

severe form. In contrast, 37% are overweight: 14% are obese and 24% are overweight (BMI equal to or greater than 25).

Women’s sexuality remains early. With regard to first intercourse, the median age at first intercourse for women aged 25-49 is 17.0 years. Before the age of 15, 18% of women in this age group had already had their first sexual intercourse. This percentage is 64% before the age of 18 and 83% before the age of 20. Among men aged 25-49, the median age at first sex is 19.3 years. In addition, a significant proportion of women and men have their first sexual intercourse long before entering a union: the median ages at first intercourse and at first union are 17.0 and 20.0 years for women and 19.3 and 27.5 years for men.³⁵

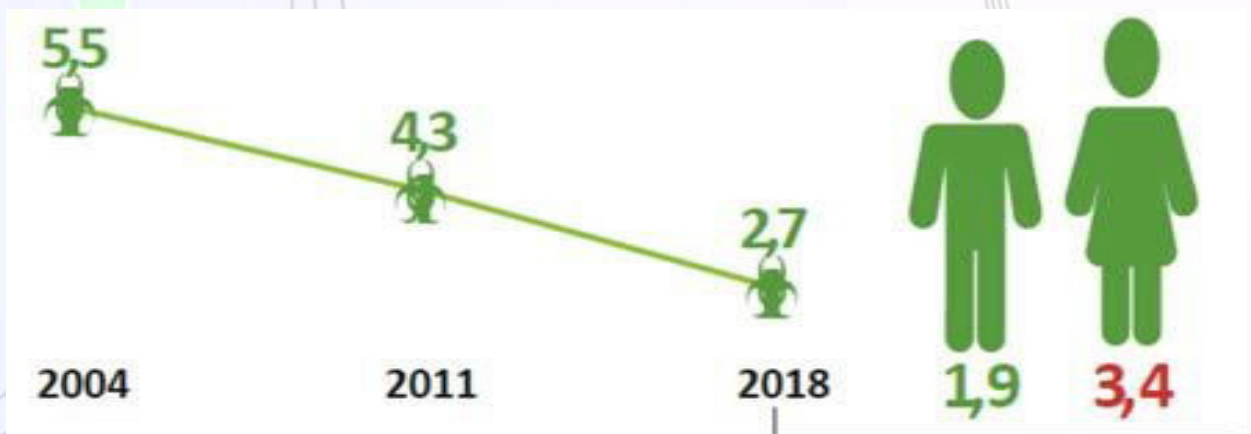
Graph 7 : Early sexuality of men and women



Cameroon still witnesses early and high rate of Fertility. Based on the TFR, the fertility level stands at 4.8, i.e. almost 5 children on average. The ideal number of children for women aged 15-49 and currently in a union is 6.0, compared to 7.2 for men of the same age group. Moreover, nearly eight out of ten births in the last five years (79%) took place at the right time and in 18% of cases, the mothers would have liked them to have happened later; on the other hand, 4% of births were unwanted.⁴⁵

With regard to HIV/AIDS, Cameroon belongs to the group of countries with a generalised pandemic. Although overall HIV prevalence among people aged 15-49 has declined from 5.4% in 2004 to 4.3% in 2011, and to 2.7% in 2018, women and girls are still more exposed to and affected by this pandemic (NIS, DHSC-V, 2018). Among women and men aged 15-49, 2.7% are HIV positive: 3.4% among women and 1.9% among men. Among those aged 50-64, the percentage is 4.8% for women and 1.9% for men. HIV prevalence is slightly higher among young girls (1.5%) than among boys (1.1%). With regard to prevalence by place of residence, among people aged 15-49, HIV prevalence in urban areas is 2.9 per cent, compared with 2.4 per cent in rural areas.³⁶

Figure 4 : HIV/AIDS prevalence (15-49 years)



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

35 Republic of Cameroon, DHSC-⁴⁵

Republic of Cameroon, DHSC -

36 Republic of Cameroon, DHSC- V, 2018.

With regard to mother-to-child transmission, the percentage of people who know that HIV can be transmitted from mother to child and the percentage who know about preventing transmission through the use of antiretroviral drugs are higher among women than among men. The percentages of women and men aged 15-49 who know the three ways of mother-to-child transmission of HIV are 64% and 54% respectively. Mother-to-child transmission during breastfeeding is the means most known by women (82%), while men are proportionally more likely to know about transmission during childbirth (74 %) ³⁷.

In terms of testing, the results show that 88% of women and 86% of men aged 15-49 reported knowing where to go for an HIV test. Moreover, compared to men, a higher percentage of women aged 15-49 said they had taken an HIV test and received the result (70% versus 55%). In contrast, 29% of women and 43% of men aged 15-49 reported that they have never taken an HIV test. ³⁸

The main determinants of the spread of HIV/AIDS among women and girls are linked to ignorance as a result of insufficient literacy among women, particularly in rural areas, of poverty affecting many families, early sexuality, witnessed mainly in rural areas than in urban areas for young men and even more so for young women, multiple sexual partnerships, the quest for an easy way out, women’s economic dependence, habits and customs, promiscuity and disbelief. The persistence of gender inequalities, risky sexual behaviour and the lack of health services available to women as well as their limited access to services justify this situation.

As far as COVID 19 is concerned, there is still no gender-specific research in this area. However, the results of two rapid assessment surveys show that, in addition to the differentiated behaviours of men and women in the face of the pandemic, the health crisis and the implementation of governmental measures have led to a general decline in women’s economic activity, which has had a negative impact on the household basket. ³⁹ The arrival of the pandemic has also increased the risks of GBV, including domestic violence (62%), poor access to means of subsistence (56%), survival sex (14%). ⁴⁰

As regards non-communicable diseases, the percentage of men aged 15-49 who were told by a health provider that they had high blood pressure and were taking medication to control it was lower than that of women (22% versus 15%). Also, 1% of both women and men aged 15-49 were told that they had high blood sugar or Diabetes. ⁵¹

Cervical cancer is still a thorny issue in the country. Slightly less than half of women (46%) have heard of cervical cancer, 28% are aware of a screening test but only 4% have ever been tested for the disease.

Finally, the prevalence of obstetric fistula has increased from 0.4% in 2011 to 0.3% in 2018. ⁴¹ According to the DHSC-V, Cameroon had 17721 cases of obstetric fistula in 2018. The proportion of women experiencing obstetric fistula has decreased from 23% in 2011 to 22% in 2018. ⁴²

2.2.3. Gender-Based Violence and Harmful Cultural Practices

With regard to gender-based violence, data analysis from the Demographic and Health Survey (DHS) carried out in 2018 indicates that 39% of women and 42% of men aged 15-49 years reported having experienced physical violence since the age of 15 caused by any person. Also, 18% of women and 14% of men experienced such violence in the last 12 months of the survey. It should be noted that the percentage of women aged 15-49 who experienced physical violence from any person in the 12 months prior to the survey increased from the 2004 DHSC-III to the 2011 DHS, from 21% to 27%; then it decreased to 18% in the 2018 DHS-V ⁵⁴.

37 n, DHSC-

38 n, DHSC-

39 BUCREP, Rapid assessment report on Covid-19 gender impact on the living conditions of men and women in Cameroun, 2020.

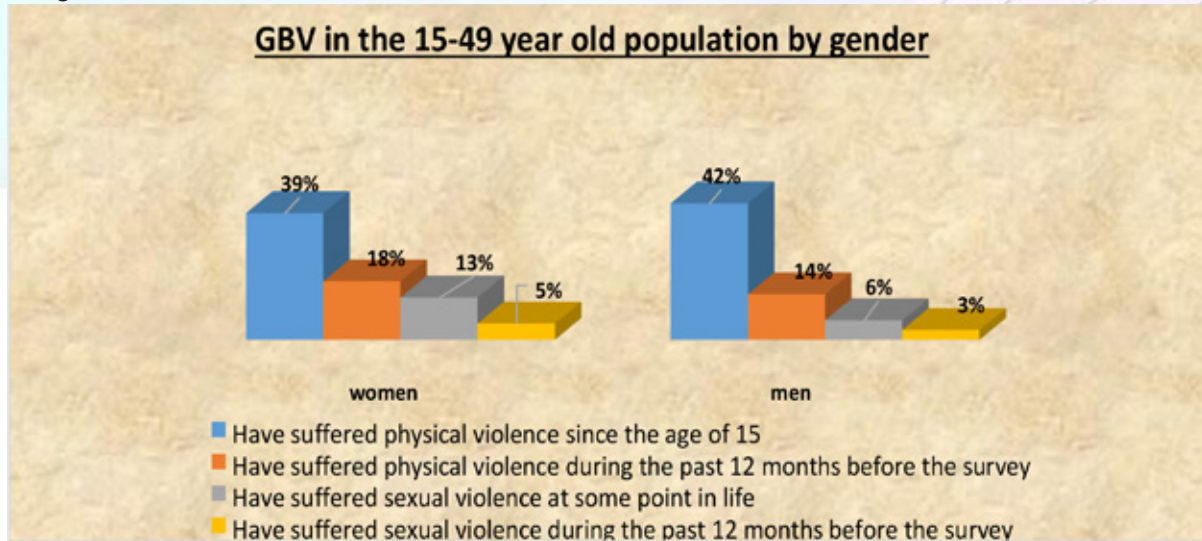
40 GBV Work Group Cameroon, rapid assessment report on the impact of Covid-19 on GBV and sexual and reproductive health services in the Littoral and West regions, July 2020 ⁵¹ Republic of Cameroon, DHSC-V, 2018.

41 Republic of Cameroon, DHSC-V, 2018.

42 n, DHSC⁵⁴ n, DHSC-

Although the results of the DHS, 2018 do not specify violence in school milieu, it should be noted that evidence led to the signing of circular N° 13/23/C/MINESEC/SG/DPPC/DAJ/DOVAS of November 10, 2023 relating to strengthening the fight against gender-based violence in school setting.

Graph 8: Percentage of women and men aged 15-49 who have experienced physical violence since the age of 15



Domestic violence remains the most prevalent form of violence in the country. More than four in ten (44%) women aged 15-49 in a union or relationship breakdown reported having experienced violence, in the form of emotional, physical and/or sexual abuse, at some point from a current or most recent husband/partner; in 32% of cases, this violence occurred recently, i.e. in the last 12 months of the 2018 DHSC survey. The most common forms of domestic violence experienced by women are physical violence (34%), emotional violence (29%), and sexual violence (10%)⁵⁵. Among women aged 15-49 who are currently pregnant or have been pregnant in the past, 7% reported having experienced physical violence during a pregnancy, regardless of the perpetrator⁵⁶.

As concerns harmful cultural practices, they are common in the country and constitute a danger to women’s health and a violation of their rights. This is the case of early and forced marriages, breast ironing, the phenomenon of “Money Women” (where girls are given in marriage from the moment of their conception), female genital mutilation, degrading widowhood rites, levirate and sororate which, although prohibited by law, are still prevalent in communities.

⁵⁵ n, DHSC-V, 2018.

⁵⁶ n, DHSC-V, 2018

When it comes to female genital mutilation for instance, the results on the proportion of women who have been excised show that in Cameroon, the practice is not very widespread, since only 1.4% of women reported being excised. However, there are variations according to the categories of women, the highest proportions being among women aged 20-24 (3%), women with no education (5%), women of the Shoa-Arab/Peul/Hausa/Kanuri ethnic group (13%) in the Far North (5%), and also among Muslims (6%) and those from households in the second quintile (4 %).

As for early marriages and although the Penal Code adopted in 2016 has improved the national legislation with provisions that specifically address this issue ⁴³, 13% of women aged 25-49 had already entered into their first union by the age of 15, 36% by the age of 18, and 50% by the age of 20. Among men aged 20-24, only 3% had already entered into a first union by the time they reached the exact age of 18.⁴⁴

⁴³ The Cameroonian Penal Code of 2016 provides in its article 356 paragraph 3: “Is punished by the penalties provided for in paragraphs 1 and 2 above, whoever gives in marriage a girl or a boy under eighteen (18) years of age”

⁴⁴ Republic of Cameroon, DHSC-V, 2018

The determinants of gender-based violence and harmful cultural practices are linked to ignorance due to insufficient literacy among women, particularly in rural areas, depravity of morals, poverty in many families, women's economic dependence, and customs and traditions. In addition, some societies encourage early marriage or union, which can lead to numerous consequences for young girls, including early pregnancy, dropping out of school, and exposure to obstetric fistula.

2.2.4. Power to act and decide within the household

Women's action in the domestic sphere is seen in terms of employment, income, decision concerning the use of their earnings and income differentials with their spouses.

According to the DHSC 2018, three out of four women (74%) and almost all men (99%) aged 15-49 in a union worked in the 12 months prior to the survey (2018). The percentage of women aged 15-49 who worked without pay is four times higher than that of men (17% against 4%).

In terms of decision concerning the use of a woman's earnings, more than half (54%) of women aged 15-49 in union who earned money for their work in the 12 months preceding the survey said that they decided for themselves what to do with the money. In 38% of cases, this decision is made in agreement with the spouse. On the other hand, in 8% of cases, it is mainly the spouse who decides how to use the woman's earnings⁴⁵. Among men, almost six in ten (59%) aged 15-49 said they decide for themselves how to use their income. 34% said they involved their wives/partners in this decision.⁶⁰

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

Concerning their opinion about a husband beating his wife/partner, the proportion of women aged 15-49 who think it is normal for a man to beat his wife is 28%. This proportion is almost the same (29%) for men in the same age group.

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

Finally, the proportion of 15-49 years old owning and using a bank account, whether in a bank or another financial institution, is higher for men than for women (18% versus 10%). The same is true for mobile phone ownership (77% of men versus 64% of women) and the use of mobile phones for financial transactions (56% of men versus 48% of women)⁴⁶.

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

2.2.5. Access to basic social amenities

With regard to access to water, in the majority of households in Cameroon (45%), adult women usually fetch water when the source of drinking water is not on the premises. Adult males fetch water in only 30% of cases, while in the remaining households (24%), female (13%) or male (11%) children under 15 fetch water. In rural areas, fetching water is mainly the prerogatives of adult women (51% of households); in contrast, in urban areas, adult men (42% of households) are involved in the majority. Adult women are less likely to fetch drinking water as the level of education of the head of household or the

45 n, DHSC V, 2018. ⁶⁰ n, DHSC V, 2018.

46 Republic of Cameroon, DHSC V, 2018.

household's standard of living increases⁴⁷.

As for electricity consumption, in the country as a whole, 58.4% of the population has access to electricity, since they use this energy as their main mode of lighting.⁴⁸

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

Since 2004, the percentage of women and men aged 15-49 who are not exposed to any media has increased significantly. For women, this percentage has increased from 45% in 2004 to 50% in 2018, while for men it has more than doubled, moving from 18% to 46% over the same period⁵⁰.

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

In terms of challenges, the analysis shows that women are primarily concerned with access to basic social infrastructure, although they do not always have control over it. The main gender challenge identified is access to drinking water, particularly in rural areas where it is adult women who are mostly assigned to the task of fetching water. The gap between households where women fetch water and those where men do so is very high (from one to five times and three times respectively) in the northern part of the country.

In addition, access to sanitation facilities for women and girls remains a real challenge. The glaring inadequacy of public toilets separate from those for men poses the problem of managing menstrual hygiene for women and girls.

2.2.6. Social Protection

The Cameroonian social security system is a pay-as-you-go system, in which benefits are financed by levies that are concurrent with them. Nevertheless, to date, the share of taxes and public transfers in the financing of social security is residual in some schemes (Social Insurance Fund) and significant in others (Ministry of Finance). Only social contributions ensure the financing of the various branches in the National Social Insurance Fund (CNPS) scheme. Thus, a large majority of the Cameroonian working population (self-employed workers and those in the informal economy) does not benefit from social security coverage, i.e. 82.5%. Only a minority of this population (salaried workers) benefits from it, i.e. 17.5%.

With regard to social contributions, the registration of taxpayers during 2018 resulted in the registration of 5 349 new employers, representing a growth of 1.6% compared to 2017, when there were 5 267. In 2018, in terms of the social insured, 65,362 new registrations of the compulsory scheme were recorded, against 60,196 the previous year, an increase of 8.6%. In addition, 67.5% of these new registrants are men, and 73.4% are under 35 years of age.⁵¹

As for the voluntary scheme set up since 2014, a total of 16,216 new registrations were recorded, 59% of which were men and 79% under 35 years old. A total of 134,883 insured are active in this scheme. Over the last 5 years, from 2014 to 2018, of a total of 344,870 insured under the voluntary scheme, 109,788 women were registered against 235,082 men under the compulsory scheme and, 65,672 women against 110,366 men under the voluntary scheme.⁵² Of a total of 421,129 contributing workers with a

47 Republic of Cameroon, MICS 2014.

48 NIS, ECAM IV, 2014.

49 Republic of Cameroon, DHSC V, 2018.

50 n, DHSC V, 2018.

51 CNPS, Statistical Yearbook, 2018

52 Same

known insurance number, there are 126,496 women and 294,633 men with less than 5 years and more than 34 years of insurance, according to duration and sex⁵³.

Social assistance for the most disadvantaged is provided mainly by the Ministries in charge of Social Affairs and Women’s Empowerment and the Family, which deal with target populations such as children, the disabled, the destitute, the elderly, indigenous people and vulnerable women and families. The unemployed are not included since the objective here is to reduce poverty. In addition to these initiatives, there are projects such as the Social Safety Nets Project, whose main objective is to reduce the vulnerability of the chronically poor and those affected by the various humanitarian and security crises faced by the country.

Family solidarity still occupies an essential place in assistance despite the inadequacy of the system (income inequalities and lack of risk diversification) due to urbanization, individualization, increase of the wage economy and the modernization process of societies. There is significant private, international and religious assistance but, it remains decentralized and poorly coordinated. It must however be recognized that Cameroon does not have a real social assistance policy to date, due to a lack of funding.

Complementary social protection is provided by community insurance systems. The majority of these systems operate informally and are organized by the populations themselves in “Njangis”, neighborhood or village meetings, particularly for bereavement, illness and births.

Talking about the challenges, from the above analyses, it can be seen that women are highly disadvantaged in this domain. Most of them do not have access to the traditional social protection systems. Moreover, the level of education and sometimes social discrimination often prevent them from having access to the benefits provided for when they become widows. Also, the solidarity system established by the State does not often allow them to meet their needs. In effect, the allowance provided for this purpose by MINAS and MINPROFF are residual. These ministries have the smallest budget allocations in the governmental share. Conversely, women in Cameroon are fairly well organized in community solidarity mechanisms within aid and relief associations; this is an avenue to capitalize on.

2.3. The differentiated situation of women and men in employment and economic integration

The Employment and Informal Sector Surveys (EESI)⁵⁴ show that compared to men, women are at a disadvantage in the field of employment and economic integration.

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

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

With regard to the employed population, 52.2% are men and 47.8% women. In urban areas, 56.3% of men and 43.7% of women are employed, while in rural areas, 50.1% of men and 49.9% of women are employed. Despite the fact that the formal sector’s share of employment remains low, men are relatively more present in the public and private formal sectors than women. We note that 7.2% and 5.2% of men are employed in the public and formal private sectors respectively. These proportions are even lower for women (4.3% and 1.9%).

As regards the inactive population, in both urban and rural areas, the target group is mainly made up of people in school (72.3% and 60.2%). Housewives and the long-term sick are more present in rural areas, respectively 17.4% and 11.2%. Women are also the most affected by discouragement in the search

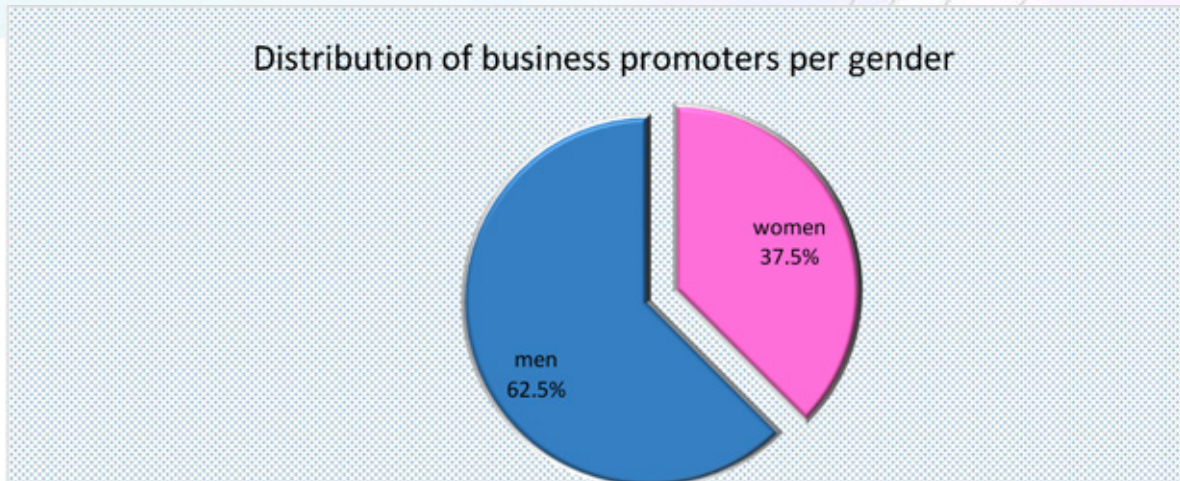
53 Same

54 NIS, EESI 2010

for work. In fact, the difference between the ILO unemployment rate and the extended unemployment rate is 3.1 points for women and 0.7 points for men.

Depending on the type of job, a working man is four times more likely to be an employer in the formal sector than a woman working in the same sector. The female unemployment rate is 4.5% compared to 3.1% for men. 79.2% of women are underemployed. Furthermore, 5% of women contribute to the financing of household expenses and 63.2% to their personal expenses. Men are much more represented as employees in the formal sector, whereas, in the informal sector where the conditions for decent work are not met, women are more represented.⁵⁵

Graph 9 : Distribution of business promoters by gender .



In the area of entrepreneurship, 37.5% of business promoters are women compared to 62.5% of men. 42.7% of women are business managers compared to 57% of men but, almost all the businesses (94.3%) developed by women employ less than 5 people and about 8.8% of female promoters have reached the level of higher education.⁵⁶

With regard to the level of education, there is a decrease in the employment rate as the level increases for both men and women. However, regardless of the level of education, the rates are significantly higher for men than for women. In the female sub-population, with a 67.0% employment rate among the uneducated, this drops to 48.7% of women with higher education who are employed. This means less than one in two women.⁵⁷

As concerns informal employment, the number of informal production units (IPU) is estimated at less than 2.5 million over the national territory, with about half (49.5%) in the rural area. Moreover, women promoters of IPUs represent 54.4% as against 45.6% among men.⁵⁸

Informal production units run by men have a different structure by sector of activity as compared to those run by women. Indeed, 40.1% of the units run by men operate in services, 32.2% in trade and 27.7% in industry. Conversely, most female promoters of IPUs operate in industry (39.6%), and the rest is found in trade (34.8%) and services (25.6%).⁵⁹

The distribution of IPUs by type of premises reveals different structures according to the gender of the promoter. More than half (53.6%) of male IPUs operate without premises and 17.3% operate from home. On the other hand, almost half of the IPUs managed by women operate from home and 19.1% have premises. In addition, 29.1% of the IPUs run by men have professional premises and 33.4% of the IPUs run by women do not have premises.⁶⁰

55 NIS, EESI 2010

56 NIS, EESI 2010

57 Same

58 Same

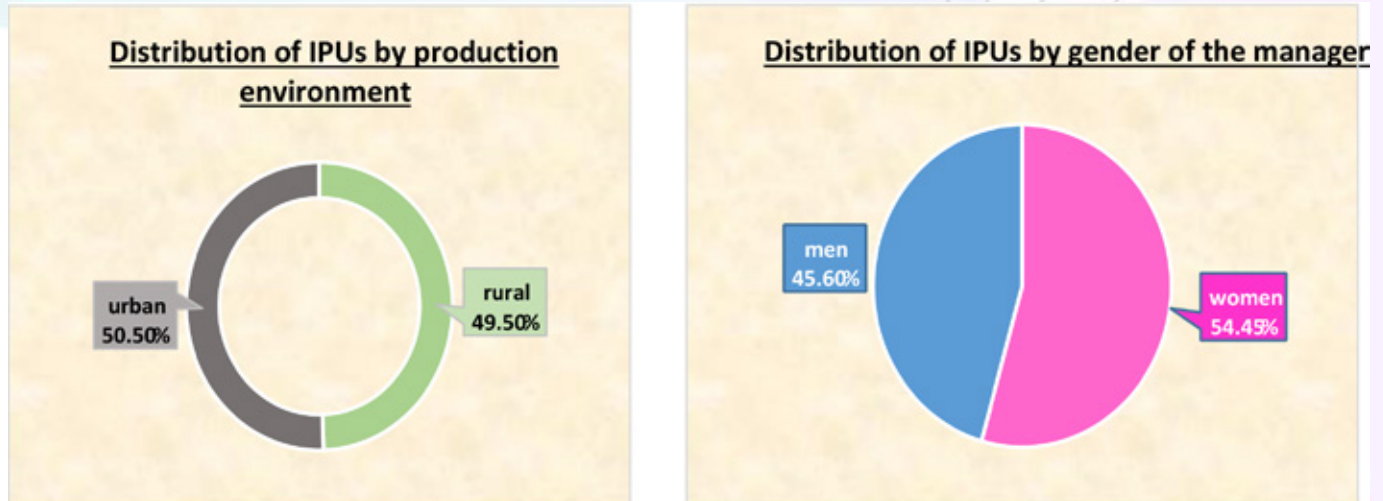
59 Same

60 Same

The distribution of informal sector jobs by status shows that own-account workers (70.6%) are in the majority. This proportion is higher for women (75.9%) than for men (64.6%). Employers represent 7.7% of all jobs, i.e. 10.5% for men and 5.1% for women. Employees account for 8.6%. This proportion is higher for men (15.2%) than for women (2.6%). Live-in caregivers and apprentices represent 7.7% and 4.7% of the total workforce respectively.⁶¹

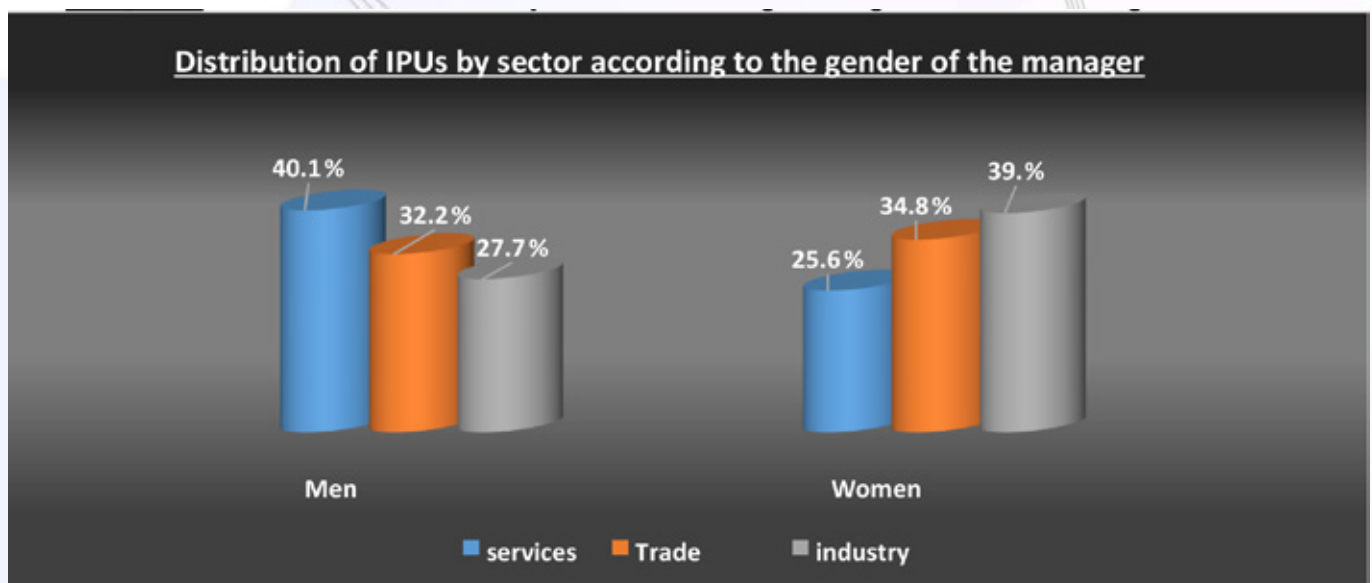
In relation to the sector of activity, it has been noted that 38.9% of workers in the informal sector work in the industry sector, 30.7% in the trade sector and 30.5% in the services sector.

Graph 10: Distribution of IPU



With regard to the level of education, almost half of the employed (48.2%) have primary education. This proportion is relatively higher among women (51.5%) than among men (45.0%); among dependent workers (51.0%) than among the self-employed (47.3%), and among the employed in rural areas (64.2%) than those in urban areas (35.2%). However, this trend is reversed for employed persons with at least upper secondary education.

Graph 11 : Distribution of IPU by sector according to the gender of the manager



Globally, more than half of the employed in the informal sector are women (51.4%). This participation of women is strengthened by their will to become self-employed. Indeed, they represent 56.5% of own-

61 Same

account workers. However, they contribute less to the creation of salaried jobs. Among the owners (promoters of IPU with at least one salaried employee), women represent only 34.8%. On the other hand, they account for only 15.3% of employees and 6.2% of partners. The highest representation of women is found among apprentices (68.8%). Considering the sector of activity, women are more represented in the industrial sector (57.8%) and in trade (53.4%) whereas they are only 41.1% in the service provision sector.

The main challenges in the field of employment and integration concern women's poor access to decent work, access to information and matching training to employment. In addition, gender inequalities persist in salary economic opportunities, mainly in access to formal work and levels of salaries. For equivalent work, women's pay is about 67% of men's, and only 66% of men's estimated income in dollar terms.

Several factors explain these gaps: (i) low bargaining power over pay; (ii) women often work in low-skilled and low-paid jobs; (iii) high unemployment among women with a female-to-male ratio of 1.4 in 2018 (UNDP, NHDR, 2018).

2.4. The differentiated situation of women and men in governance, decentralization and Strategic management of the State

2.4.1 Governance and decision-making

The consideration of gender in the area of governance and decision-making relates both to the representation of women and men in elective and non-elective positions.

With regard to the political participation of women and men in decision-making spheres, progress has been made and translated into figures thanks to the 1996 Constitution and the Electoral Code of 19 April 2012. In fact, the Constitution in its preamble proclaims that 'all human beings (men and women) are equal in rights and duties' and 'each person must participate in proportion to his or her abilities in public office'. Section 151, paragraph 3 of Law No. 2012/001 of 19 April 2012 on the Electoral Code stipulates that 'the constitution of each list must take into account the different sociological components of the constituency concerned. It must also take into account gender'. This prescription is reinforced in the provisions for the elections of Municipal Councillors (Section 178, paragraph 3), Senators (Section 218) and Regional Councillors (Section 246). Henceforth, the issue of taking gender into account is the subject of electoral disputes in Cameroon, as the electoral law makes it a condition for the validation of lists of candidates⁷⁷.

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

With regard to the representation of women in non-elective positions compared to men, some significant progress has been made in promoting women to positions of responsibility. This is the case with the appointment of women to the head of State companies and in several ministries and public and private institutions in recent years. Indeed, the gender ranking of public administrations, extended to public and parapublic bodies, conducted by the Ministry of Women's Empowerment since 2016 shows that in 2019, out of 8405 key positions, there are 5832 for men (69.38%), against 2435 for women (29.01). When we include the Heads of Regional Services, the number of officials rises to 33805, of which 24774 are men (73.28%) and 9031 are women (26.71%). It should be noted that in 2017, the indicators were almost similar, with 9943 posts listed, 7611 of which were attributed to men, for a male representation rate of 76.51% against 2336 for women (23.48%). There was a slight increase of 3.23%.⁶²

At many levels of responsibility however, the rate of female representation remains conspicuously below conventional standards, notably the 30% for Beijing, and the 50% for the African Union and the United Nations, or even a blank score. Only in few cases does female representation reach or exceed

62 MINPROFF, Track record of gender mainstreaming in public administrations, extended to public and semi-public organisations 2019

30%. It should also be noted that women's numbers are growing at the more operational or executive levels. These numbers are residual as one moves up to strategic and/or power positions. At this level, actually, the female leaders identified occupy support positions (Vice-Presidents of the National Assembly or the Senate).

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

⁷⁷ Justine Diffo, Gender, leadership and political participation in Cameroon (1931-2013), 2014.

Table 3 : Summary of the distribution of positions at the political level

Area of responsibility	Women	Men
Mayors	39 Mayors (10.83 %)	321 (89. 17%)
Political party leader	13 (4.46%)	278 (95.53%)
National Assembly	61 (33.33%)	119 (66.67%)
Senate	26 (26.00%)	74 (74.00%)
Ministers and those ranking as such	11(16.93%)	54(83.07%)
Supreme Court	13 (23,63)	42 (76,37)
Regional Governor	00 (00%)	10 (100%)
Regional Secretary	1(10%)	9 (90%)
Secretary General	10 (27.77%)	26 (72.23)
Senior Divisional Officer	2 (3.44%)	56 (96.56)
Sub-Divisional Officer	15 (4.16%)	345 (95.84)
Public independent conciliator	1 (50%)	1(50%)
Municipal Councillors	24,7%	75,30
Regional Councillors	22.88%	77.12

Source: Gender profile of Cameroon, 2021

2.4.2. Decentralization and local governance

Since 2004, Cameroon has initiated its decentralisation process, which led in 2018 to the creation of a Ministry in charge of Decentralisation and Local Development (MINDDEVEL) and in 2019, Law 2019/024 of 24 December 2019 on the General Decentralisation Code. Despite the transfer of the 63 competences provided for by the 2004 laws on decentralisation and the related financial resources to the councils, with the persistence of poverty, particularly in rural areas, it is becoming necessary to fully achieve the transfer of first-generation competences to the councils, to transfer the competences provided for by the law to the regions and, in accordance with the resolutions of the Grand National Dialogue (GND), to complete and further establish the decentralisation process, to strengthen local development in order for the LRAs to become centres of growth and development.

Moreover, the intense social activity of recent years reflects the desire of citizens to be more involved than in the past in the design and implementation of public policies at local level⁶³.

With regard to the participation of women in local governance, the municipal elections of 9 February 2020 revealed the interest of women, youth and men alike in the management of local affairs⁶⁴.

With regard to women in communal councils, of the 10,626 municipal councillors in Cameroon, 2,541 are women, representing 24%. Though this number is below international and regional standards which are respectively 30% (Beijing Conference) and 50% (African Union Agenda 2063), it appears to be important and is a sign of the vitality of local democracy and political vision. Indeed, a few years ago, the presence of women in municipal councils was marginal, but between 2007 and 2012, the percentage of women councillors moved to 16%⁸¹

As concerns the representation of women in the councils' executives, among the 958 deputy mayors of the Communes, there are 327 women, i.e. a representation rate of 34.1%. In other words, one in three deputy mayors is a woman. If we compare with previous mandates, we can see real progress. In 2007, the rate was 19.7%. Furthermore, we note that the representation rate of women in the sub-population of

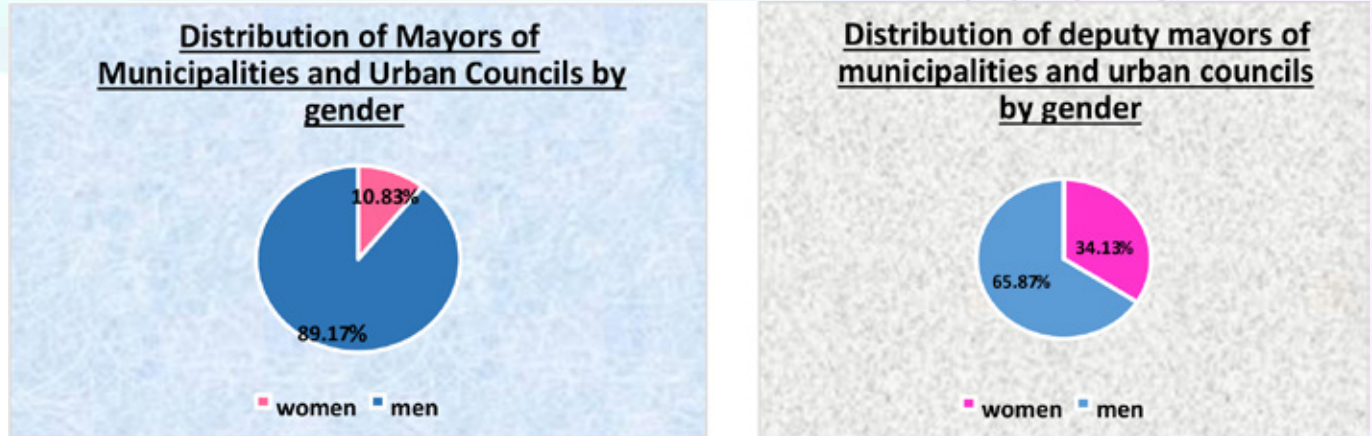
63 Republic of Cameroon, National Development Strategy 2020-2030

64 FEICOM, Les cahiers de l'Observatoire No 001, ODL Gilbert Biwolé, July 2020

deputy mayors varies from 26.9% (West) to 45.5% (South).

As of 31 December 2020, 39 of the 360 mayors are women, that is, a representation rate of 10.83%. This figure is a clear increase compared to 2013 and 2007, when it stood at 6.9% and 6.7% respectively. It should also be noted that no woman was elected as mayor in the 14 city councils. However, the presence of women at the head of municipalities in Cameroon, although still low, is higher than that of countries with a comparable level of development.⁶⁵

Graph 12 : Distribution of Mayors and Assistant Mayors



As regards the consideration of gender in the decentralisation process, some initiatives led by MINDEDEVEL, MINPROFF, NPDP can be rated as positive points. Although these initiatives have brought considerable changes in the lives of men and women at the local level, several challenges remain.

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

The second challenge lies in taking gender into account in the councils' development plans. At the strategic level, there is little willingness on the part of local authorities to take gender issues into account in the structural arrangements of decentralised authorities. At the operational level, there is little or no integration of the gender dimension in the planning and budgeting processes of the councils.

⁸¹FEICOM, Les cahiers de l'Observatoire No001, ODL Gilbert Biwolé, July 2020

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

2.4.3. Humanitarian action, peace and security

The national context in Cameroon has been marked for some years by a security crisis and socio-political tensions in some parts of the country. The security crisis which, until now, was felt in some localities in the Far North Region, fuelled by the terrorist sect Boko-Haram, and in the East Region by the socio-political crisis in the Central African Republic (CAR), has also affected the North West and South West regions; a socio-political crisis fuelled this time by armed gangs challenging national unity.

With all these conflict zones, in January 2020 Cameroon was home to approximately 1,790,466 people in conflict situations ⁶⁶, including 418,623 refugees, and 9,726 asylum seekers mainly from three

⁶⁵ FEICOM, Les cahiers de l'Observatoire No 001, ODL Gilbert Biwolé, July 2020

⁶⁶ Source : UNHCR, Government, IMO, OCHA, 2020

neighbouring countries in open or specific crisis (Nigeria with Boko Haram, the conflict in CAR and Chad), approximately 1,362,117⁶⁷ internally displaced persons in the Far North, South West and North West regions. The country is also subject to recurrent floods which very often cause the displacement of several people, particularly in the Far North Region.

In the face of these security and socio-political crises, the Government has deployed the legal defence forces to put criminals of all stripes out of action while seeking a return to peace. Several initiatives are being implemented in this regard with the support of its goodwill partners, to reduce the suffering of the populations at risk, some of whom had to move to other localities where peace and security prevail, or outside the national territory where they live in precarious conditions.

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

- The displaced and refugee populations are young: nearly 55% of refugees in CAR are children under 18. This rate rises to 60% and 62% respectively in the Far North among refugees and among displaced persons under 18. Children aged 0-17 years constitute 44% of the displaced population and almost 40% of the refugees in the North West and South West crisis. The number of displaced, refugee and returnee girls and boys is balanced in the three crisis contexts in Cameroon⁶⁸.
- In terms of the gender distribution of the population, there is a higher proportion of women than men among the refugees from CAR and the Far North. Conversely, in the crisis affecting the North West and South West, male refugees outnumber the female refugees of the same age group. The gender distribution of the displaced and returnee populations is balanced.

Regarding gender-based violence in the humanitarian context, the data collected from the GBVIMS⁸⁶ during the period from January to December 2019 in the Far North Region, which is prone to the Boko Haram crisis, presents a total number of 2920 reported cases among which all six typologies of GBV.

Table 4: Recurrent cases of GBV in the Far North Region 2019

Type of GBV	Percentage
Denial of resources, opportunities or services	36%
Physical assault	27%
Psychological violence	22%
Sexual violence	12%
Status of displacement	
Internally displaced	33%
Refugees	16%

Source: GBV Cameroon Working Group (GBV IMS) GBVIMS Snapshot: Far North Region, 2019

Between April and June 2020, 500 cases of GBV were reported to GBVIMS users in the Far North, including all the six types.

Table 5: Recurrent cases of GBV in the Far North Region April-June 2020

Type of GBV	Percentage
Forced and early marriages	97%
Sexual abuse on children	45%
Physical violence	30%
Harmful cultural practices	5%
Sexual violence	12%

67 IDPs NOSO: 679,393, IDPs EN: 321,886, IDPs returned: 360,838

68 IOM et INHCR, Displacement tracking, 2020

Status of displacement	
Internally displaced	51%
Refugees	8%
Host communities	30%

Source: GBV Cameroon Working Group (GBV IMS) GBVIMS Snapshot: Far North Region, 2020

For all these women and girls, access to prevention and holistic care services remains a priority. They are faced with several challenges related to the availability of services, especially in GBV Cameroon Working Group (GBV IMS) Snapshot GBVIMS: Far North Region remote areas, the presence of qualified personnel, a rapid response to their practical needs as well ⁶⁹as their strategic interests, and the lack of safe spaces to shelter them during times of great distress. ⁸⁷

With regard to the involvement of women in peace and security processes, in August 2017, Cameroon adopted a National Action Plan for the implementation of UN Security Council Resolution 1325 and related resolutions for the period 2018-2020. This document, which is currently being revised, has been poorly implemented. In addition, Cameroon had organised from 30 September to 04 October 2019, a Grand National Dialogue bringing together 600 people. Although figures are still speculative as to the number of women present, it is clear that the presence of men was much higher than that of women. Furthermore, the inclusion of women among those involved in the Great National Dialogue was very low. At the level of leadership positions, only one woman headed a committee out of a total of 14 women in the committees. Also, only 18 out of 119 persons empowered to facilitate the national dialogue either as chairpersons, vice-chairpersons, rapporteurs or resource persons were women (i.e. a participation percentage of 15.12%).⁷⁰

Despite some positive outcomes and concrete proposals from this forum, gender issues, especially the protection of women and girls and their involvement in peace processes, were not brought to the table; as a result, none of the Grand National Dialogue recommendations addresses the situation of women and girls.

In terms of challenges, the security context creates new concerns in gender relations. Humanitarian crises have amplified the existing inequality of power between men and women. The absence of law and order, coupled with unmet basic needs, exposes women and girls to new risks. In addition, harmful traditional practices such as early marriage are increasing in humanitarian contexts. Thus, refugee and displaced women and girls face significant inequalities as they find refuge in areas that are socially disadvantaged and where discriminatory practices against women persist⁷¹.

2.4.4. National Planning and Budgeting and Statistics

The Presidential Circular Letters on budget preparation have included a section on gender since 2010. However, this instruction is not always followed in the elaboration and implementation of the Medium Term Expenditure Frameworks (MTEFs), even if this aspect is often mentioned. This situation is due to the absence of a Gender responsive budgeting strategy and to the weak capacities of the actors in the Planning, Budgeting, Monitoring and Evaluation (PBME) chain to apply the gender approach. The Gender Responsive Budgeting initiative launched by the country in 2021 will certainly fill this gap. It should be announced that since the 2022 budgetary year, Cameroon has developed its very first gender-sensitive budget document which was annexed to the finance law.

With regard to gender statistics, Cameroon is classified as a (tier) 2 country, i.e. a country where data collection and the production of gender-sensitive statistics is irregular.⁷² As a result, it was selected in 2018 as a pilot country for the development and implementation of the Making Every Woman and Girl Count (MEWGC) programme, with the main objective of improving the production of gender statistics

69 OCHA, Op cit

70 MINPROFF, Rapport Etude sur les enjeux genre dans la prévention, la gestion et le règlement des conflits au Cameroun, 2020

71 UN Women, Strategy Note 2018-2020.

72 UN Women programme “Making Every Woman and Girl Count” (MEWGC)

in the country. As part of this programme, the government conducted a national assessment process on gender and statistics. This exercise provided a clear picture of the National Statistical Development System (NSDS).

It should be noted however that, the national statistical system has improved in recent years with the production of gender-disaggregated indicators in certain areas. This is the result of advocacy and capacity building sessions in the statistical data production chain. This achievement makes it possible to measure the gaps and inequalities between women and men in most development sectors, particularly in the social sectors. These indicators are important for the diagnosis and monitoring of the situation of women and men over a given period. Thus, most of the major national surveys (MICS, EDS, RGPH, REGAE, EESI...) integrate the gender dimension in certain sectors⁷³.

In addition to the national mechanism for the production of official statistics, there are statistical data production systems within all ministerial departments, which are responsible for producing and disseminating administrative statistics for the formulation and implementation of sector policies. At this level, the indicators produced do not always make it possible to effectively measure the changes in the situation of gender in sector development programmes and projects, in some sectors.⁷⁴ In addition, it was found that even when gender sensitive data is available, it is not sufficiently used.

2.5. Analysis of the institutional gender mechanism in Cameroon

2.5.1. Analysis of the normative framework

Cameroon's legal landscape is favourable to the promotion of gender equality. In its Fundamental Law No. 96/06 of 18 January 1996, Cameroon reaffirms the attachment of its people to the principles enshrined in the Universal Declaration of Human Rights, the United Nations Charter and the African Charter on Human and Peoples' Rights. In this respect, the Preamble to the Constitution states that *"every human being, without distinction of race, religion, sex or creed, possesses inalienable and sacred rights"*, and that all *"Human beings are equal in rights and duties"*. This reminder of the universality of human rights has not obscured the protection of rights by category. Thus, *"the Nation protects women, young people, the elderly and the disabled"*.⁷⁵

This position in favour of gender equality, non-discrimination and the protection of women is one of the founding principles of public policy and is reflected in the domestic legal arsenal through several legislative and regulatory provisions⁹⁴.

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

Although the normative framework for the promotion and protection of women's rights contains many relevant international, regional and national legal instruments, it does not guarantee the exercise and enjoyment by women of all the rights thus recognised. Among the factors that limit the impact of these texts, there is poor popularisation and appropriation, insufficient harmonisation of domestic legislation with international legal instruments specific to the protection of women's rights, mitigated application of the legal and regulatory provisions in force, the coexistence of written law and custom, the reluctance of some

73 MINPROFF, Report on situational analysis of the NGP, 2020.

74 Republic of Cameroon, Report of the State of Cameroon on the 25th anniversary of the Beijing Platform for Action (2014-2019)

75 Law No 96/06 of 18 January 1996 to establish the Constitution of the Republic of Cameroon ⁹⁴ See Annex 3

judicial actors to apply the texts in force.⁷⁶

2.5.2. Analysis of the institutional mechanism for gender

•**Capacities and needs of the Ministry of Women’s Empowerment and the Family** In Cameroon, the national gender mechanism, set up progressively since 1975, International Women’s Year, is responsible for ensuring the political and operational support of government commitment regarding gender equality and women’s empowerment. Initially a structure of the Ministry of Social Affairs in 1975, the Directorate for the Advancement of Women became the first Ministry of Women’s Affairs in 1984; this Ministry was then merged with the Ministry of Social Affairs in 1988 to become the Ministry of Social and Women’s Affairs. In 1997, the Ministry of Women’s Affairs was re-created and was transformed into the Ministry of Women’s Empowerment and the Family in 2004.

The Ministry of Women’s Empowerment and the Family (MINPROFF) was restructured by Decree No 2011/408 of 9 December 2011 to organise the Government. Decree No 2012/638 of 21 December 2012 specifies its organisation. In accordance with these texts, this ministry comprises five (05) directorates including three technical directorates and two directorates in charge of institutional support⁷⁷. MINPROFF’s strategic orientations emphasise, on the one hand, the need to promote a woman with a strengthened social role and economic autonomy and, on the other hand, the promotion of a stable and harmonious family. It has as objective to enable the population to meet their basic needs, enjoy their fundamental rights and assume their duties. In line with these orientations, MINPROFF has focused its contribution to the development of the country on four (04) programmes, three (03) of which are technical and one (01) support. These are (i) Women’s Social Empowerment and Gender; (ii) Women’s Economic Empowerment; (iii) Family Development and Protection of the Rights of the Child; (iv) Institutional Support and Governance.

The Ministry of Women’s Empowerment and the Family plays its role fairly well in defining and implementing the government policy in this area. However, it does not have enough power to make sure that gender is effectively taken into account and that international commitments are followed up by the other sectoral departments.

Actually, MINPROFF occupies the same position with the other ministries in the governmental division, but the cross-cutting nature of gender issues makes the NGP to be part of sectoral strategies, so that it is taken into account in the planning, programming, budgeting and monitoring-evaluation chain of sectoral ministries. In addition to this, MINPROFF lacks the capacity to assess progress in gender equality all over the country. This is why the development of a gender equality observatory in Cameroon is still very relevant.

Moreover, this ministerial department is among those with a small budget allocation. The issue of funding gender is still a thorny problem in the country. The Ministry in charge of gender has one of the smallest budgets (2% of the overall government budget). The option would be to turn to national and international partners to mobilise additional resources to fill the current gaps. At this level, the private sector and philanthropic organisations could be interested in the issue.

•Capacities and needs of sector ministries and parastatals

The transversality of the gender approach in all development programmes implies that gender equality be taken into account both in the formulation of sectoral policies and in the evaluation of their implementation. This is why, in addition to the Ministry of Women’s Empowerment and the Family, other sector ministries are involved in the implementation of the National Gender Policy.

Committed to the implementation of actions intended to promote the institutionalisation of gender,

⁷⁶ MINPROFF, Report of the State of Cameroon on the 25th anniversary of the Beijing Platform for Action (2014-2019)

⁷⁷ Department of Women’s Social Empowerment, Department of Women’s Economic Empowerment, Department of the Promotion of the Family and Protection of Rights of the Child, Department of General Affairs, Division of Studies, Planning and Cooperation.

the sector ministries have gradually put in place mechanisms whose names and resources vary from one structure to another. These include gender focal points and gender units and committees at central level, whose role is to take charge of gender issues and serve as an interface with MINPROFF in the implementation of the NGP.

In most cases however, the establishment of focal points has shown some limitations due to the quality of the persons appointed, their constant mobility for work assignments and the fact that many of them do not always have a good knowledge of their roles and responsibilities⁷⁸. Indeed, the profiles of gender officers are often not linked to the mandate and experience in gender mainstreaming.

In addition, the positions occupied by gender focal points in sector ministries does not often give them room for manoeuvre both in its political positions and in transversality of gender. It should also be noted that despite the efforts made at the level of certain sector ministries, the fact remains that the displacement of personnel and its consequences on appointments and the distribution of state services have strongly favoured the mobility of ministry personnel and of financial resources, as well as poor policy commitment with regard to gender. MINPROFF has therefore begun to reflect on the creation of gender committees or gender focal teams, and to raise the profile of the people designated in these committees. To date, some ministries such as MINADER, MINEPIA and MINDCAF have functional gender committees. This option has the advantage of compensating for the mobility of members who are civil servants. Structures put in place after the Mexico and Beijing conferences, such as the Consultative Committee for the Advancement of Women and the Women and Development Committees, have not functioned optimally and have disappeared from the national mechanism.

Thus, the initiatives taken at national level to mainstream gender should serve as an example for other departments with or without gender units or committees. However, it should be noted that the gender focal points and committees are still marked by limitations, as they do not always have the technical capacities required to ensure the institutionalisation of gender in the ministries concerned. This refers to the institutional and budgetary resources needed for these units to have the capacity to fully play the expected roles. In this regard, we should also mention the weak synergy between the focal points and gender units or committees and those in charge of studies and planning, which should be, in many cases, the receptacle and technical guarantor of gender mainstreaming actions in the planning, programming and budgeting processes.

It should also be noted that there are important challenges to be met in order to definitively and appropriately install the gender mainstreaming function at the heart of the planning process, which is taking on greater importance thanks to the priorities accorded by results-based management and the obligation of technical upgrading deriving from the prospect of using Medium Term Expenditure Frameworks (MTEFs) by the various ministries. In addition, the NDS 30 has clearly established the need to guarantee gender-sensitive planning and budgeting at sectoral level as a tool for highlighting the reduction of inequalities between women and men in public policies.

Contributing to meeting this challenge, TFPs including AFRITAC-Centre, UN Women and GIZ have continued, more than in the past, their support for institutional capacity building in some ministries. This is the case for the ten pilot ministries targeted by GRB.

The approach used was progressively based on an assessment of the gender responsiveness of programmes and projects and focused on three axes:

- Analysis of the reference framework underlying GRB;
- Identification of GRB entry points;
- Co-construction and testing of GRB operational tools at the different entry points.

Ultimately, the highly appreciable efforts made by the TFPs, which have made it possible to strengthen and expand the actions developed by MINPROFF for the existence of gender mainstreaming capacities at the level of sectoral departments, have not yet made it possible to cover all the ministries. Thus, much remains to be done to create the conditions for the effective and sustainable installation of the skills needed to

⁷⁸ Francisca Moto, *National Women's machinery and the challenges faced by gender focal points in mainstreaming gender within the Cameroon public service, Mémoire UYI, 2012/2013.*

make gender equality an essential component of the policies, programmes and projects initiated in the framework of the implementation of the NDS30.

•Capacities and needs of Parliament

At the level of the National Assembly and the Senate, working groups on gender have been set up. For the purpose of taking gender issues into account in parliamentary work, two main groups of women and men MPs, of all political trends, have been set up in recent years. The objective is to contribute to the improvement of women's conditions by taking into account their rights in legislation and public policies during the sessions dedicated for the examination and adoption of the finance law. In addition, several capacity building sessions on gender have been organised for members of the Finance Committee.

Overall, the apparent willingness to integrate gender issues at the level of the National Assembly and the Senate must be supported by the adoption of measures to strengthen gender mainstreaming initiatives. To this end, appropriate technical materials and tools focusing on gender mainstreaming modalities should be designed and made available to MPs and Senators. This is all the more necessary in view of the classic missions assigned to these structures, such as the voting of laws and the control of government action, which require that parliamentarians be capable of carrying out this mission such that they can appreciate the impacts of development policies, programmes and projects on women and men and can analyse the perspectives for reducing gender inequalities.

•Capacities and needs of Regional and Local Authorities

The councils and regions are also key actors who must ensure the integration of gender issues in the implementation of programmes aimed at translating into action the territorialisation of public policies retained by the NDS 30. However, it should be noted that the capacities to design and implement gender-sensitive programmes and projects is still lacking, although some important initiatives have been taken to start building technical capacities in gender mainstreaming.

•Capacities and needs of Civil Society Organisations

In Cameroon, actions in favour of equality between women and men have always been supported by civil society organisations in their various forms.

Since the 1995 Beijing Conference, Civil Society Organisations (CSOs) working for the promotion of women and gender equality are mobilised, more than in the past, for the defence of women's rights and promotion of equality between women and men. They are equally involved in satisfying the strategic interests of women as they struggle for the adoption of new laws and the elimination of gender-based discrimination, the promotion of access to justice, so that women can enjoy their rights and better living and working conditions, as well as the improvement of their status. Since the actions developed by these CSOs with the support of the TFPs sometimes fall in the same areas as sector ministries, they could have been more effective and efficient if there had been more harmonisation and synergy in their interventions and, if they were given the necessary financial means.

Despite its dynamism, the Cameroonian civil society working on gender issues has some weaknesses, notably, power struggles, weak organisation, lack of financial autonomy, making some inclined to listen to the advice and recommendations of financial partners and to deviate from their own agenda. Neutrality often contested, rightly or wrongly, of CSO members vis-à-vis the political society who may claim ownership over some activities, for the benefit of a minority, though there are organizations of good will among them. Also, the fragmentation of civil society weakens the scope of its actions and contributes to its disregard in political decision-making. Despite the existence of several networks working on related issues, there is still a lack of a solid and well-structured national platform on gender issues.

•Capacities and needs of Technical and Financial Partners

Technical and Financial Partners place gender mainstreaming at the heart of their interventions, and increasingly support initiatives developed at the sectoral level or by the national mechanism for the

promotion of women and equality between women and men. For the most part, the actions and measures initiated specifically relate to support for awareness-raising campaigns aimed at combating violence in all its forms, to actions promoting access to legal services, gender mainstreaming techniques in public policies, the provision of resource persons, access to productive resources and actions towards quantitative and qualitative access to decision-making bodies and to take part in the prevention and resolution of conflicts in order to create an environment conducive to the achievement of equality between women and men.

Though this option has the advantage of offering opportunities for the specific handling of gender issues at the level of the TFPs, it should be reconsidered in order to make gender more transversal at the level of all the supported programmes. In a good number of TFP programming and programme support documents, it has been observed that the consideration of gender is specifically reserved and localised in a specific paragraph whereas this issue should be addressed envisaged in a cross-cutting manner. For the majority of TFP programmes, with the exception of a few interventions in the education and health sectors which actually are supported by budgetary aids, gender mainstreaming is far from being effective. Thus, the gender thematic groups that periodically engage in exchanges with, among others, the Ministry of Women's Empowerment and the Family, to take stock of actions carried out and agree on the perspectives of gender promotion, must make a real commitment, as much as the ministries, to the modalities of reinforcing gender mainstreaming at the level of all the TFPs. To this end, the assessment of gender sensitivity undertaken by a good number of United Nations organisations could serve as a basis for action to take gender into account across the board in the country and be materialised from the United Nations Sustainable Development Cooperation Framework (UNSDCF) exercises and related programmes.

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

The reform of public administration in Cameroon to accompany the NDS30 will certainly involve strengthening the capacities of ministries and local authorities to integrate gender but also to positively transform gender relations in society.

CHAPTER III : STRATEGIC FRAMEWORK OF THE NATIONAL GENDER POLICY

As a key instrument for driving economic growth and poverty alleviation strategies, the NGP is a guiding framework and a reference document for the Government and its development partners. It now represents a reference point for activities in all areas of social, legal and economic life in Cameroon. To this end, it constitutes the basis for all government actions in the fight for equal opportunities between men and women in terms of development.

Thus, the NGP also provides an opportunity to create synergies for the elimination of gender inequalities and disparities, thereby supporting women's empowerment. However, this document is not an action plan, but a guideline pointing out political priorities with regard to gender. Specific activities to implement this policy should be identified and defined in sector strategies and action plans and consolidated in annual work plans.

In this regard, the strategic framework of Cameroon's NGP, which constitutes a long-term process (2022-2030), is structured around the foundations, vision, goal, objectives and guiding principles, which are expressed as strategic intervention axes and a theory of change.

Table 6: National Gender Policy Framework: vision, goal, objective, principles and strategic axes

Cameroon National Gender Policy
<p>1-Vision: Contribute in building an emerging Cameroon, democratic and united in its diversity in which men and women, girls and boys, enjoy the same rights, the same chances and the same development opportunities.</p> <p>2- Goal: Promote an egalitarian, just, democratic, and inclusive society based on human rights for men and women, girls and boys in the perspective of a sustainable, equitable and participatory development, in both the public and the private sector.</p> <p>3- Objective: Create favourable conditions for the fulfilment of Cameroonian women and men, girls and boys without any form of discrimination, through the promotion of:</p> <ul style="list-style-type: none">(a) An environment where socio-cultural constraints are reduced and where women and girls have improved access to health, education, training and their skills are developed;(b) An environment conducive to the reduction of all forms of discrimination and gender-based violence, favouring the involvement of women, men and young boys and girls;(c) Increased and effective participation of women and vulnerable people in decision making at all levels as well as their equitable and consistent representation;(d) Effective decent employment and available, diversified and innovative productive resources for women's economic empowerment;(e) A social protection platform, where the rights of women/girls and men/boys are respected and where women and girls benefit from protection measures against violence, trafficking in persons and smuggling of migrants, including in times of crisis, and are actively involved in mechanisms and processes of conflict prevention and resolution, peace building and social cohesion.

4- Guiding principles of the National Gender Policy

<p>Principle No. 1: Gender equality must be an integral part of all policies, programmes and related projects and budgets.</p>	<p>Principle No. 2: Achieving gender equality does not imply that women become identical to men.</p>	<p>Principle No. 3: Women's empowerment is key to the achievement of gender equality.</p>	<p>Principle No. 4: Partnership between women and men as well as measures designed to eliminate gender-based discrimination are instrumental in achieving equality between women and men.</p>	<p>Principle No. 5: Gender mainstreaming in the development process is not only a matter of equity, but also a necessity.</p>	<p>Principle No. 6: The harmonious and sustainable integration of the gender approach into the entire development process requires the effective mobilisation of the entire society and the international community.</p>	<p>Principle No. 7: The linkage between the NGP and other national policies and strategies is fundamental.</p>	<p>Principle No. 8: The struggle to achieve gender equality and equity in development is a long-term process.</p>
---	---	--	--	--	---	---	--

5- Strategic axes

Strategic axis No. 1: Promotion of equal access to education, training and information for girls and boys, women and men				
Strategic anchoring to the NDS30	Main problem to be solved	Specific problems	Strategic objective	Operational objectives in 10 years
<p>Pillar No.2: Development of human capital and well-being</p>	<p>Unequal access of girls/women and boys/men to education, training and information</p>	<ul style="list-style-type: none"> - Low school attendance rates of girls in some regions of the country; - Huge gaps between boys and girls in the so-called priority education regions, which still have low rates of access to and maintenance of girls in the education system; - High illiteracy rate among women as compared to men; - Persistence of patriarchal norms in some families, which do not promote girls' 	<p>Improve equitable access of girls and boys, men and women to education, training and information</p>	<p>-Improve family and community awareness as regard girls' education and school attendance, especially in PEAs and rural areas;</p> <p>Overcome cultural gender-based resistance to school attendance and literacy, and achieve gender equality and equity in formal and non-formal education;</p> <p>Ensure favourable conditions for continuity and girls' success, on an equal footing with boys, in the formal school system, and of women, on an equal footing with men, in non-formal education;</p>
		<ul style="list-style-type: none"> - Education because women's roles and jobs do not generate much income; - Prioritisation of boys' education in poor families; -Assignment of domestic and agricultural tasks to girls; Early marriages of young girls and unwanted pregnancies; 		

		<ul style="list-style-type: none"> - High school drop-out rates among girls; - Insecurity: some families are reluctant to send girls to school for fear of violence at school or on the way to and from school; - Poverty of parents to cover education costs; - Unequal distribution of education budget; - Unequal access of women and men, girls and boys to ICT; - Sexist stereotypes in the media; - Low awareness levels among the population, especially among women; - Lack of interest of women and girls in quality information; 		<ul style="list-style-type: none"> -Reduce school dropout rates among girls; -Reduce illiteracy rates among women; -Promote girls' and women's access to the media and ICTs.
--	--	--	--	---

		<ul style="list-style-type: none"> - Low professional training of women and girls in industrial, scientific and technical fields. - The impact of patriarchal norms on girls and women education. - Increase in cases of Gender Based Violence in schools (GBVIMS) 		
--	--	---	--	--

Strategic axis No. 2: Improving women's and girls' access to quality health services, especially as regard reproductive health, non-transmissible diseases, the fight against HIV-AIDS and other pandemics

Strategic anchoring to the NDS30	Main problem to be solved	Specific problems	Strategic objective	Operational objectives in 10 years
Pillar No.2: Development of human capital and well-being	Women's inadequate access to quality health services, and resilience to pandemics	<ul style="list-style-type: none"> - High maternal mortality rates - Inadequate access to maternal and neonatal health services - Women inadequate access to HIV/AIDS prevention and control services; - High HIV prevalence among women and girls; - Inadequate access to prenatal and maternal health care and contraceptive methods; - Women and men inadequate access to primary health care and services; 	Ensure that women and men, as well as girls and boys, have access to quality health services, including reproductive health services	<ul style="list-style-type: none"> - Reduce maternal mortality ratio to less than 70 per 100,000 live births; - Reduce by at least 30% the incidence/prevalence of major transmissible diseases (HIV/AIDS, malaria and tuberculosis, hepatitis), i.e. by 20% among women and young girls; - Ensure comprehensive care for pregnant women and girls;

<p>Pillar No.2: Development of human capital and well-being</p>	<p>Women's inadequate access to quality health services, and resilience to pandemics</p>	<ul style="list-style-type: none"> - Inadequate provision of health promotion services; - Low availability of Essential Family Practices or userfriendly services in health facilities; - Insufficient financial resources to address social health issues; 	<p>capable of significantly reducing risks of maternal mortality, HIV/AIDS infection and exposure to pandemics</p>	<ul style="list-style-type: none"> - Implement awareness-raising and nutrition education mechanisms tailored to the socio-cultural context of Cameroon; - Improve contraceptive use among women of childbearing age; - Combat early sexuality and early pregnancies;
--	--	--	--	---

		<ul style="list-style-type: none"> - Unawareness among populations of means/ actions and benefits of disease prevention Insufficient provision of quality healthcare; - High cost of health care in household budgets Vulnerability of households (low income or purchasing power of populations); Increasing health needs (many emerging and reemerging diseases) that affect mostly women and children; - The impact of patriarchal norms on access to health care; Vulnerability of households (low/unstable income or purchasing power of populations); Increasing health needs (many emerging and reemerging diseases) that affect mostly women and children; - Low use/improper use of quality medicines and pharmaceutical products. 		<ul style="list-style-type: none"> - Ensure the involvement of men and boys in addressing reproductive health and HIV-AIDS/STI issues.
--	--	--	--	---

<p>Strategic axis No. 3: Strengthening women's contribution to economic development through their integration into productive sectors as well as equal access to employment opportunities and production facilities</p>				
<p>Strategic anchoring to the NDS30</p>	<p>Main problem to be solved</p>	<p>Specific problems</p>	<p>Strategic objective</p>	<p>Operational objectives in 10 years</p>

<p>Pillar No. 2: Employment promotion and economic integration</p>	<p>Unequal access of women and men to economic opportunities and productive resources.</p>	<ul style="list-style-type: none"> - Poor structuring of rural organisations; - Women's inadequate access to land; - Low productivity of women's agro-pastoral activities - Post-harvest losses; - Transport and storage issues of produce; - Low processing capacity; - Women's inadequate access to technology, modern techniques and productive resources; - Poor management skills of women and poor command of technical procedures; - Women's low access to financial and non-financial services; - Low market opportunities for women; - Low employability of women; - Women's low competitiveness and access to the labour market; - Impact of patriarchal norms on women's employability; - Low bargaining power of women over wages; 	<p>Strengthen measures in order to address inequalities as regard access of men and women to economic opportunities, entrepreneurship and employment</p>	<ul style="list-style-type: none"> - Establish at least 100 well-structured pilot agro-pastoral cooperatives by 2030; -Reduce women's poverty rate from 37.7% to 28.7%; -Ensure women's access to and control of production resources, including those in rural areas; -Reduce inequalities between women and men with regard to employment and vocational training; -Strengthen women's entrepreneurial capacities and develop female entrepreneurship; -Implement actions aimed at improving the cost-effectiveness of women's economic activities in rural areas; -Ensure a balance between women and men in terms of access to structured jobs in the public and private sectors.
--	--	--	--	--

		<ul style="list-style-type: none"> - Women's employment in low-skilled and low-paid jobs; - High unemployment rate among women with high female to male ratio; - Low entrepreneurial capacity of women; - Low investment in mainstreaming the gender transformative approach in the water and climate sector. 		
--	--	---	--	--

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

Strategic anchoring to the NDS30	Main problem to be solved	Specific problems	Strategic objective	Operational objectives in 10 years
----------------------------------	---------------------------	-------------------	---------------------	------------------------------------

<p>Pillar No.2: Development of human capital and well-being</p>	<p>Socio-cultural environment not conducive to the respect of women's and girls' rights</p>	<ul style="list-style-type: none"> - Insufficient implementation and mainstreaming of women's and girls' rights instruments; - Poor knowledge of women's and girls' rights; - Persistent discrimination and gender-based violence as well as harmful cultural practices; - Exacerbation of marital, family, domestic conflicts and violence; - Increase in the number of divorces; - Resignation of families concerning children education; - Violation of women and children's human rights; 	<p>Promote a legal and socio-cultural environment favourable to the respect of human rights and the fight against genderbased violence (GBV)</p>	<ul style="list-style-type: none"> -Harmonise national legislation and international as well as regional legal instruments for the protection of women's rights; -Strengthen existing legislation and raise awareness on women's rights as well as related legal instruments; -Reduce by half the prevalence rate of violence against women, including FGM; Ensure assistance to the victims and perpetrators of GBV, including in periods of humanitarian crisis; -Improve access to justice for men and women, taking into account their needs, status and conditions;
--	---	--	--	---

		<ul style="list-style-type: none"> - Violation of family members' rights (GBV perpetrated by relatives); - Socio-cultural constraints, persistent influence of customs and harmful traditional practices; - Poverty, precariousness and vulnerability within families; - Lack of orientation and emergence of new parental substitutes for children; - Juvenile delinquency; - Social deviance within families; - Moral depravity; - Dysfunctions/derelictions in youth education; - Exacerbation of human trafficking practices and smuggling of migrants; - Inadequate legislative framework as regard cyber crime - Non-harmonisation of definitions regarding the notion of discrimination. 		<ul style="list-style-type: none"> -Ensure the effective application of texts related to the protection of women's rights; -Ensure that the specific problems of women from vulnerable groups, disabled women, widows etc..) are taken care of -Strengthen measures to combat emerging social ills and protect young girls and boys - Harmonise definitions regarding the notion of discrimination.
--	--	--	--	---

<p>Strategic axis No. 5: Strengthening participation and representation of women, men and youth in national, local and community governance as well as in decision-making spheres.</p>				
<p>Strategic anchoring to the NDS30</p>	<p>Main problem to be solved</p>	<p>Specific problems</p>	<p>Strategic objective</p>	<p>Operational objectives in 10 years</p>

<p>Pillar No. 4: Governance, decentralisation and strategic management of the State</p>	<p>Unequal participation and representation of women and men in public life and decision-making</p>	<ul style="list-style-type: none"> -Low female representation in public and political decisionmaking spheres - Female representation rate significantly below conventional standards; High percentage of women in operational and executive positions; 	<p>Promote greater participation and representation of men and women in public governance and decision-making at all levels</p>	<p>-adopt the systematic implementation of the principle of at least 30% of women in elective and non-elective decision making positions;</p>
		<ul style="list-style-type: none"> - High number of female officials in secondary positions (deputies or vicepresidents); - Low political education of women; - Socio-cultural constraints and discrimination against women in politics - Weak political will of party leaders to involve women Insufficient financial resources for women involved in politics - Unfavourable biases towards women and derogatory attitudes of men; - Traditional constraints, tribalism, psychological barriers, insufficient resources, inadequate training and political information of women; Weak solidarity among women; - Low involvement of women in civic governance. 		<ul style="list-style-type: none"> -Sensitise communities, political, traditional and religious opinion leaders, women's organisations and men on the involvement of women in public and political life; -Build women's and girls' capacities in politics and leadership; -Strengthen partnerships with associations and NGOs in order to build women's capacities.

Strategic axis No. 6: Strengthening protection and resilience measures for women and men in humanitarian and security crises and participation in peace building, social cohesion and living together.

Strategic anchoring to the NDS30	Main problem to be solved	Specific problems	Strategic objective	Operational objectives in 10 years
<p>Pillar No. 4: Governance, decentralisation and strategic management of the State</p>	<p>Vulnerability and low protection of women and girls in the humanitarian and security response, and insufficient involvement of women in conflict prevention, management and peacebuilding processes</p>	<ul style="list-style-type: none"> - Influx of female refugees, IDPs and returnees; - Exacerbation of genderbased violence in refugee and conflict areas; - Amplification of existing power inequalities between men and women; - Weak implementation of the 1325 Action Plan; - Increase in negative traditional practices such as child marriage and gender discrimination in humanitarian contexts; - Sex for survival; - Weak gender mainstreaming in the humanitarian and security response; - Inadequate protection of girl/woman rights defenders - Low involvement of women in conflict management and peacebuilding processes. 	<p>Strengthen the protection and equal participation of women and men in humanitarian and security crises and in peace-building, social cohesion and living together</p>	<ul style="list-style-type: none"> -Strengthen the gender mainstreaming approach in the humanitarian response through the development of a specific strategy; -Conduct an evaluation and update of the 1325 National Action Plan; -Popularise international and regional legal instruments for the protection of women and girls in humanitarian and security contexts; -Strengthen the national mechanism for the protection of women, children and other vulnerable groups in humanitarian and security contexts -Build national capacity as regard gender mainstreaming in the humanitarian response; -Improve the systematic production of data according to age and sex in all areas of the humanitarian context; -Strengthen the involvement of women and girls in peace-building/peace consolidation processes and cohesion.

Strategic axis No. 7: Strengthening the institutional framework for the promotion of gender in public policies including budgets at national and local levels

Strategic anchoring to the NDS30	Main problem to be solved	Specific problems	Strategic objective	Operational objectives in 10 years
<p>Pillar No. 4: Governance, decentralisation and strategic management of the State</p>	<p>Low impact of gender equality and equity initiatives at national and local levels</p>	<ul style="list-style-type: none"> - Poor gender mainstreaming in policies, programmes, projects and budgets at national and local levels; 	<p>Strengthen national institutional capacity regarding gender</p>	<ul style="list-style-type: none"> - Relaunch the establishment of the national gender observatory; - Put in place a gender monitoring and evaluation mechanism; - Ensure gender sensitivity in sector policies, programmes and budgets;

Pillar No. 4: Governance, decentralisation and strategic management of the State	Low impact of gender equality and equity initiatives at national and local levels	<ul style="list-style-type: none"> - Weak national gender capacity; - Poor gender mainstreaming in budget processes; - Residual gender budget at national and local levels; - Low production and use of gender statistics; - Persistent patriarchal norms that perpetuate gender inequalities; - Lack of an institutional mechanism for gender monitoring and evaluation. 	equality and women empowerment and ensure gender mainstreaming in all sectors of national life.	<ul style="list-style-type: none"> - Strengthen national gender expertise; - Strengthen effectiveness in terms of monitoring the implementation of international and regional recommendations on gender; - Increase resources allocated to gender budgeting; - Improve the production and use of gender statistics.
--	---	---	---	---

Table 7: NGP theory of change

6- The theory of change

Vision of the NGP	Contribute to the construction of an emerging Cameroon, democratic and united in its diversity, in which men and women, boys and girls, enjoy the same rights, the same chances and the same development opportunities.
Goal of the NGP	Promote an egalitarian, fair, democratic and inclusive society based on human rights for men and women, boys and girls, in the perspective of a sustainable, equitable and participatory development, in both the public and private sectors.
Presentation of the Theory of Change of the Goal	<p><i>If an environment where socio-cultural constraints are reduced and where women and girls have improved access to health, education and training and where their capacities are built up is created;</i> <i>If a conducive environment for the reduction of all forms of gender-based discrimination and violence, encouraging the involvement of men and youths is created;</i> <i>If the increased and effective participation of women and vulnerable people in decision-making at all levels as well as their equitable and sustained representation is achieved;</i> <i>-If effective decent employment and available, diversified and innovative productive resources accessible to women for their economic empowerment are achieved;</i> <i>-If a social security system is developed, in which the rights of women/girls and men/boys are respected and in which women and girls benefit from protection measures against violence, trafficking in persons and smuggling of migrants, including in periods of crisis, and are actively involved in conflict prevention and resolution mechanisms and processes, and in peace-building and peace consolidation as well as social cohesion;</i> <i>-Therefore, favourable conditions for the fulfilment of Cameroonian women and men, girls and boys, without any form of discrimination, shall be created through promotion;</i></p> <p>-Because:</p> <ol style="list-style-type: none"> 1 <i>The education and health of women and girls will be improved;</i> 2 <i>Women’s human rights will be universally respected as defined in numerous frameworks, including CEDAW, the Maputo Protocol and women will have the chance to shape their own lives</i> 3 <i>Gender-sensitive land tenure systems will be established; positive gender-sensitive agricultural policies will be enforced; women will have access to relevant skills and productive resources;</i> 4 <i>A conducive legislative and political environment will be in place and operationalised; favourable social norms, attitudes and behaviours will be promoted to prevent violence against women; and women victims of violence will be able to use quality, available and accessible vital services and to recover from violence ;</i>

	<p>5. <i>Women’s leadership and participation will be acknowledged and facilitated in order to help them rebuild their lives in situations of crisis, conflict and disaster;</i></p> <p>6. <i>Gender will be mainstreamed in all national and decentralised policies, programmes and budgets.</i></p>						
Areas of impact	Education, training and information	Health	Economic empowerment	Human rights and the fight against GBV	Leadership and participation	Humanitarian action, peace and security	Gender mainstreaming
Programmes	1: Promotion of equal access to education, training and information for girls and boys, women and men	2: Improved access to quality health services for women and girls, especially with regard to reproductive health, non-transmissible diseases, the fight against HIV/AIDS and other pandemics	3: Strengthening women’s contribution to economic development by integrating them into productive sectors as well as equal access to employment opportunities and factors of production	4: Promotion of a socio-cultural environment that fosters the respect of men’s and women’s rights without discrimination and the elimination of gender-based violence (GBV).	5: Strengthening the participation and representation of women, men, and youths in national, local and community governance and decision-making domain	6: Strengthening protection and resilience measures for women and men in humanitarian and security crises and participation in peace building, social cohesion and living together.	7: Strengthening the institutional framework of gender mainstreaming in public policies including budgets at national and local levels.
Actions	1.1: Strengthening equitable access to education, vocational training and literacy for girls and boys, women and men.	2.1: Improving female and adolescent reproductive health and reduce maternal mortality	3.1: Equal access and continued employment of women and men in the public and private sector	4.1: Strengthening legal instruments and effective application of legal texts to protect the rights of women and men	5.1: Promotion of a balanced representation of women and men in decision making institutions, in elective and administrative positions at the national level and in Cameroon’s	6.1: Protection of women and men in humanitarian and security crises	7.1: Gender mainstreaming for a behavioural change in favour of equality between men and women
					diplomatic representations		

1.2: Improvement of skills, knowledge and equitable access to quality information and ICT for women and girls, men and boys.	2.2: Gender mainstreaming in the fight against HIV/AIDS and other pandemics	3.2: Improving work profitability of rural women involved in key productive sector value chains (agriculture, livestock, fisheries)	4.2: Improving access to legal services, taking into account the different needs and rights of women and men	5.2: Promotion of women's and men's civic participation in decision-making bodies at family, community and local levels.	6.2: Enhancing livelihoods for the resilience of women and men in humanitarian and security crises	7.2: Support for the institutionalisation of Gender Sensitive Budgeting in pilot sectors and ministries and at local level
	2.3: Promotion of education for women and adolescent girls on nutrition and essential family practices.	3.3: Improvement of profitability in women's economic operations in the informal sector and in entrepreneurship	4.3: Popularisation of texts and enhancement of knowledge on the rights and duties of women and men		6.3: Promotion of gender in humanitarian response and conflict prevention, resolution and peacebuilding processes.	7.3: Restructuring of the gender institutional framework
		3.4: Expanding the framework and provision of support services to Women's economic activities.	4.4: Prevention, care and punishment of gender-based violence, trafficking in persons and smuggling of migrants			7.4: National capacity building for gender mainstreaming in areas of national life
		3.5: Promotion of equitable access to production factors (natural resources and land, money, technology, infrastructures and equipment)	4.5: Fight against emerging social ills and provision of special protection for girls and boys			7.5: Improvement of the production and use of gender statistics
		3.6: Promotion of gender in the development and implementation of investments in the climate-resilient water sector				

Hypothesis

- The influence of women in Cameroonian traditions;
- Mixing of cultures;
- Revealed religions that support gender equality, or that oppose certain forms of discrimination; -Political stability and social peace
- Integral decentralisation;
- Development of the entrepreneurial spirit among youths.
- Commitment of NGOs as well as technical and financial partners
- Commitment of technical and financial partners to support the implementation of the NGP

Risks

- Resistance to gender;
- Socio-cultural constraints;
- Security risks;
- Insufficient resources;
- Lack of political will;
- legal provisions;
- Non-restructuring of MINPROFF and stability of the national gender mechanism;
- Commitment of ministries and the civil society.

CHAPTER IV: INSTITUTIONAL FRAMEWORK FOR THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY

The National Gender Policy Document, being the national framework for strategic guidelines for the promotion of equality between men and women, adolescents, girls and boys, must be considered by the various development actors as the reference framework document in terms of gender. This chapter addresses aspects related to planning, setting up of the steering team, implementation, monitoring-evaluation and communication on the National Gender Policy.

4.1. Planning process for the implementation of the National Gender Policy

The NGP implementation planning process is built around three execution programme frameworks, namely:

- the Multisector Results Framework with a ten (10) year time frame, to be reviewed every 5 years;
- the consolidated Annual Action Plans;
- the Annual Work Plans that stakeholders should prepare on a regular basis to plan the execution of activities to be carried out by each actor.

4.1.1. Time frame of the National Gender Policy

The NGP is expected to be implemented over a period of ten (10) years. The adopted deadline, which is by the year 2030, is consistent with the deadlines set for the NDS 30. Over this period, significant and real progress is expected in terms of achieving equality between men and women, boys and girls in all sectors of national life. Obviously, priority measures identified for the NGP, whose implementation will be based on the NDS30, will be strengthened during scheduled reviews so as to make gender mainstreaming a cross-cutting dimension of actions towards emergence.

Based on the time frame set for the implementation of the NGP, Annual Action Plans shall be developed taking into account the structure of expected results. This choice can be explained by the need to stay in line with the planning options adopted for the programming of operations and the allocation of sector budget resources through the Medium Term Expenditure Frameworks of the ministries, so as to ensure the cross-cutting mainstreaming of gender in the programming framework. This will be a mechanism to move towards the institutionalisation of gender.

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

Table 8: Summary of the NGP implementation timeframe

Gender programming framework	Period	Supervisors	Programmatic coherence	Comment
Multi-sector results framework	2022-2030	-MINPROFF -National and international development actors	MTEF 2022-2024 MTEF 2023-2025 MTEF 2024-2026 MTEF 2025-2027 MTEF 2026-2028 MTEF 2027-2029 MTEF 2028-2030	A Multi-sector Results Framework is developed including the Logical Framework, the Performance Measurement Framework and the NGP Implementation Matrix. A midterm evaluation of the NGP will
				be conducted in 2025 in order to assess progress made and carry out any necessary adjustments.
Consolidated Annual Action Plans	Every year	-MINPROFF - National and international development actors	Annual Action Plan	The consolidated Annual Action Plan is developed based on inputs from the annual work plans of different actors working on gender issues
Annual Work Plans	Every year	-MINPROFF - National and international development actors	Sector Annual Work Plan	Annual Work Plans are produced regularly by each actor and will be used to support the consolidated Annual Action Plans

The implementation of the NGP is primarily the responsibility of the Government. It is up to the Government to combine its efforts and to use its institutions and resources in order to turn this policy into a success. In this vein, the implementation of the policy will call for joint management within the government apparatus between the Administration in charge of gender related issues and other sector ministries given their significant contribution to the achievement of the policy's results. The Civil Society as well as TFPs will equally play an important role in the implementation of this policy. The sharing and mutual recognition of roles by the parties involved is a valuable asset that should not be overlooked (see definition of roles in Chapter 4.5).

Given its cross-cutting nature, its multi-sector scope and the diversity of the partners involved, the NGP will be implemented according to a coherent, results-based planning scheme. The multitude and diversity of challenges involved and the cross-cutting nature of the gender approach, require a collaborative and synergetic implementation and management involving all actors, stakeholders in the promotion of gender equality. The collaborative strategy is therefore a means of establishing a political dialogue concerning the promotion of equality between men and women, boys and girls, and the implementation of the National Gender Policy.

The implementation of the NGP requires planning activities, periodic, annual and mid-term review of the execution of activities and the elaboration of the Medium Term Multisector Logical Framework and the Annual Work and Action Plans.

4.1.2. Updating the NGP Logical Framework

As the Logical Framework for the implementation of the NGP is designed and shaped based on various major challenges identified from the Country Gender Profile developed in 2021, the execution of the Annual work plan is expected to result in a significant improvement in gender mainstreaming as well as a positive evolution of relationships between men and women, girls and boys. Since the context evolves each year, the revision of the Logical Framework is envisaged after 5 years of implementation so as to take into account the results recorded and to adjust them to new political orientations and national priorities.

Consequently, the NGP Logical Framework needs to be reviewed and updated by the end of 2025. This update will be done through a participatory exercise involving all the stakeholders in its implementation. The level of revision of the NGP results chain could lead to a change in the structure of results and work to be carried out from 2026 to 2030.

4.1.3. Annual reviews of the implementation of the NGP

As activity programming for the execution of the Implementation Plan (IP) is based on a continuous and iterative planning approach, annual reviews shall help in assessing the execution conditions, the overall coherence of actions carried out, the level and chances of progress and achievement of results, the validity of basic hypotheses and identified risks that need to be considered.

Annual reviews will be carried out every year in the month of December. All implementation stakeholders should be involved. They will be based on technical reports on the implementation and results obtained. Information collected through the monitoring system that will be put in place will be used annually to support the annual review exercise, which should take into account the roles and responsibilities of the various actors.

4.1.4 Mid-term evaluation of the NGP

Given that the implementation of the NGP is scheduled for a period ranging from 2022 to 2030 and a period of five (5) years has been chosen for the execution of the Multisector Results Framework, it is necessary to evaluate the NGP at mid-term, in June 2025. The objective would be to assess the results obtained and the possibilities of progress and further achievement of expected effects and impacts. The mid-term evaluation report should be prepared through a participatory exercise involving actors engaged in the process. The results should be shared according to modalities that will enable all the stakeholders to assess the implementation conditions and the achievement rate of the expected results.

4.1.5 Annual Work and Action Plans

As the implementation of the NGP is based on the execution of an annual action plan that gives priority to the achievement of activities, the annual action plan will be drawn up in December of the current year and the annual work plans in January of the following year. The annual action plan will be developed based on the conclusions and recommendations of the annual review held before or at the same time as this one. The action plans will be designed to enable each actor to identify activities that fall within their responsibilities. Work plans should stay in line with the general framework and should also maintain the logic behind the implementation of the annual action plan. Given the role of sector implementation, the work plan should take into account the programmes, projects and activities to be carried out in the ministries concerned. In this sense, it is recommended that sector ministries should endeavour to find, at their level, all or part of the resources to finance the cross-cutting integration of gender 2030.

4.2. Coordination and Steering bodies of the implementation of the National Gender Policy (NGP)

The institutional framework for coordinating and steering the NGP must be as representative as possible of the diversity of actors involved, in order to truly unite energies for effective implementation. It is the lever for implementing the NGP.

The proposed institutional steering mechanism is designed to guarantee national leadership on gender issues and create the conditions for broader participation in the fight for gender equality, and active partnership between all development actors.

The institutional framework for coordinating and steering the NGP includes:

- The National Gender Council
- The permanent Secretariat of the National Gender Council
- The steering Committee
- The National Gender Equality Observatory.

4.2.1. The National Gender Council (NGC)

Given the implementation of a cross-cutting approach to gender in all sectors as indicated in Pillar 2 of the NDS30, the implementation of the NGP requires effective coordination at the highest level in order to take into account the orientations given by the Head of State during his message to the Nation on December 31, 2023, reiterated by letter N° 03/CF/SG/PR of January 4, 2024, relating to the rationalization of public operating expenses.

This Council, which is the strategic guidance and decision-making body for gender issues, will ensure that presidential directives in this area are implemented; as in the case of the Circulars relating to budget preparation, which explicitly requires gender to be taken into account in budgetary policies.

At the organizational level, the NGC will be composed as follows:

President: The Prime Minister, Head of Government

Vice-president: MINPROFF

Members

At the level of the Government: MINEPAT, MINFI, other members of government whose ministerial departments are concerned with the implementation of the seven strategic axes.

- Two representatives of Parliament (one from the National Assembly and one from the Senate)
- A representative of the Economic and Social Council
- Two representatives of the Regional and Local Authorities (01 from the regions and 01 from the municipalities)
- A representative of Cameroonians in the diaspora
- Two representatives of the private sector
- Two representatives the traditional authorities
- Four representatives of religious authorities
- Two representatives of the National Statistical System
- Two representatives of the civil society

Ministerial departments could participate in Council sessions when formally invited taking into consideration the involvement or interest of their administrations on an issue in the agenda.

As a strategic, decision-making and monitoring body with regard to the NGP, the Gender Council is assigned with the following main missions:

- Monitor the implementation of the NGP and the progress made, and make recommendations on annual reports on the results of the policy with a view to improving its performance;
- Rule on the mechanisms to be strengthened and the measures and modalities to be put in place to ensure effective overall coordination of the various departments, structures, institutions and civil society organisations that are concerned by the NGP;
- Ensure a synergy of actions of all actors in the promotion of gender;
- Make recommendations and provide guidance for the implementation of the various action plans;
- Ensure advocacy for the mobilization of resources (financial, human and material) and support in favour of gender promotion and develop an active partnership;
- Ensure periodic monitoring and evaluation of the level of implementation of medium-term multi-sectoral gender logic frameworks.

The Chair of the Board is assisted by three Vice-Chairpersons who are respectively:

- 1st Vice-Chair: The Minister in charge of gender;
- 2nd Vice-Chair: The Minister in charge of the Economy and Planning;
- 3rd Vice-Chair: The Minister of Finance.

The Council shall meet once a year, on the basis of a report on the gender situation in Cameroon. This report shall be presented by the Steering Committee headed by the Ministry of Women's Empowerment and the Family, with a view to examining the progress made in implementing NGP actions, and providing the necessary guidelines and directives to improve the situation described.

To carry out its missions, the National Gender Council shall have a Permanent Secretariat.

4.2.2. The Permanent Secretariat of the National Gender Council

For an effective and coordinated implementation of the NGP, under the supervision of the SGPM and in partnership with other stakeholders, a permanent Secretariat shall be set up by the Prime Minister. Placed under the authority of the Prime Minister, Head of Government, with the task of preparing National Council meetings, and of implementing and monitoring decisions and recommendations.

As such, it shall be responsible for:

- preparing the National Gender Council's sessions;
- preparing technical files and organising the various meetings of the National Council
- providing secretarial services for National Council meetings;
- keeping the National Council's documents and archives;
- carrying out any other tasks entrusted to it by the National Council;
- receiving, recording and distributing mail;
- dispatching correspondence from the National Council;
- preparing files to be submitted to the National Council for consideration;
- validating proposals arising from gender action plan evaluations and identifying strategies to speed up the implementation process;

- Making sure that the recommendations of the NGP evaluations are implemented.

Headed by a Permanent Secretary appointed by the Prime Minister, Head of Government, the Permanent Secretariat of the National Gender Council is composed as follows:

- three (3) representatives from the Prime Minister's Office;
- two (2) representatives of the Ministry in charge of Gender;
- one (1) representative of the Ministry of Finance;
- one (1) representative of the Ministry in charge of Planning;
- one (1) representative of the National Institute of Statistics.

The members of the Permanent Secretariat of the National Gender Council are appointed by the government departments they represent.

The operating costs of the National Gender Council and its Permanent Secretariat are included in the annual budget of the Prime Minister's Office.

4.2.3. The NGP Steering Committee (SCO)

Chaired by the Minister in charge of gender, the Steering Committee acts as a technical body for consultation and coordination of actions to ensure effective implementation of all the actions to be carried out by the various actors. It shall be made up of gender focal points and GRB focal points of the various ministries, civil society organisations, the Gender Thematic Group of technical and financial partners, including the United Nations system, the private sector and a number of resource persons who are partners in the implementation of the NGP.

The Steering Committee has the following missions:

- ensuring good communication between the various actors involved in implementing the NGP by holding regular meetings;
- assisting the Permanent Secretariat in preparing documents for the National Council;
- assisting in the search for and mobilisation of internal and external financial resources;
- assisting in setting up databases on the various gender-related issues and the implementation of the NGP;
- contributing to NGP monitoring and evaluation missions;
- ensuring that the directives of the National Council are applied;
- ensuring the coordination and consolidation of partners' action plans and reports with a view to achieving the expected results under the NGP;
- organising an annual participatory review of the progress made by partners in implementing the NGP;
- centralising the annual gender reports submitted by the sector ministries;
- preparing the consolidated version of the national annual report for submission to the National Gender Council.

Presided at by MINPROFF, the composition of the SCO could take into account the need to rationalize. While taking into consideration the inclusive nature of this body, the ministries should be represented by a single person, instead of two, and a number could be fixed for the other categories of participants.

With the aim of streamlining, ministerial departments could participate in SCO sessions when formally invited taking into consideration their involvement or the interest of their administration on an issue in the agenda

To carry out its missions, the Steering Committee shall have a Technical Secretariat and regional steering committees.

4.2.3.1 The Technical Secretariat of the NGP Steering Committee

The Technical Secretariat of the Steering Committee will be chaired by the Secretary General of the Ministry of Women's Empowerment and the Family. It shall meet once every three months and will be coordinated by the Department of Women's Social Empowerment, and will have as members the structures of MINFI and MINEPAT in charge of gender budgeting.

Its main tasks shall consist in:

- preparing the sessions of the National Council on gender matters;
- ensuring the secretariat for meetings of the National Councils;
- preserving documents and archives of the National Council;
- executing all other missions entrusted to them by the National Council
- receiving, registration and distribution of mails;
- dispatching correspondence emanating from the National Council for the preparation of files to be submitted for examination by the Council;
- validating the proposals resulting from the evaluations of gender action plan and identify the strategies to accelerate their implementation process;
- ensuring that the recommendations of the NGP evaluation are implemented;
- ensuring the coordination of interventions within the framework of the implementation of the NGP;
- supporting the institutionalisation of gender in the various sectors (ministries, institutions, civil society organisations, private sector, etc.) ;
- preparing files to support the mobilisation of resources to finance NGP programs;
- carrying out, in conjunction with the partners, the mid-term evaluation of the implementation of the NGP and its annual evaluation;
- producing reports on the implementation of the NGP ;
- preparing meetings of the Steering Committee;
- acting as the Steering Committee's secretariat;
- collecting, processing and analysing data from the field to add into the work of the Steering Committee sessions;
- maintaining dialogue with the stakeholders involved in implementing the NGP;
- taking part in programming exercises carried out by the government and technical and financial partners.

4.2.3.2. The Regional Delegations of MINPROFF (DRPROFF)

A Regional Steering Committee of the NGP shall be set up in each region. As the guarantor of the Steering Committee at regional level, the Regional Steering Committee carries out its tasks in strict compliance with the mandate given to it by the Steering Committee. The Regional Committee shall have as missions to:

This decentralized state service could be under the authority of the Governor, to implement the activities of the NGP suggested for the regional Steering committee.

As representatives of the Steering Committee at the regional level, the DRPROFF carries out its missions in strict compliances with the mandate entrusted to it by the latter, namely:

- Adopt a regional action program for the implementation of the NGP and monitor its overall implementation;
- Draw up a map of gender stakeholders in the region ;
- coordinate and bring together all the initiatives taken by the various local actors and stakeholders in order to maximize the impact of gender equality;
- Support the integration of gender in regional development plans;

Take appropriate measures to mobilize human and financial resources to implement the NGP;

- Ensure participatory monitoring and evaluation of the implementation of the NGP at regional level;
- Adopt the annual regional report on the results of the regional action programme of the NGP;
- Formulate opinions and recommendations to the Steering Committee on any issue that can help to correct discrimination and advance progress in gender equality.

Each DRPROFF will coordinate a committee composed of the following members:

- The Head of the Regional Delegation of the Ministry in charge of Gender ;
- A representative of the Regional Council ;
- Representatives of the decentralized structures of the sectorial ministries.
- Representatives of civil society;
- Representatives from the private sector;
- Community leaders ;
- Representatives of the traditional authorities;
- Representatives of religious denominations.

The Regional Committee is placed under the authority of the Governor, who chairs its sessions. The Chairman of the Regional Committee is assisted by two Vice-Chairmen who are respectively:

- 1st Vice-Chairman: the Regional Delegate of the Ministry in charge of gender issues;
- 2nd Vice-Chairman:
- The Regional Delegate in charge of the Economy, Planning and Regional Development.

The Technical Secretariat of the Regional Council shall be the responsibility of the Regional Delegate of the Ministry in charge of gender.

The Regional Committee shall meet once a year in ordinary session and in extraordinary session when necessary. The Regional Delegation of the Ministry in charge of Gender shall make sure that the recommendations of the Regional Committee are implemented in conjunction with the ministerial departments, institutions and organizations involved in the NGP.

4.2.4. The National Observatory for Equality between Men and Women

A National Observatory for Equality between Men and Women will be set up in all sectors of national life. Housed within the Ministry in charge of Gender, the National Observatory for Equality between Men and Women will play a leading role in this process. The Observatory's mandate is to monitor, alert and anticipate in terms of equity and equality between men and women, to monitor and evaluate compliance with gender indicators on an ongoing basis, to act as a framework for guidance and coordination in terms of equal opportunities and equity, to make recommendations to the various institutions, to monitor compliance with the gender principle in the national development vision, and to submit an annual programme and activity report to the Government.

To this end, the Observatory will set up a gender-sensitive information system in each of the priority areas of intervention of the NGP, but also in all the sectoral areas covered by the various parties involved in the implementation of the NGP and the NDS30 as a whole. This system will be fed by the consistent production of gender-differentiated data from the various sectors of activity, from the INS, from the " *Unité de Suivi et de Coordination des Politiques Economiques* " of the Ministry of the Economy, and from BUCREP in its role of contributing to the evaluation of public policies, as well as by the results of thematic studies and ad hoc surveys carried out by other institutions. To promote the availability of the gender-specific data needed for a proper assessment of performance in terms of gender mainstreaming in all sectors, financial

resources need to be mobilized to support the thematic and general surveys and studies to be carried out.

The creation, organization and operation of the National Observatory for Equality between Men and Women shall be governed by a special text issued by the Prime Minister, Head of Government.

Compliance with the institutional framework for coordinating and steering the NGP, which establishes the charter of responsibilities and roles expected from each stakeholder in the implementation of the NGP, will promote adequate synergies between the actors for convergence of actions towards the expected results. It will equally contribute to strengthen the technical capacities of the Ministry of Women's Empowerment and the Family, and encourage the adoption of practices conducive to the establishment of sustainable development guaranteeing equity and equality between women and men.

Adherence to the institutional framework thus defined, which lays down the charter of responsibilities and roles expected from each stakeholder in the implementation of the NGP, will promote synergy between stakeholders, a necessity for the convergence of actions towards expected results. It also contributes to strengthening the technical capacities of the Ministry of Women's Empowerment and the Family, and to promoting the adoption of practices geared towards sustainable development, which ensures equality between men and women, boys and girls.

In the perspective of mainstreaming gender in policies, programmes and projects, the plan is to have these mechanisms to be gradually reinforced by other bodies, such as a National Observatory for Gender Equality to monitor gender mainstreaming in all sectors, a National Women's Council to mobilize all the driving forces working for the advancement of women, not forgetting Regional or Municipal Gender Councils, where necessary.

4.3. Implementation of the National Gender Policy

Implementing the NGP in coherence with the option of ensuring the transversality of gender at sector level as defined by the NDS30 means defining the roles and responsibilities of implementing actors. As the main actor responsible for creating conditions for the equitable treatment of men and women, girls and boys in all sectors and areas, the State's commitment is required as well as that of other stakeholders. The State must therefore encourage the effective participation of all actors in the implementation of the NGP.

4.3.1. The Ministry of Women's Empowerment and the Family

MINPROFF plays a key role in the national mechanism for the promotion of gender equality. Through the mechanisms that have been put in place, it ensures planning, programming and execution of actions to be carried out within the framework of the implementation of the NGP. To this end, it provides direct support to the institutions involved in mainstreaming gender. It thus contributes to the capacity building of sector ministries through gender units, specialised national agencies involved in the implementation of sector projects and programmes, regional development agencies, the Parliament and Civil Society Organisations. For an effective implementation, it ensures the coordination of activities and promotes cooperation between the various stakeholders.

As concerns the monitoring of actions to be developed, MINPROFF ensures the collection, exploitation and analysis of data necessary to evaluate performance regarding the promotion of gender equality in all areas, in collaboration with the gender units of various ministries. In conjunction with those in charge of monitoring the implementation of the NDS30, it makes sure that gender is mainstreamed in the various projects and programmes and guarantees the crosscutting integration of gender in the said projects and programmes, which are part of the Priority Action Plan.

Since MINPROFF is accountable for the results obtained in the promotion of gender equality, it produces reports on the state of equality between women and men, girls and boys in all areas according to the monitoring and evaluation modalities and mechanisms adopted. To this end, it must inquire into the actions carried out by all the stakeholders, and collect, use, analyse and disseminate information necessary to assess the results recorded in the implementation of the NGP.

4.3.2. The Ministry of Finance and the Ministry of the Economy and Planning

MINFI and MINEPAT have a central role to play in the implementation of the NGP, the former because it manages the budget reform and the latter because it ensures the coordination and quality control

of planning at national level. In this context, these two administrations are essential allies in implementing a Gender Responsive Budgeting (GRB) approach in the Planning, Programming, Monitoring and Evaluation (PPME) chain, and consequently in public finance at sector and local levels.

MINFI's role is also to ensure that the different interests and needs of women and men are taken into account in the financial-related services to be provided and that there is a balanced representation of women and men at the level of elected bodies and staff, especially in the implementation of the National Microfinance Strategy.

4.3.3. Other sector administrations

The ministries in charge of sector policies pertaining to their area of responsibility ensure the cross-cutting integration of gender in the programmes and projects included in the priority action plan of the NDS30. Thus, each ministry contributes directly to the execution of the NGP and ensures, as such, the creation and functioning of gender units according to the modalities provided for by the Department in charge of Gender. For an effective sustainability and profitability of gender mainstreaming actions, each ministry ensures, in collaboration with this Department, the institutionalisation of gender in sector planning, programming and budgeting mechanisms. To this end, the gender units must make sure that the conditions for overcoming the challenges experienced with the Gender Focal Point approach are met. According to the modalities and cycles of internal budget planning, each Gender Unit must, in relation with the relevant authority, ensure the inclusion of gender promotion activities in the programmes and budgets of its Administration. For the purpose of reporting on actions initiated within the framework of the implementation of the NGP and the progress made, each ministry must participate in sector programming actions to contribute to gender mainstreaming in the implementation of sector projects and programmes of the NDS30. Moreover, each sector must create the conditions for taking into account gender issues and progress made in terms of equity and equality between men and women, girls and boys during joint sector reviews.

4.3.4 The Parliament

The Parliament is a key actor in the achievement of equality between men and women, girls and boys and therefore contributes to the implementation of the NGP. Through its respective structures, bodies and institutional means, it ensures gender mainstreaming in parliamentary activities, namely legislation, auditing and representation. In this regard, it ensures that its capacity building programmes, training and awareness-raising sessions for MPs aimed at equipping them with the technical resources needed for effective gender mainstreaming in the examination of the different finance laws and, more specifically, in the assessment of government policies. Capacitybuilding actions in gender mainstreaming will also involve the administration and assistant MPs.

In order to create the conditions for gender institutionalisation, the Parliament must study the modalities for setting up in each chamber, a committee specifically dealing with issues related to equality between men and women, girls and boys, in parliamentary activities. In the meantime, the network of women MPs and senators should be used to support gender mainstreaming within the parliament and to advocate for the creation of a technical committee specialised in gender issues. In this sense, the abovementioned network must open up more to men and create coalitions at the internal level for the submission and adoption of legislative bills that favour the effectiveness of gender equality and the empowerment of women in Cameroon.

4.3.5 Regional and Local Authorities

Regional and Local Authorities, who are responsible for applying the territorialisation of policies, are key actors in the implementation of the NGP. With the support of Local Development Committees, they are responsible for the institutionalisation and cross-cutting integration of gender in Council Development Plans (CDP) and Regional Development Plans (RDP) that they are expected to draw up and implement, in view of the development of municipalities and regions. In this regard, through their associations, local authorities must take part in the various consultation and monitoring bodies for the implementation of the NGP that will be created.

4.3.6 Civil Society Organisations

Civil Society Organisations (CSOs) who play an important role in promoting human rights and in improving women's living conditions as well as their physical and moral integrity and their participation in decision making, contribute to the implementation of the NGP. Given their multifaceted and significant

contributions to the execution of programmes and projects implemented by sector ministries, CSOs should contribute, based on specific actions, to the achievement of the results of the NGP. To this end, specific support mechanisms and resources for their projects should be put in place in the form of responsive funds to support women's initiatives. CSOs, who also contribute to the creation of sustainable conditions for the achievement of equality between men and women, girls and boys, participate in consultation bodies with actors of the implementation of the NGP. They could be represented through established networks.

4.3.7 Technical and Financial Partners

Technical and Financial Partners contribute to the implementation of actions while ensuring, individually and jointly if need be, gender mainstreaming in programmes initiated to contribute to the implementation of the NDS30.

Bilateral and multilateral cooperation institutions also participate in the implementation of the NGP. Technically, they are invited to provide financial support to gender institutionalisation efforts, depending on the actions for which they provide support at the level of ministries and other bodies. As such, bilateral and multilateral organisations must provide technical support for the actions that are being carried out and contribute financially to the implementation of the NGP as well as sector actions. To this end, the Gender Thematic Group of Technical and Financial Partners and that of the United Nations act as a consultation and advocacy framework for the mobilisation of resources.

4.3.8. Target beneficiary groups

Target groups are not passive beneficiaries, but rather implementation actors. They are fully involved in the identification of their needs and priorities, in the development of projects and programmes to address their concerns, as well as in the funding and implementation of actions. They are stakeholders in planning, monitoring and evaluation activities. Their interventions are solicited through their various umbrella organisations.

4.4. Monitoring and evaluation of the National Gender Policy: mechanisms and modalities

4.4.1. Justification of the Monitoring and Evaluation System

The monitoring and evaluation system should feed into the various planning processes and activities that are carried out throughout the execution of the Implementation Plan. Therefore, this system will provide data for:

- planning activities, periodic, annual and mid-term review of the implementation of activities as well as update of the logical framework and of annual work and action plans;
- revision of the logical framework for the implementation of the NGP for an update of the situation analyses;
- programming activities for the implementation of the NGP based on well-prepared reports, annual reviews to assess the conditions of implementation, the overall coherence of actions carried out, the level and chances of progress and achievement of results, the validity of primary hypotheses and risks identified;
- periodic evaluation of the NGP over the period from 2021 to 2030 and a period of five (05) years adopted for the implementation of the Multisector Results Framework.

4.4.2. Objectives of the monitoring and evaluation system

The objectives of the monitoring and evaluation system are to:

- collect necessary data to highlight actions aimed at promoting gender equity and equality in each of the areas and sectors concerned;
- encourage the creation of a comprehensive database on the situation of men and women, girls and boys, actors and beneficiaries of the sector's activities;
- support communication on gender-related issues and support advocacy;
- make available to stakeholders, information collected to report on the implementation of activities, the status and evolution of gender equity and equality at all levels and sectors.

4.4.3. Framework and modalities for monitoring and evaluation of the NGP

The monitoring and evaluation system will have a national scope and should involve all sectors as well as central, deconcentrated and decentralised areas, be it at regional or council levels. The national coverage is justified by the approach adopted for the implementation of the NGP, which focuses on the execution of activities related to the different challenges identified by government actors, regional and local authorities, parliament, civil society, private sector and the population.

Monitoring is continuous with regard to the execution of activities carried out by various stakeholders and the evolution of situations in relation to progress expected in terms of outputs. Evaluation will be specific for activities related to implementation, and periodic as concerns the assessment of the effects and impact achieved in terms of gender promotion.

Monitoring and evaluation will be carried out according to criteria and modalities of results based management based on documents such as the Logical Framework of the NGP, the Performance Measurement Framework, and Annual Action Plans. The monitoring and evaluation system will be designed so as to tie in with the main information systems used by sectors.

The NGP monitoring and evaluation system thus defined, is closely aligned with public finance management instruments used by various structures of the Ministry of Finance. It is equally in line with the instruments and data of the National Institute of Statistics (NIS) and the Central Bureau of the Census and Population Studies (BUCREP), and any other mechanism which play major roles in the monitoring of public policies.

In addition, the monitoring and evaluation system is intended to be linked to the main information systems used by various sectors to feed the contents of the Multiannual Expenditure Planning Documents (MEPD) and the Annual Performance Reports (APR) as well as those used to monitor the implementation of the NDS30. Consequently, the NGP monitoring and evaluation system is in line with the public finance management instruments (PROBMIS) used by MINEPAT and MINFI. This system will also rely on the NIS and BUCREP, which have a comparative advantage in terms of collection and dissemination of data. In the same vein, the National Gender Equality Observatory, given its mission in assessing the state of equality between men and women, girls and boys, will participate in the data collection and processing mechanism.

The institutional monitoring system will include a mid-term review and evaluation mechanism with three levels of action:

- the level of the NGP Steering Committee;
- the level of the actors of the Units/Committees for the Promotion of Gender in the institutions and ministries;
- The level of TFP Consultation Framework.

To implement the NGP monitoring mechanism, a gender-disaggregated data collection system, which takes into account local specificities, is designed and implemented. Monitoring/evaluation tools are periodic bulletins of indicators, consolidated into reports.

Once a year, the National Committee will bring together gender sector units of public and semi-public administrations, TFPs and the Civil Society, to take stock of the implementation of the NGP and identify acceleration strategies. At mid-term, an external assessment will examine the extent to which the NGP has been included in action plans, programmes and projects, resources mobilised and results obtained, and will decide on any necessary readjustments. At the end of the implementation period (2030), an external assessment will take stock of the implementation of the NGP and will point out perspectives.

As described above, the monitoring and evaluation system will therefore have as reference frameworks:

- the NGP Logical Framework;
- the Performance Measurement Framework of the NGP.

Reference baselines are results chains that include programmes, actions and activities. In monitoring, reference baselines will be extended to inputs and activities that will be carried out to achieve results chains in all the sectors. Target objectives that reflect qualitatively and quantitatively the results to be achieved at the end of the execution of the NGP activities, will also serve as a basis for assessing the level of progress in obtaining results.

From the beginning of the execution of the two implementation frameworks, the target objectives should be set in time to take into account the operational scheme determined according to the means available.

4.5. Communication around the National Gender Policy

The media, traditional communicators, community relays and artists are called upon to play an important role as privileged partners in the implementation of all activities related to the NGP. This will be done through the global communication programme that will support the implementation of the NGP. The contribution of these different categories of actors is also sought for the dissemination of information relating to the implementation of the policy, the carrying out of advocacy activities towards political authorities and opinion leaders within the framework of the promotion of change in behaviour, attitudes and practices -which are detrimental to gender equality- and for the creation of an environment conducive to the promotion of gender.

Communication is one of the keys in supporting the implementation of a cross-cutting policy in a field that requires change in practices and mentalities, hence the importance to be given to social communication. Moreover, the very nature of such a policy calls for a large number of actors with different interests, thus underlining the importance of organisational communication, which involves coordination, concertation, information, dissemination, dialogue, networking and sharing of experiences.

The development of a communication strategy will support the implementation, monitoring and dissemination of results of the NGP.

Actions envisaged include:

- publishing, disseminating and promoting the NGP in all regions
- creating a website and a network of actors;
- sharing of experiences in Cameroon, in the sub-region and at the international level;
- appropriate use of mass media, etc.

A communication strategy will be developed by the Technical Secretariat made up of MINPROFF representatives, Gender Focal Points, main donors, CSOs and other development partners. This strategy relies mainly on existing local structures, notably Communication Units. Other categories of persons who will be equally concerned by these messages are the local and international media, as well as the international community.

This strategy will highlight specific measures and initiatives undertaken to ensure a proper understanding and visibility of the role and efforts of each financial partner of the NGP.

Information will be clear, reliable and coherent regarding actions carried out. Communication means will be chosen according to the communication objectives and targets and may include: (1) direct contact with field agents, gender regional and municipal committees, local authorities; (2) television, national and local broadcasting stations; (3) brochures and comics; (4) posters and newspapers, (5) social networks. It will also be possible to communicate in an interactive way for the dissemination of figurative ideas and concepts based on local culture, such as music, theatre, cultural events or other forms of oral expression in use within the community.

4.6. Financial mechanism of the National Gender Policy

The mobilisation of funds required for the development of capacities, methodologies and skills as regard gender mainstreaming in democratic governance and public affairs are essential conditions for success and the achievement of results. MINPROFF, supported by the National Gender Council and the Steering Committee, will have to develop a strategy to mobilise the required financial resources for capacity building programmes. This strategy is further enhanced by the fact that the gender issue will have a structuring framework encompassing a National Policy and its Results Framework, as well as a particular focus in MINPROFF's Medium Term Expenditure Frameworks (MTEFs) and sector ministries.

As the implementation of the NGP depends on financial resources that can be mobilised both internally and externally, it is necessary to create a synergy of action with all actors. Hence, resources will be mobilised through the following methods:

- establishment of a National Gender Fund, financed by the State's budget, TFPs, private sector contributions, the civil society and other donors;
- direct and specific funding of gender-sensitive projects by the private sector, civil society organisations and TFPs
- budgeting of NGP implementation activities in regional and council development plans;
- budget increase of the Ministry in charge of gender;
- integration of a gender-responsive budgeting (GRB) approach that facilitates the optimal use of resources and a better impact on the reduction of gender disparities and inequalities;
- recourse to foundations and private donors at the national and international level.

The elaboration of the NGP Paper is the tangible expression of the political will and strong commitment of the Government and its Development Partners to address, in a serene way, the fight for equality between men and women, girls and boys, in the cultural, social and economic life of Cameroon. The NGP is in line with the respect of human rights and the fight against poverty, which has the NDS30 as its reference framework.

Considering the complexity of challenges and solutions to be found with regard to gender inequalities, the NGP is not a recipe per se for a final and total solution to all gender issues. It does, however, make it possible, on the one hand, to get a clearer picture of gender inequalities, their causes and effects on both sexes and on development and, on the other hand, to envisage realistic and sustainable consensual solutions through social, political, economic and legal measures.

The NGP has the ambition to achieve gender equality in the long run by creating a sociocultural, legal, economic and institutional environment conducive for gender mainstreaming in development policies, programmes and projects and in governance. It should also enable all actors to develop gender-sensitive attitudes for a change in behaviour favourable to the respect of the right to difference and of gender equality in terms of access, management and control of national, local and family affairs.

The NGP therefore appears as an orientation and reference framework for all actors towards gender mainstreaming at all levels. It will not only be a pedagogic and technical tool to help in the elaboration of development programmes and projects, but also an advocacy and animation tool for the facilitation of social dialogue, mobilisation of resources and coordination of gender sensitive activities.

The diligent implementation of the NGP requires strong social mobilisation, a synergy of actions from all actors dedicated to the issue of gender, sufficient resources, strong pro-gender organisations, institutionalisation mechanisms and tools, and a monitoring/evaluation system based on gender-specific indicators. All these parameters should be sustained by a real and permanent political will on the one hand, and by the development of an active and productive partnership on the other.

In this regard, the success of the NGP will of course depend on the attention and credit given to it by the Government and its partners, but above all on the commitment of each Cameroonian, regardless of his or her status, to make the issue of gender inequality and discrimination his or her own personal concern and battle. Indeed, it is known that the real obstacles to gender equality are not only insufficient financial resources or institutional and organisational shortcomings, but above all they stem from our mental patterns, our reluctance to acknowledge others' right to equality, and our complexes and habits of superiority and domination, or inferiority and submission. This is why the real solution to the gender issue lies in each and every one of us, man and woman, girl and boy. Also, each Cameroonian, by a mere change of behaviour in the relationship between men and women, girls and boys, would participate positively in reversing the trends for a sustainable human development built on the principles of equity and respect of the law.

PART TWO:
**MULTISECTOR RESULTS FRAMEWORK
OF THE NATIONAL GENDER POLICY**

PART TWO:
**MULTISECTOR RESULTS FRAMEWORK
OF THE NATIONAL GENDER POLICY**

CHAPTER 5: LOGICAL FRAMEWORK OF THE NATIONAL GENDER POLICY

After a brief review of the elements of the NGP, this chapter will focus on the characterisation and presentation of the programmes according to the results-based logic.

5.1. Reminder of the elements of the National Gender Policy

5.1.1. Vision of the National Gender Policy

The vision of the National Gender Policy stems from the long-term vision of Cameroon in 2035. It is stated as follows: ***“To contribute to the construction of an emerging Cameroon, democratic and united in its diversity, in which men and women enjoy the same rights, the same chances and the same development opportunities”.***

This vision is supported by values of equity, national solidarity, shared responsibility and social justice.

5.1.2. Goal of the National Gender Policy

The National Gender Policy aims to promote an egalitarian, just, democratic and inclusive society based on human rights for men and women, girls and boys, in the perspective of sustainable, equitable and participatory development, both in the public and private sector.

5.1.3. Objectives of the National Gender Policy

The overall objective of the NGP is to create favourable conditions for the development of Cameroonian women and men, girls and boys without any form of discrimination, through the promotion of:

- (i) A framework in which socio-cultural constraints are reduced and in which women and girls have better access to health, education and training and their skills are strengthened;
- (ii) An environment conducive to the reduction of all forms of discrimination and gender-based violence, and which favours the involvement of men and young people;
- (iii) Increased and effective participation of women and people in vulnerable situations in decision-making at all levels and their equitable and sustained representation;
- (iv) Effective decent employment and available, diversified and innovative productive resources accessible to women for their economic empowerment;
- (v) A social protection bedrock in which the rights of women/girls and men/boys are respected and in which women and girls benefit from protection measures against violence, including in times of crisis, and are actively involved in mechanisms and processes for conflict prevention and resolution, peace-building and social cohesion.

5.1.4. Strategic axes of the Gender Policy

Taking into account the major obstacles identified by the Gender Profile and the review of past and current policies, and in order to achieve the above-mentioned objectives, the implementation of the NGP will be carried out through seven (7) strategic axes which will later be translated into programmes and priority areas of action in synergy with each other. These are:

Strategic Axis No.1: Promoting equitable access of girls and boys, women and men to education, training and information;

Strategic Axis No.2: Improving women’s and girls’ access to quality health services, particularly in the areas of reproductive health, non-transmissible diseases HIV/AIDS and other pandemics;

Strategic Axis No. 3: Strengthening women’s contribution to economic development through their inclusion in productive circuits and equal access to employment opportunities and factors of production;

Strategic Axis No.4: Promotion of a socio-cultural environment favorable to the respect of the rights of men and women without discrimination and to the elimination of all forms of gender based violence (GBV);

Strategic Axis No. 5: Strengthening the participation and representation of women, men and youth in

national, local and community governance and in decision-making spheres;

Strategic Axis No. 6: Strengthening protection and resilience measures for women and men in humanitarian and security crises and participation in peace building, social cohesion and living together;

Strategic Axis No.7: Strengthening the institutional framework for the promotion of gender in public policies including budgets at national and local levels.

Each strategic axis summarises the problems identified in the sector and is broken down into objectives and priority areas of action on the basis of which the multisectoral logical frameworks will be constructed.

Strategic Axis No. 1: Promoting equitable access of girls and boys, women and men to education, training and information

This strategic axis is broken down into two (2) priority areas of action:

1. Increased equitable and sustainable access of girls and boys, women and men to education, vocational training and literacy;
2. Improved skills, knowledge and equitable access of women and girls, men and boys to quality information and ICTs.

Strategic Axis No. 2: Improving women’s and girls’ access to quality health services, particularly in the areas of reproductive health, non-transmissible diseases HIV/AIDS and other pandemics

This strategic axis is broken down into three (3) priority areas of action:

1. Improved reproductive health of women and adolescents and reduction of maternal and neonatal mortality ;
2. Promotion of gender in the fight against HIV-AIDS and other pandemics;
3. Promotion of women’s and teenage girls’ education in nutrition and essential family practices.

Strategic Axis No. 3: Strengthening women’s contribution to economic development through their inclusion in productive circuits and equal access to employment opportunities and factors of production

This strategic axis is broken down into four (6) priority areas of action:

1. Equal access and retention of women and men in public administration and the private sector ;
2. Improved profitability of the work of rural women active in the value chain segments of key productive sectors (agriculture, livestock, fisheries);
3. Improved profitability of women’s economic operations in the informal sector and in entrepreneurship;
4. Expanded framework and provision of services to support women’s economic activities.
5. Promotion of equitable access to factors of production (natural resources and land, money, technology, infrastructure and equipment)
6. Promotion of gender in the development and implementation of investments in a climate resilient water sector.

Strategic Axis No.4: Promotion of a socio-cultural environment favorable to the respect of the rights of men and women without discrimination and to the elimination of all forms of gender based violence (GBV)

This strategic axis is broken down into five (5) priority areas of action:

1. Strengthening of the legal arsenal and effective application of legal texts guaranteeing the rights of women and men;
2. Improved access to justice services taking into account the differentiated needs of women and men and the respect of their rights;
3. Popularization of texts and reinforcement of knowledge on the rights and duties of women and men;
4. Prevention, management and repression of gender-based violence, trafficking in persons and

migrant smuggling;

5. Protection of young girls and boys against emerging social evils.

Strategic Axis No. 5: Strengthening the participation and representation of women, men and youth in national, local and community governance and in decision-making spheres

This strategic axis is broken down into two (2) priority areas of action:

1. Promotion of women’s leadership and balance in the representation of women and men in decision-making bodies, in elective and administrative positions at national level and in Cameroon’s diplomatic representations;
2. Promotion of the civic participation of women, men and youth in decision-making bodies at family, community and local levels.

Strategic Axis No. 6: Strengthening protection and resilience measures for women and men in humanitarian and security crises and participation in peace building, social cohesion and living together

This strategic axis is broken down into three (3) priority areas of action:

1. Protection of women and men, girls and boys in humanitarian and security crises;
2. Strengthening the livelihoods for women’s and men’s resilience in humanitarian and security crises;
3. Promotion of gender in the process of humanitarian and prevention response, and conflict resolution and peace building.

Strategic Axis No.7: Strengthening the institutional framework for the promotion of gender in public policies including budgets at national and local levels

This strategic axis is broken down into five (5) priority areas of action:

1. Gender promotion for behavior change in favor of gender equality
2. Support for the institutionalization of Gender Responsive Budgeting in pilot sectors and ministries and at the local level;
3. Restructuring of the gender institutional mechanism;
4. Strengthening national capacities in gender mainstreaming in the sectors of national life;
5. Improving the production and use of gender statistics.

5.2. Characterisation and presentation of the programmes

Programme 1: Promoting equitable access to education, training and information for girls and boys, women and men

Strategic focus to the NDS30: Pillar 2 (Development of human capital and well-being)

Objective of the programme: Promote equitable access to education, training and information for girls and boys, men and women

Programme performance indicators:

- Gender parity index in the different levels of education
- Completion rate for girls/boys by cycle (primary, secondary, higher and vocational education) - Literacy rate of young women aged 15-24

Summary of the Programme Strategy :

- I.E.C/C.B.C. towards communities and families on the importance of girls' education;
- Strengthening of partnership between schools, families, communities and opinion leaders for a better support to girls' schooling;
- Introducing the gender approach in training curricula at all levels;
- Fight against sexist stereotypes in school textbooks and practices;
- Reinforcing the establishment of community tele-centres;
- Encouraging girls to attend school; - Functional literacy;
- ICT training.

Results chain	Objectives	Indicators (Title)	Baselines 2021	Five-year targets		Structures in charge of the implementation	Remarks
				2025	2030		
Programme 1: Promotion of equitable access to education, training and information for girls and boys, women and men	Promote equitable access to education, training and information for girls and boys, men and women	Boys/girls parity index net participation rate	Primary education: 0.99 Secondary education: 0.92 Higher education: TBD (to be determined) Vocational education: TBD	1	1	MINEDUB MINESEC MINESUP MINEFOP MINJEC MINAS MINPROFF	
		Completion rate for girls/boys by cycle (primary, secondary, higher, vocational education)	Primary : TBD Secondary 43 % (42,37 G/45,54 B) Higher : TBD Vocational : TBD	100%	100%	MINEDUB MINESEC MINESUP MINEFOP MINJEC MINAS MINPROFF	
		Literacy rate of young women aged 15-24	68%	80%	95%	MINEDUB MINPROFF MINJEC	

Action 1.1.: Increasing equitable access of girls and boys, women and men to education, vocational training and literacy.	Increase girls' schooling in EPAs	Gross enrolment rate of girls in EPAs in MINESEC	23,5 % in 2022	TBD	TBD	MINEDUB MINESEC MINPROFF MINJEC	Need to set baselines and targets
		Net enrolment rate of girls in EPAs in MINESEC	18,73 %	TBD	TBD	MINEDUB MINESEC MINPROFF MINJEC	
	Reduce dropout rates among girls	Drop-out rate among boys and girls in primary education	AD	TBD	TBD	MINEDUB MINESEC MINPROFF MINJEC	Need to set baselines and targets
		Drop-out rate among boys and girls in secondary education	7% (4,95% G/8,95% B) in 2022	TBD	TBD	MINJEC MINEFOP MINESEC MINPROFF	Need to set baselines and targets
		Drop-out rate among girls in higher education	TBD	TBD	TBD	MINESUP	Need to set baselines and targets
Action 1.2: Improving the skills, knowledge and equitable access of women and girls, men and boys, to	Increase women's and girls' skills and access to media and ICTs	Rate of women's and girls' access to the media	50%	70%	90%	MINCOM MIPROFF	
		Rate of internet use by women and girls	27%	60%	90%	MINCOM MINPOSTEL MIPROFF MINJEC	
quality information and ICTs		Rate of women and girls trained in ICTs	TBD	TBD	TBD	MINEFOP MINPOSTEL MINESUP MINEJEC	Need to set baselines and targets

Programme 2 :Improving women’s and girls’ access to quality health services, notably in the areas of reproductive health, noncommunicable diseases, fight against HIV/AIDS and other pandemics

Strategic link with the NDS30: Pillar 2 (Development of human capital and well-being)

Objective of the programme:Ensure quality health services, notably in the area reproductive health, for women and men, and for girls and boys, that can significantly reduce the risk of maternal mortality and morbidity, non-communicable diseases, HIV/AIDS infection, and other pandemics.

Programme performance indicators :

- Rate of maternal mortality
- Rate of HIV prevalence among women and adolescent girls aged 15-24
- Rate of CPN 3 and above among women and young girls/adolescent girls

Summary of the Programme Strategy :

- IEC/CBC in the domain of reproductive health and nutrition;
- Mutualisation of medical care for women and girls, especially pregnant women and adolescent girls aged 15-24;
- Intensification of campaigns against malaria, HIV and other non-communicable diseases.

Programme 2 : Improving women’s and girls’ access to quality health services, notably as concerns reproductive health, non-communicable diseases, fight against HIV/AIDS and other pandemics	Ensure quality health services, notably as concerns reproductive health, for women and men, and for girls and boys, that can significantly reduce the risk of maternal mortality and morbidity, noncommunicable diseases, HIV/AIDS infection, and other pandemics	Rate of maternal mortality	406 per 100,000 live births	200 per 100,000 live births	70 per 100.000 live births	MINSANTE MINPROFF	
		HIV prevalence rates among women and adolescent girls aged 15-24	3.4%	2%	1%	MINSANTE MINPROFF	
		Rate of CPN 4 and above among women, girls/adolescent girls	64.9%	77%	85%	MINSANTE MINPROFF	
Action 2.1. : Improving reproductive health of women and	Provide care for pregnant women and girls	Rate of births attended by skilled personnel	69%	80%	90%	MINSANTE MINPROFF	
			4 %	2%	1%	MINSANTE	

adolescent girls and reduction of maternal and neonatal mortality/morbidity	Reduce early and unwanted pregnancies among young girls	Birth rate among adolescents				MINPROFF	
---	---	------------------------------	--	--	--	----------	--

Action 2.2. : Promoting gender in the fight against HIV/AIDS and other pandemics	Increase the level of knowledge about HIV/AIDS in order to reduce the rate of infection among women and girls	Percentage of women aged 15-49 who are aware of both ways to prevent HIV infection	70%	85%	100%	MINSANTE MINPROFF	
		Percentage of women aged 15-49 who know about the three ways of mother-to-child transmission of HIV	64%	80%	100%	MINSANTE MINPROFF	
Action 2.3.: Promotion of education for women and adolescent girls on nutrition and essential family practices (EFPs) .	Strengthen awareness among women and adolescent girls on nutrition education and EFPs	Number of sessions held on nutrition education and EFPs	00	700	1500	MINSANTE MINPROFF	Need to baselines set
		Number of people sensitised on nutrition practices and EFPs	10 000 000 persons	4 050 000 persons	4 800 000 persons	MINSANTE MINPROFF	Need to baselines set

Programme 3 :Enhancing the contribution of women to economic development through their integration into productive channels and equal access to employment opportunities and production factors

Strategic focus to the NDS30 :Pillar 3 (Promotion of employment and economic inclusion)

Objective of the programme : Strengthen measures to address the unequal access of men and women to economic opportunities, entrepreneurship and employment

Programme performance indicators:

- Women’s poverty rate
- Proportion of women in paid employment
- Proportion of women entrepreneurs
- Women’s activity rate

Summary of programme strategy :

- Structuring of women’s organisations by sector ;
- Popularisation of the production and productivity of agro-pastoral women;

- Sensitisation of women and girls on land access procedures and the opportunities offered by the Government in relation to the sector
- Strengthening the position of women in the the agro-pastoral value chains;
- Capacity building on economic opportunities and better access of women to economic information, training and production factors;

- Strengthening women's access to financial and non-financial services;
- Strengthening women's entrepreneurial capacities;
- Improving women's competitiveness in the labour market;
- Sensitisation of women and girls on land access procedures and government opportunities in the sector;
- Identification, support for the structuring and networking of groups working in the field of women's economic advancement;
- Support for the positioning of women farmers in all segments of value chains;
- Sensitisation/information of women on training opportunities, access to productive resources made available by the public or private sector or by Technical and Financial Partners (TFPs);
- Women's capacity building to set up and manage income-generating activities;
- Support for women's socio-economic resilience to crises;
- Advocacy/mobilisation for better access of women to productive resources;
- Production of strategic orientation documents on women's employment, development of women's entrepreneurship and competency-based approach in the WFECs;
- Support and institutional assistance to women project leaders;
- Development of a partnership with all stakeholders in the process of women's empowerment;
- Communication for Behavior Change in environmental protection and sustainable development
- Institutional support (training, various donations, promotion of women's savings, promotion of IMF for women);
- Development of partnerships for women's economic empowerment;
- Positive discrimination in favour of women as concerns employment and recruitment;
- Promotion of women's entrepreneurship;
- Establishment of a support and assistance fund for women's activities.

Programme 3 : Enhancing the contribution of women to economic development through their integration into productive channels and equal access to employment opportunities and production factors	Strengthen measures to address the unequal access of men and women to economic opportunities, entrepreneurship and employment	Women's poverty rate	37.7%	32%	27%	MINPMEESA MINPROFF MINCOMMERCE MINEFOP	
		Proportion of women in paid jobs	61.4%	75%	85%	MINPMEESA MINPROFF MINCOMMERCE MINEFOP MINEFOPRA MINPMEESA	
		Proportion of women entrepreneurs	37.8%	40%	50%	MINPROFF MINCOMMERCE MINEFOP MINDCAF	
		Women's activity rate	64.2%	75%	85%	MINPMEESA MINPROFF MINCOMMERCE MINEFOP	
Action3.1. : Equal access to and retention of women and men in public administration and private sector	Improve women's competitiveness on the labour market	Proportion of women with paid jobs	TBD	TBD	TBD	MINEFOP MINFOPRA	Need to set baselines and targets
		Proportion of women inserted	5%	16%	25%	MINEFOP MINFOPRA	
Action3.2. : Improving the profitability of the work of rural women active in the value chain segments of key productive sectors (agriculture, livestock, fishing)	Strengthen the economic power of women living in rural areas in the value chain	Proportion of women farmers	28.4%	34%	40%	MINADER MINEPIA MINPROFF MINPMEESA MINDCAF MINEPDED MINADER	
		Average income of rural women	TBD	TBD	TBD	MINEPIA MINPROFF MINPMEESA	Need to set baselines and targets
						MINCOMMERCE	

Action3.3. : Improving the profitability of women's economic operations in the informal sector and in entrepreneurship	Improve women's capacity in entrepreneurship	Proportion of women in charge of informal production units	54.4%	70%	80%	MINADER MINEPIA MINPROFF MINPMEESA MINCOMMERCE MINDCAF	
		Proportion of women among the beneficiaries of support for the development of an IGA	TBD	TBD	TBD	MINADER MINEPIA MINPROFF MINPMEESA MINCOMMERCE MINDCAF	Need to set baselines and targets
		Percentage of informal traders who have migrated to the formal sector	TBD	TBD	TBD	MINADER MINEPIA MINPROFF MINPMEESA MINCOMMERCE	Need to set baselines and targets
Action 3.4.: Extension of the framework and provision of services that promote women's economic activities.	Establish mechanisms to support women's economic activities	Number of mechanisms in place and operational	0	3	5	MINADER MINEPIA MINPROFF MINPMEESA MINCOMMERCE	
Action3.5. : Promotion of equitable access to factors of production (natural and land resources, money, technology, infrastructure and equipment),	Increase access to productive resources (land, financial...) by rural women and female economic operators	Proportion of women with access to land resources	TBD	TBD	TBD	MINADER MINEPIA MINDCAF MINPROFF	Need to set baselines and targets
		Proportion of women among the beneficiaries of land titles (concession, land title)	TBD	TBD	TBD	MINADER MINEPIA MINPROFF MINDCAF	Need to set baselines and targets

		Proportion of women among the beneficiaries of loans or any other financial service	TBD	TBD	TBD	MINADER MINEPIA MINPROFF MINPMEESA MINCOMME RCE MINFI MINDCAF	Need to set baselines and targets
		Proportion of women among the beneficiaries of inputs, equipment, technology and infrastructure	TBD	TBD	TBD	MINADER MINEPIA MINPROFF MINPMEESA MINCOMMERCE	Need to set baselines and targets
Action 3.6. : Promotion of gender in the development and implementation of climate-resilient water sector investments	Achieve gender equality in the planning and development of climate-resilient investments in the water sector	Number of gendersensitive laws, policies, plans, programmes, strategies and projects in the water and climate sector	0	3	3	MINEE MINEPDED MINT	
		Number of gender, water and climate committees set up and operational	0	2	2	MINEE MINEPDED MINT	
		Number of women in strategic decisionmaking positions in the water and environment sector	6	8	10	MINEE MINEPDED MINT	
		Number of endogenous initiatives on water and environment led by women	D	+2	+4	MINEE MINEPDED MINT	

Programme 4 :Promoting a socio-cultural environment conducive to the respect of the rights of men and women without discrimination and the elimination of Gender-Based Violence (GBV)

Strategic focus to the NDS30 :Pillar 2 (Development of human capital and well-being)

Objective of the programme : Promote a legal and socio-cultural environment conducive to the respect of human rights and the fight against gender-based violence (GBV)

Programme performance indicators :

- Percentage of women victims of violence since the age of 15 caused by any person
- Number of specific laws/measures on the protection of women's and girls' rights implemented
- Summary of the programme strategy :
- Sensitisation against gender-based violence, trafficking in persons and smuggling of migrants, and holistic management of the victims;
- Sensitisation and advocacy for the respect of the rights of women and girls;
- Popularisation of legal instruments for the protection of women's rights among social and institutional actors;;- Capacity building of actors;
- Capacity building of social workers on trafficking in persons and smuggling of migrants;
- Strengthening the legal framework for the promotion and protection of families and children;
- Strengthening the institutional mechanism for the protection and support of women, families and children;
- Strengthening the leadership and capacities of the LRAs (Councils and Regions);
- Advocacy towards political, administrative, traditional, community and religious leaders;
- Capacity building of the main actors in the chain of protection of women's and children's rights;
- Sensitisation among families and communities (men, women, youth, adolescents, children, women, elderly) on family and child protection instruments;
- Conducting studies and research;
- Promotion of good practices;
- IEC/CBC in favour of the integration of the rights of women and girls within families and communities;
- Capacity building of women and men on the rights and means of prevention of gender-based violence;
- Popularisation of legal instruments for the protection of women's rights;
- Revision of legal provisions that discriminate women;
- Elaboration of more egalitarian laws;
- Advocacy towards administrative, traditional and religious authorities for the elimination of discrimination and gender-based violence;
- Capacity building of social actors on gender;
- Multi-faceted support to rural women and widows;
- Implementation of the observations of relevant treaty body resolutions and special procedures;
- Development of networking at local, national and regional levels on family and child issues.

<p>Programme 4 :Promotion of a socio-cultural environment conducive to the respect of the rights of men and women without discrimination as well as the elimination of gender-based violence (GBV)</p>	<p>Promote a legal and socio-cultural environment favourable for the respect of human rights and the fight against gender-based violence (GBV))</p>	<p>Percentage of women victims of violence since the age of 15 caused by any person</p>	<p>Physical : 39% Sexual : 13% Marital : 44 % Psychological : 28%</p>	<p>Physical : 30% Sexual : 8% Marital : 34 % Psychological : 20%</p>	<p>Physical : 20 % Sexual : 3% Marital : 24 % Psychological : 15%</p>	<p>MINJUSTICE MINPROFF MINAS DGSN SED MINDEF MINSANTE CSO</p>	
		<p>Number of specific laws/measures on the protection of women's and girls' rights implemented</p>	TBD	TBD	TBD	<p>MINJUSTICE MINPROFF MINAS DGSN SED MINDEF MINSANTE CSO</p>	<p>Need to set baselines and targets</p>
<p>Action 4.1. : Strengthening the legal arsenal and effective implementation of legal texts that guarantee the rights of women and men</p>	<p>Strengthen legal and institutional mechanisms to protect women's rights</p>	<p>Percentage of international and regional instruments on the protection of women's rights ratified</p>	AD	AD	100%	<p>MINJUSTICE MINPROFF MINAS MINREX</p>	<p>Need to set baselines and targets</p>
		<p>Number of gendersensitive laws formulated and implemented</p>	1	3	5	<p>MINJUSTICE MINPROFF MINAS</p>	
<p>Action 4.2. : Improving access to justice services, taking into account the differentiated needs and rights of women and men</p>	<p>Strengthen measures to protect women's rights through access to fair justice</p>	<p>Number of staff in the judicial chain with competence on women's rights</p>	TBD	TBD	TBD	<p>MINJUSTICE MINPROFF MINAS MINSANTE DGSN SED MINDEF CSO</p>	<p>Need to set baselines and targets</p>
		<p>Number of court decisions in favour of the protection of the rights of women and girls</p>	TBD	TBD	TBD	<p>MINJUSTICE MINPROFF MINAS MINSANTE DGSN SED MINDEF CSO</p>	<p>Need to set baselines and targets</p>

Action 4.3. : Popularisation of texts and reinforcement of knowledge on the rights and duties of women and men	Improve knowledge and capacities and, commit the communities including women's organizations, men/ boys, religious, political and traditional leaders and the media to human rights and particularly women's rights.	Percentage of population sensitised	TBD	TBD	TBD	MINJUSTICE MINPROFF MINAS	Need to set baselines and targets
		Number of community mechanisms established to promote women's rights	TBD	TBD	TBD	MINJUSTICE MINPROFF MINAS	Need to set baselines and targets
Action 4.4. : Prevention, management and punishment of gender-based violence, trafficking in persons and smuggling of migrants	Reduce the incidence of gender-based violence, including harmful cultural practices, trafficking in persons and smuggling of migrants, and ensure holistic care for survivors	Percentage of convictions (imprisonment, reparation and compensation), related to GBV, trafficking in persons and smuggling of migrants	TBD	50%	100%	MINJUSTICE MINPROFF MINAS	Need to set baselines and targets
		Number of survivors/ victims receiving holistic care (medical, psychosocial, legal and judicial, economic)	TBD	+3000	+7000	MINJUSTICE MINPROFF MINAS MINSANTE CSO	Need to set baselines and targets
Action 4.5. : Combating emerging social ills and protecting young girls and boys	Strengthen the protection of children's rights and responsible parenting	Number of young boys and girls sensitised on emerging social ills	TBD	+5000	+10000	MINJUSTICE MINPROFF MINAS MINEDUB MINESEC MINJEC MINDEVEL CSO	Need to set baselines and targets
		Percentage of cases of violation of the rights of young boys and girls punished	TBD	TBD	TBD	MINJUSTICE MINPROFF MINAS SED DGSN MINDEF OSC	Need to set baselines and targets

Programme 5: Strengthening the participation and representation of women, men and youth in national, local and community governance and decision-making spheres
 Strategic focus to the NDS30: Pillar 4 (Governance, Decentralisation and Strategic Management of the State)
 Programme objective: To promote increased participation and representation of men and women in public governance and decision-making at all levels
 Programme performance indicators:

- Rate of representation of women in elected positions
- Rate of representation of women in appointment positions
- Systematise the principle of quotas in public life by adopting a law on parity;
- Take positive discrimination measures in favour of a better representation of women in decision-making spheres;
- Conduct IEC/CBC campaigns for women relating to their involvement in the public and political life;
- Strengthen the capacities of women and young girls in the political field;
- Strengthen partnerships with associations and NGOs for women’s capacity building;
- Advocate to leaders and decision-makers for the application of quotas of at least 30% of women’s participation in decision-making;
- Promote the collection of statistical data disaggregated by sex in all institutions;
- Establish a plan to improve women’s access to decision-making and senior management positions;
- Promote support for women, men and their families.

Programme 5 : Strengthening the participation and representation of women, men and	Promote increased participation and representation of men and women in public governance and	Representation rate of women in elective positions	-National Assembly (NA): 33.33 % -Senate: 26%	-National Assembly: 40% -Senate : 40%	-National Assembly: 50% -Senate : 50%	MINAT ELECAM MINDEVVEL MINPROFF NA	
---	--	--	--	--	--	--	--

youth in national, local and community governance and in public and political decision-making spheres	decision-making at all levels		-Mayors: 10.42% Municipal councillors: 24.7% -Regional executives: 0% -Regional councillors: 22.88% -Leaders of political parties: 4.46%	-Councils Executives : 30% -Regional executives: 10% -Leader of political parties: 10%	-Councils Executives : 40% -Regional executives: 20% -Leader of political parties :20%	Senate Regions Councils Political partis	
	Representation rate of women in nominative positions		-Government : 16.93% -Diplomatic Representation: TBD -Defence and Security Forces: TBD -Territorial Administration: 7.6% -Judicial Administration: 20.23% -Strategic positions in the Administration: 29.01% -State companies: TBD -Secretary General of Regions: 10% -Public Independent Conciliator: 50%	-Government : 20% -Diplomatic Representations : 10% -Defence and Security Forces: 5% -Territorial Comm and: 10% -Judicial administration : 25% -Strategic positions in the Administration: 35% -State companies: 5% -Secretary General of Regions: 30% -Public independant Conciliator : TBD	- Government: 30 - Diplomatic representations: 20% - Defence and Security Forces: 10% - Territorial administration: 15% - Judicial administration: 30% -Strategic positions in the Administration: 40% - State companies: 10% - Secretary General of Regions: 40% -Public independent Conciliator: TBD	MINAT MINFOPRA PR PM MINREX MINJUSTICE MINDEF DGSN MINPROFF	

<p>Action 5.1. : Promotion of women’s leadership and equitable representation of women and men in decision-making bodies, in elective and administrative positions at national level and in Cameroon’s diplomatic representations</p>	<p>Promote female leadership and equitable representation of women and men in public and political decision-making bodies</p>	<p>Existence of a quota for women’s representation in decision-making bodies at the national and local levels</p>	<p>No</p>	<p>Yes</p>	<p>Yes</p>	<p>MINAT ELECAM MINDEVVEL MINPROFF NA Senate Regions Councils Political partis MINAT MINFOPRA PR PM MINREX MINJUSTICE MINDEF DGSN MINPROFF</p>	
<p>Action 5.2.: Promotion of the civic participation of women and men in decision-making bodies at family, community and local levels</p>	<p>Strengthen women’s civic participation in decision-making bodies at family, community and local levels</p>	<p>Rate of women representation in decision-making bodies at family, community and local levels.</p>	<p>TBD</p>	<p>At least 30%</p>	<p>At least 30%</p>	<p>MINDEVVEL MINPROFF Regions Councils</p>	<p>Need to set baselines and targets</p>
		<p>Number of dialogue frameworks set up by women</p>	<p>TBD</p>	<p>At least 20%</p>	<p>At least 30%</p>	<p>MINDEVVEL MINPROFF Regions Councils</p>	<p>Need to set baselines and targets</p>

Programme 6 : Strengthening protection and resilience measures for women and men in humanitarian and security crises and participation in peace building, social cohesion and living together

Strategic focus to the NDS30: Pillar 4 (Governance, Decentralisation and Strategic Management of the State)

Objective of the programme : Strengthen the protection and equitable participation of women and men in humanitarian and security crises and in peace building, social cohesion and living together

Programme performance indicators :

- Proportion of women and girls benefiting from the humanitarian response
- Number of women participating in peace and security initiatives at national and local levels
- **Summary of the programme strategy :**
- Strengthening gender mainstreaming in the humanitarian response ;
- Conducting an evaluation and update of the National Action Plan 1325
- Popularisation of international and regional legal instruments on the protection of women and girls in humanitarian contexts;
- Drafting of laws on humanitarian interventions that integrate gender and are aligned with international instruments; (Domestication)
- Integrating the Ministry of Women's Empowerment and the Family into the Government's humanitarian system;
- Capacity building of quality human resources in the field of gender;
- Establishing the systematic production of data disaggregated by age and sex in all areas of national life, including the humanitarian field;
- Conducting targeted actions to combat customs and traditions that discriminate women and girls and also gender-based violence;
- Encouraging donors to finance gender projects or projects with a female component;
- Increasing collaboration with community leaders and women's networks;
- Creation of community-based safe spaces;
- Improvement of communication on the availability of safe spaces as they build resilience through positive coping mechanisms;
- Making updates within the circuit (collection, storage, compilation, analysis, sharing) of the GBV information management system in order to facilitate data collection or management in the context of pandemics and non-communicable diseases;
- Capacity building of peer educators in the culture of peace, the fight against intolerance and living together;
- Support for capacity building and resource mobilisation for the use of remote data collection and management tools.
- Effective participation of women/men, girls/boys in the fight against the proliferation of small arms and light weapons;
- Participation of women in decision-making that affects them, as well as their participation in peacekeeping operations as human rights officers, military observers and in other roles;
- Protection of women and girls from violence through training of peace operations personnel on women's rights and effective protection measures, as well as prosecution and punishment of perpetrators of violence against women;
- Making DDR centres effective, productive and sustainable;
- Prevention through the promotion of women's rights, the domestication of relevant Security Council resolutions and the training of specialised personnel in peacekeeping operations ;
- Addressing the needs of women in repatriation, resettlement, reintegration and reconstruction and supporting the initiatives of local women's groups;
- Ensuring livelihoods for women in humanitarian crises;
- Addressing the specific needs of women.

Programme 6: Strengthening protection and resilience measures for women and men in humanitarian and security crises and participation in peacebuilding, social cohesion and living together	Strengthen the protection and equal participation of women and men in humanitarian and security crises and in peace building, social cohesion and living together	Proportion of women and girls benefiting from the humanitarian response	TBD	Au moins 50%	Au moins 80%	MINAT MINPROFF MINAS MINEPAT Humanitarian actors CSO	Need to set baselines
		Proportion of women participating in peace and security initiatives at international and regional levels	TBD	At least 30%	At least 30%	MINAT MINPROFF MINAS MINDEF NCDDR CNPBM MINEPAT CSO	Need to set baselines
Action 6.1. : Protection of women and men in humanitarian and security crises	Ensure effective protection of women and girls in humanitarian and security crises	Number of women benefiting from protection measures	TBD	+1000.000	+2000.000	MINAT MINPROFF MINAS MINEPAT Humanitarian actors CSO	Need to set baselines
Action 6.2. : Improving the livelihoods for women's and men's resilience in humanitarian and security crises	Build the resilience of women prone to humanitarian and security crises	Number of refugee, IDP and returnee women receiving support for IGA development	TBD	+1000.000	+1000.000	MINAT MINPROFF MINAS MINEPAT Humanitarian actors CSO	Need to set baselines
Action 6.3.: Promotion of gender in humanitarian response and conflict prevention, resolution and peacebuilding processes.	Ensure the effectiveness of the gender dimension in the humanitarian response	Proportion of projects with a Score of 3 du GAM	TBD	80%	100%	MINAT MINPROFF MINAS MINEPAT Humanitarian actors CSO	Need to set baselines
	Ensure effective implementation of the	Implementation rate of the Action Plan	TBD	At least 75%	At least 85%	MINAT MINPROFF	Need to set baselines

	Action Plan of Resolution 1325	of Resolution 1325				MINAS MINEPAT Sector Ministries CSO	
--	--------------------------------	--------------------	--	--	--	---	--

Programme 7: Strengthening the institutional framework for the promotion of gender in public policies, including budgets at national and local levels.

Strategic focus to the NDS30: Pillar 4 (Governance, Decentralisation and Strategic Management of the State)

Programme objective: strengthen the national and local institutional framework for gender equality and women’s empowerment and ensure gender mainstreaming in all sectors of national life.

Performance indicators of the programme :

- Proportion of operational gender promotion mechanisms.
- Proportion of RLAs and sector ministries with gender-sensitive plans and budgets
- Number of gender reports prepared and presented to parliament Summary of the Programme Strategy :
- Capacity building of institutions in the field of gender;
- Supporting gender mainstreaming in policies, strategies, programmes and projects;
- Development and strengthening of partnerships;
- Promotion of gender budgeting;
- Making the national gender machinery more effective

Programme 7 : Strengthening the institutional framework and institutionalising gender as a guiding principle of good governance in public policies and reforms.	Strengthen national institutional capacity for gender equality and women’s empowerment and ensure the institutionalisation of gender in all sectors of national life	Proportion of functional gender promotion mechanisms	TBD	50%	100%	MINPROFF	Need to set baselines
		Proportion of RLA and sector ministries with gender-sensitive plans and budgets	RLA : 10% Public administrations : TBD	RLA : 25% Public administrations : 50%	RLA : 50% Public administrations : 100%	MINDDEVEL MINFI MINEPAT MINPROFF	
		Number of gender reports prepared and presented to the parliament	1	5	10	MINFI MINEPAT MINPROFF Sector Administratio ns	

Action 7.1. : Gender promotion for behavioural change in favour of equality between men and women	Effectively involve opinion leaders, local and national authorities, religious and customary leaders in gender communication actions	Number of leaders conducting gender-specific activities	TBD	TBD	TBD	MINPROFF CSO	Need to set baselines and targets
Action 7.2. : Support for the institutionalization of Gender Budgeting in all public administrations at national and local level	Strengthen gender-responsive budgeting at national and local levels	Proportion of governments integrating the GRB approach	14.8%	50%	100%	MINFI MINEPAT MINPROFF	
		Proportion of RLA integrating the GRB approach	TBD	25%	50%	MINFI MINEPAT MINPROFF MINDDEVEL	Need to set baselines and targets
Action 7.3. : Restructuring the gender institutional framework	Restructure the national gender mechanism	Proportion of public administrations with a functional internal gender mechanism	5%	25%	50%	MINFOPRA MINPROFF	
Action 7.4. : Support for national and local public administrations in gender mainstreaming	Strengthen national capacities on the institutionalization of gender in sectors of national life	Proportion of gender-sensitive sector strategies	TBD	50%	100%	MINPROFF	Need to set baselines and targets
Action 7.5. : Improvement of the production and use of gender statistics	Improve gender mainstreaming in the national statistical system	Proportion of indicators from the African Union's minimum list of gender indicators available and updated	30%	70%	100%	National Statistical System NIS BUCREP MINPROFF	

CHAPTER 6 : PERFORMANCE MEASUREMENT FRAMEWORK OF THE NGP

This chapter will present the NGP performance measurement framework through performance indicators.

PNG guideline heading	PERFORMANCE INDICATORS								
	Title	Unit of Measurement	Baselines 2021/2022	Five-Year Targets	Geographical Coverage	Structures in charge of implementation	Data Source	Data collection Frequency	
Objective: Increase the access to productive resources (land and financial...) by women of the rural areas and traders	Proportion of women/men who benefit from a bank loan	%	16.8	50	100	National	MINFI MINEPIA MINADER	EDS ECAM FINSCOPE RGPH RGAE	Yearly
		%	Request (EESI-phase 2; FINSCOPE)						
Action 3.6.: Promoting gender in the development and implementation of climate resilient water sector investments	Number of gender sensitive laws, policies, plans, programmes, strategies and projects in the water and climate sector	nb	0	3	3	National Per Region Per council	MINEE MINEPDED MINT	MINEE MINEPDED	Yearly
Objective: Realise gender equality in the planning and development of climate resilient water sector investment	Percentage of women in committees of water management	nb	6	8	10			MINEE	Yearly
	Number of endogenous initiatives/solutions on water and environment led by women	nb	TBD	TBD	TBD			MINEE	Yearly

Programme 4: Promoting a socio-cultural environment conducive to the respect of men's and women's rights without discrimination as well as the elimination of gender-based violence (GBV)	Percentage of women who have experienced violence for the past 12 month	%	Physical: TBD	Physical : AD	Physical : TBD	National	MINJUSTICE MINPROFF MINAS CSO DGSN	MINPROFF	Yearly
		%	Sexual: AD	Sexual: TBD	Sexual: AD				
		%	Psychological : TBD	Psychological TBD	Psychological: TBD				
Objective: Promoting a legal and socio-cultural environment favourable to the respect of human rights and the fight against Gender Based Violence	Number of GBV cases denounced	nb	TBD	TBD	TBD	National	MINJUSTICE MINPROFF MINAS CSO DGSN	MINPROFF	Yearly
	Number of complaint of GBV cases	nb	TBD	TBD	TBD	National	MINJUSTICE MINPROFF MINAS CSO DGSN	MINJUSTICE	Yearly
	Number of court orders related to GBV	nb	TBD	TBD	TBD	National	MINJUSTICE MINPROFF MINAS CSO DGSN	MINJUSTICE	Yearly
Action 4.1.: Strengthening the legal arsenal and effective application of legal texts guaranteeing the rights of women and men	Percentage of international and regional instruments for the protection of women's rights ratified (cited)	nb	100	100	100	National	MINJUSTICE MINPROFF	MINPROFF	Yearly
Objective: Strengthening legal and institutional mechanisms in the protection of women's rights	Number of gender-sensitive laws texts developed and implemented	nb	8	TBD	TBD	National	MINJUSTICE MINPROFF	MINJUSTICE	Yearly

Action 4.2.: Improving access to legal services while taking into account the differentiated needs of women and men and the respect of their rights Objective: Strengthening the measures taken for the protection of women's rights through their access to an equal justice	Number of personnel in the judicial chain empowered on women's rights	%	TBD	TBD	TBD	National	MINJUSTICE SED DGSN	MINJUSTICE	Yearly
	Number of women who benefit from legal assistance	I	TBD	TBD	TBD	National	MINJUSTICE	MINJUSTICE	Yearly
	Number of courts with functional social action services for vulnerable persons	%	TBD	TBD	TBD	National	MINJUSTICE	MINJUSTICE	Yearly
Action 4.3.: Popularising the texts and improving knowledge on women's and men's rights and duties Objective: Building knowledge and capacity and engage communities, particularly women's organisations, men/boys, religious, political and traditional leaders and the media, on human rights, particularly women's rights.	Percentage of population sensitised on the rights and duties of women and men	Nb	TBD	TBD	TBD	National	MINPROFF MINJEC MINESEC MINESUP MINAS MINJUSTICE	MINPROFF	Yearly
	Number of community mechanisms set up to promote women's rights	%	TBD	TBD	TBD	National	MINPROFF MINAS	MINPROFF	Yearly
Action 4.4. : Prevention, management and punishment of gender-based violence, trafficking in persons and smuggling of migrants Objective: Reducing the incidence of gender-based violence, including harmful cultural practices, human trafficking and migrant smuggling, and providing holistic care for survivors.	Percentage of women who have experienced violence since the age of 15 caused by any person	%	Physical : 39	Physical : 30	Physical : 20	National	MINJUSTICE MINPROFF MINAS CSO	EDS	After five years
		%	Sexual: 13	Sexual: 8	Sexual : 3				
		%	Psychological. :28	Psychological. AD	Psychological AD				
Number of survivors receiving holistic care (medical, psychosocial, legal and judicial)	%	TBD	TBD	TBD		MINJUSTICE MINPROFF MINAS CSO MINSANTE	MINPROFF MINAS	Yearly	

Action 4.5. : Combating emergent social ills and special protection to young girls and boys Objective: Strengthening the protection of children's rights and responsible parenthood	Number of young girls and boys sensitised on emerging social ills	Nb	TBD	TBD	TBD	National	MINPROFF MINAS MINESEC MINEDUB MIINESUP MINJEC	MINPROFF	Yearly
	Number of schools with a gender and human rights club	Nb	TBD	TBD	TBD	National	MINPROFF MINAS MINESEC MINEDUB MIINESUP MINJEC	MINPROFF	Yearly
	Percentage of court decisions punishing violations of the rights of young boys and girls under the age of 22	%	TBD	TBD	TBD	National	MINJUSTICE MINPROFF MINAS	MINJUSTICE	Yearly
%		TBD	TBD	TBD	Per Region				
Programme 5: Improving the participation and representation of women, men and young people in national, local and community governance and in public and political decision-making spheres Objective: Promote greater participation and better representation of men and women in public governance and decision-making at all levels	Representation rate of women in elective positions	%	National Assembly: 33.33 -Senate:26 -Mayors:10.83 -Deputy Mayor:31.8 Municipal Councillors:24.7 -Council executive:10 -Regional executives: 0 Regional Councillors: 22.88 -Leaders of political parties : 4.46	-National Assembly: 40 -Senate:33.33 -Mayors:15 -Deputy Mayor:35 Municipal Councillors: 30 -Council executive:15 -Regional executives: 10 Regional Councillors: 30 -Leaders of political parties : 5	National Assembly: 45 -Senate:45 -Mayors:30 -Deputy Mayor:45 Municipal Councillors: 40 -Council executive:30 -Regional executives: 30 Regional Councillors: 40 -Leaders of political parties : 10	National	MINAT ELECAM MINDEVVEL MINPROFF AN Senate Regions Councils Political Parties	MINAT ELECAM MINDEVVEL AN SENATE MINPROFF	Every Five years

	<p>Representation of women in nominative positions</p>	<p>%</p>	<p>Government: 16.93%</p> <p>Diplomatic representations: 11%</p> <p>-Forces of Defence and Security: 3.38</p> <p>Territorial command : 13.2</p> <p>-Traditional rulers:</p> <p>-Judicial inistration:32.8</p> <p>Prison Administration: 20.23</p> <p>-Strategic positions in the administration: 23.6</p> <p>-State companies: Chair of Board of Directors A (30.43) ; DG (7.69)</p> <p>-Secretary General of Regions: 10</p> <p>-Public independent Conciliator: 50</p>	<p>Government: 20%</p> <p>Diplomatic Representations: 15%</p> <p>-Forces of Defence and Security: 5</p> <p>Territorial command : 20</p> <p>Traditional rulers:</p> <p>-Judicial Administration:35</p> <p>Prison Administration:: 25</p> <p>-Strategic positions in the administration: 30</p> <p>State companies: PCA (35) ; DG (10)</p> <p>-Secretary General of Regions: 30</p> <p>-Public independent Conciliator: 50</p>	<p>Government: 30%</p> <p>Diplomatic representations: 30%</p> <p>-Forces of Defense and Security10</p> <p>Territorial command : 30</p> <p>Traditional rulers:</p> <p>-Judicial inistration:40</p> <p>Prison ministration:: 30</p> <p>-Strategic positions in the ministration: 40</p> <p>State anies: Chair of Board of Directors (40) ; DG (20)</p> <p>-Secretary General of Regions: 40%</p> <p>-Public independent Conciliator : 50</p>	<p>National</p>	<p>PRC SPM MINREX MINDEF MINAT MINDEVVEL MINPROFF MINJUSTICE</p>	<p>Public and Para-public declarations</p>	<p>Yearly</p>
--	--	----------	--	--	--	-----------------	--	--	---------------

<p>Action 5.1. : Promotion of balanced representation of women and men in decision-making bodies, elective and administrative positions at national level and in Cameroon's diplomatic representations</p> <p>Objective : Promoting women's leadership and equitable representation of women and men in public and political decision-making bodies</p>	<p>Existence of a text fixing the quotas for the representation of women in decision-making bodies at national and local level</p>	//	No	No	Yes	National	PRC SPM MINAT ELECAM MINDEVVEL MINPROFF AN SÉNAT CSO	PRC	Permanent
<p>Action 5.2.: Promoting the civic participation of women and men in decision-making bodies at family, community and local level.</p> <p>Objective: Increasing women's participation in decision-making bodies at family, community and local level.</p>	<p>Representation rate of women in decision-making bodies for concertation at household, community and local levels.</p> <p>Percentage of women aged between 15 and 49 who are involved in household decision-making</p>	%	47	50	70	National	MINDDEVEL MINPROFF MINJEC MINAT Regions Municipalities	EDS MICS	Five-yearly
	<p>Number of women in village/ neighbourhood committee offices</p>	%	TBD	TBD	TBD	National	MINDDEVEL MINPROFF Regions Municipalities	MINDDEVEL	Yearly

<p>Programme 6: Strengthening protection and resilience measures for women and men in humanitarian and security crises and participation in peace-building, social cohesion and living together.</p> <p>Objective : Strengthen the protection and equitable participation of women and men in humanitarian and security crises and in peace-building, social cohesion and living together</p>	<p>Number of women and girls benefiting from the humanitarian response</p>	%	TBD See MINAT	TBD	TBD	National	MINAT MINPROFF MINAS MINEPAT Humanitarian Actors	MINAT	Yearly
	<p>Number of men and boys benefiting from the humanitarian response</p>								
<p>Objective : Strengthen the protection and equitable participation of women and men in humanitarian and security crises and in peace-building, social cohesion and living together</p>	<p>Number of women taking part in peace and security initiatives at international, regional and national level</p>	%	TBD See MINDEF	TBD	TBD	National	MINDEF DGSN MINAT MINPROFF MINAS CNDDR CNPBM MINREX	MINDEF	Yearly
<p>Action 6.1. : Protection of women and men in humanitarian and security crises</p> <p>Objective: Ensure effective protection of women and girls in humanitarian and security crises</p>	<p>Number of women and men benefiting from post-disaster and post-conflict protection measures within the population in need of post-conflict protection</p>	%	AD	AD	AD	National	MINAT	MINAT	Yearly
		%	NO : TBD SO : TBD EN : TBD ES : TBD	NO : TBD SO : TBD EN : TBD ES : TBD	NO : TBD SO : TBD EN : TBD ES : TBD	By humanitarian area	MINPROFF MINAS MINEPAT Humanitarian actors		
<p>Action 6.2.: Strengthening livelihoods for the resilience of women and men in humanitarian and security crises</p> <p>Objective: Strengthen the resilience of women affected by humanitarian and security crises</p>	<p>Number of women refugees, internally displaced women and returnees benefiting from support for the development of IGAs</p>	nb	AD	AD	AD	National	MINAT MINPROFF MINAS MINJEC MINEPAT Humanitarian actors	MINAT	Yearly

Action 6.3.: Promoting gender in humanitarian response, conflict prevention, resolution and peace-building processes. Objective 1: Ensure the effective consideration of the gender dimension in the humanitarian response Objective 2: Ensure the effective implementation of Action Plan 1325	Number of projects with a rating 3 by the GAM %	%	TBD	80	100	National	Humanitarian actors	MINPROFF MINAT MINAS MINEPAT	Yearly
	Implementation rate of the NAP 1325	%	10 See MINPROFF	75	85	National	MINPROFF	MINPROFF	Yearly
Programme 7: Strengthening the institutional framework and institutionalising gender as a guiding principle for good governance in public policies and reforms Objective: Strengthen national institutional capacities in terms of gender equality and women's empowerment and ensure the institutionalisation of gender in all sectors of national life.	Number of DTCs with a gender-responsive budget	%	10	25	100	National	MINFI MINEPAT MINPROFF MINDDEVEL	MINFI MINEPAT MINDDEVEL	Yearly
	Number of sectoral ministries with gender-sensitive MTEF	%	21.05	44.74	100	National	MINFI MINEPAT MINPROFF	MINFI MINEPAT	Yearly
	Number of sector ministries with gender-sensitive APPs	%	13	100	100	National	MINFI MINEPAT MINPROFF	MINFI	Yearly
Action 7.1. : Promoting gender to change behaviour in favour of gender equality Objective: Effectively involve opinion leaders, local and national authorities, religious and traditional leaders in gender communication activities	Number of leaders HeforShe	Nb	25	35	100	National	MINPROFF CSO UN WOMEN	MINPROFF	Yearly

<p>Action 7.2. : Support for the institutionalisation of gender budgeting in all public administrations at national and local level</p> <p>Objective: Reinforce gender budgeting at national and local levels</p>	<p>Number of public administrations integrating the GRB approach</p>	%	21.05	26.32	100	National	MINFI MINEPAT MINPROFF	MINFI	Yearly
<p>Objective: Reinforce gender budgeting at national and local levels</p>	<p>Number of DTCs integrating the GRB approach</p>	%	TBD	50	100	National	MINFI MINEPAT MINPROFF MINDDEVEL	MINFI MINEPAT MINDDEVEL	Yearly
<p>Action 7.3. : Restructuring the institutional gender system</p> <p>Objective: Restructure the national gender system</p>	<p>Number of gender mechanisms operating at national level</p>	Nb	TBD	TBD	TBD	National	MINPROFF	MINPROFF	Yearly
<p>Action 7.4. : Supporting national and local public authorities in gender integration</p> <p>Objective : Build national capacity in gender integration in all sectors of national life</p>	<p>Number of public authorities with at least one member of the PPBS chain committee trained in gender mainstreaming</p>	%	TBD	TBD	100	National	MINPROFF	MINPROFF	Yearly
<p>Action 7.5. : Improving the production and use of gender statistics</p> <p>Objective: Strengthen gender mainstreaming in the national statistical system</p>	<p>Proportion of NGP indicators provided</p>	%	TBD	TBD	100	National	National Statistical System INS BUCREP MINPROFF	NIS	Yearly

ANNEX
ANNEX

ANNEX 1: INDICATIVE MATRIX OF ACTIVITIES AND RESOURCES

Actions and activities	Indicators of activities	Official in charge	Expected outputs										Total cost
			Reference situation of 2021	2022	2023	2024	2025	2026	2027	2028	2029	Final targets 2030	
Programme 1: Promoting equitable access of girls and boys, women and men to education, training and information													
Action 1.1.: Strengthening equitable access of girls and boys, women and men to education, vocational training and literacy.													
Major activities :													
1.1.1 : Conduct studies on factors affecting girls' education and women's training at national level and in EPAs	Number of studies conducted	MINEDUB MINESEC MINPROFF MINESUP MINEFOP MINJEC MINAS CSO											
1.1.2 : Conduct gender audits of formal and non-formal education programmes, teaching materials, regulatory	Number of gender audits conducted	MINEDUB MINESEC MINPROFF MINESUP MINEFOP MINJEC											
texts and teaching methods at all levels		MINTOUL MINAS CSO											
1.1.3 : Elaborate a multisector intervention strategy for the reduction of school and academic drop-outs among young girls	One multisector strategy developed	MINEDUB MINESEC MINPROFF MINESUP MINEFOP MINJEC MINAS CSO											

1.1.10 : Set up gender-based violence reporting boxes and brigades in universities, schools and vocational training centres	Number of brigades set up and operational	MINEDUB MINESEC MINPROFF MINESUP MINEFOP MINJEC MINAS CSO																		
1.1.11 : Organise activities during commemorative days dedicated to the girl child	Number of commemorative days organised	MINEDUB MINESEC MINPROFF MINESUP MINEFOP MINJEC MINAS CSO																		
1.1.12 : Granting holiday scholarships and other forms of aid to girls from poor families	Number of scholarships and aids granted	MINEDUB MINESEC MINPROFF MINESUP MINEFOP MINJEC MINTOUL MINAS CSO	TBD																	
1.1.13. Organise workshops for the appropriation/ popularisation of regulatory provisions concerning the promotion of girls' education																				
1.1.14. Set up a network of female teachers to promote the education of young girls																				
Sub-Total 1.1 :																				
Action 1.2.: Improvement of skills, knowledge and equitable access of women and girls, men and boys, to quality information and ICTs.																				
Major activities :																				
1.2.1 : Capacity building for	Number of people trained of	MINPOSTEL IAI																		

youths (school girls and boys) and communities to change behaviours that are harmful to the health of pregnant women and constitute a risk of maternal mortality														
2.1.3. Women's capacity building on self-esteem, leadership and management of sexuality as well as their empowerment in managing their pregnancies	Number of persons trained	MINSANTE MINPROFF												
2.1.4. Capacity building of health workers on Gender and RH	Number of persons trained	MINSANTE MINPROFF												
2.1.5. Capacity building of RH service providers, social workers and traditional birth attendants in behaviour change communication for a motherhood from fistula, cervical and breast cancers complications	Number of persons trained	MINSANTE MINPROFF												
FP/RH peer educators in schools, universities and non-formal education centres)		MINPROFF MINESUP MINEFOP MINJEC MINAS CSO												
2.1.6. Provide psychosocial support for	Number of cases supported	MINSANTE MINPROFF												

women with obstetric fistula														
2.1.7. Strengthen the mobilisation of women and family associations for cervical and breast cancer screening	Number of associations mobilised	MINSANTE MINPROFF												

2.1.8. Hosting a national cervical and breast cancer screening week	Number of persons involved (pink October)	MINSANTE MINPROFF																	
2.1.9. Set up men's clubs committed for the promotion of RH	Number of clubs created	MINSANTE MINPROFF																	
2.1.10. Raising awareness on family planning among men and youths	Number persons sensitised of	MINSANTE MINPROFF																	
2.1.11. Integrate gender into the basic training curricula and continuous training of the various categories of reproductive health workers	Number curricula integrating gender of	MINSANTE MINPROFF																	
2.1.12. Organise awareness-raising, education and behaviour change communication campaigns which prevent access to reproductive health	Number of persons sensitised	MINSANTE MINPROFF																	
services related to family planning for urban and rural communities, families, couples, women and men																			
Sub total 2.1 :																			
Action 2.2. : Promoting gender in the fight against HIV - AIDS and other pandemics																			
Major activities :																			
2.2.1. Conduct a CAP study on gender issues related to HIV-AIDS	Number of CAP studies on gender issues related to HIV-AIDS conducted	MINPROFF MINSANTE																	

2.2.9. Carry out advocacy to avoid ARV shortages in health facilities at different levels of the system	Number of health facilities that have witnessed shortages in stock	MINSANTE MINPROF																		
2.2.10. Strengthen the multifaceted interventions in the area of fighting against HIV/AIDS for infected pregnant women (curative and psychosocial support etc.)	Number of persons who are beneficiaries	MINSANTE MINPROF																		
2.2.11. Capacity building of the main actors involved in the integration of gender in their actions within the HIV and AIDS framework	Number of persons trained	MINSANTE MINPROFF																		
2.2.12. Promote economic empowerment activities for women and girls who are exposed or infected	Number of beneficiaries	MINPROFF																		
2.2.13. Conduct a national study on the gender dynamics regarding COVID 19 in Cameroon	Number of studies conducted	MINSANTE MINPROFF																		
2.2.14. Strengthen the capacity of	Number of persons trained	MINSANTE MINPROFF																		
communities, especially women/girls and families, traditional and religious leaders for the prevention of pandemics (COVID 19...)																				
2.2.15. Strengthen the resilience of women and families to shocks resulting from pandemics (COVID 19...)	Number of campaigns organised	MINPROFF																		

3.2.12. Set up packaging manufacturing units for the packaging of agri-food products	Number of packaging units developed	MINEPIA MINPROFF ANOR MINADER																		
3.2.13. Support the establishment of gender-sensitive market sheds with latrines, water points, rubbish bins (GenderSensitive Markets)	Number of gender-sensitive market sheds constructed	MINEPIA MINPROFF MINADER																		
3.2.14 Support the construction of daycare centres around markets to encourage the activities of women traders who are mothers	Number of day care centres constructed	MINPROFF MINADER																		
3.2.15. Training women farmers on drip irrigation techniques	Number of women farmers trained	MINPROFF MINADER																		
3.2.16. Organise awareness-raising campaigns for women in situ on climate change adaptation strategies by agroecological zones of Cameroon	Number of campaigns carried out	MINEPDED MINT																		
3.2.17 Train women's organisations on pollinator techniques, bioenergy, hydroponics, use of liquefied gas...	Number of training sessions organised	MINEPDED																		
3.2.18 Organise reforestation campaigns for the planting of 100,000 trees	Number of campaigns carried out	MINEPDED																		
3.2.19 Set up and train a network of 500 women focal points for the provision of weather forecasts and agro-meteorological counselling	Number of networks set up	MINEPDED MINADER																		
3.2.20 Organise two study/exchange trips on agriculture adaptation techniques to climate change	Number of trips organised	MINEPDED																		
3.2.21 Capacity building of 500 women and 50 cooperatives / women's groups in drying techniques and	Number of training sessions organised	MINADER MINEPIA																		

technologies, preservation, management of quality standards, packaging and management of units and equipment														
3.2.22 Capacity building for 500 women and 50 rural women's cooperatives on improved fallow land techniques, soil conservation, shade crop development, fruit horticulture and popularisation of nontimber forest products (pharmacopoeia and food)	Number of training sessions organised	MINADER MINEPDED												
3.2.23 Train women and 50 rural women's cooperatives on modern technologies of 5 value chains (cassava, sorghum, plantain, pulses, yams) technical itineraries and by-products production	Number of training sessions organised	MINADER												
Set up a digital «buy from women» platform in the project area and connect 100 women's organisations (Installation of technical support for	Number of Buy from Women digital platforms set up	MINPROFF												
the platform, data supply, registration of cooperatives, training, monitoring/support, etc.)														
Organise national rural women's fairs	Number of fairs organised	MINPROFF MINADER MINEPIA												
Sous total 3.2 :														
Action 3.3. : Improvement of the profitability of women's economic operations in the informal sector and in entrepreneurship														
Main activities:														

3.5.4. Support individual women and women's organisations in acquiring secure land titles («Formalising administrative files»: Stamped application, certified photocopy of NIC, investment project document for land concession applications)	Number of land titles acquired by women on their plots	MINPROFF MINDCAF MINAT																		
3.5.5. Support the acquisition and development of inputs for agro-pastoral production for the benefit of cooperatives/women's groups/mixed groups (seeds, fertilisers, herbicides, fungicides...)	Number of beneficiary cooperatives and women's groups	MINPROFF MINADER MINRESI MINEPIA																		
3.5.6 Provide improved input kits to women's organisations to support livestock and environmentally friendly hunting	Number of beneficiary female promoters	MINPROFF MINEPIA MINFOF																		
3.5.7 Set up 2nd generation agricultural equipment (power tillers) for the benefit of women	Number of female promoters who are beneficiaries	MINPROFF MINADER MINTP																		
3.5.8 Provide agricultural kits (wheelbarrows, racks, sprayers, motor pumps, etc.) to women's/mixed cooperatives for economically valuable agropastoral production in the identified sectors	Number of female promoters who are beneficiaries	MINPROFF MINADER																		
3.5.9 Acquire and distribute 1000 improved renewable energy fireplaces	Number of female promoters who are beneficiaries	MINPROFF MINADER																		
3.5.10 Provide 300 women's groups with small processing units (dryers, smokehouses, etc.)	Number of cooperatives and women's groups which are beneficiaries	MINPROFF MINADER MINEPIA																		

4.1.2. Advocate for the ratification of international and regional legal instruments for the protection of women's rights	Number of legal instruments ratified	MINPROFF MINJUSTICE MINAS PARLEMENT CHRC CSO																		
4.1.3. Support the setting up of a mechanism for monitoring international and regional commitments and the production of periodic reports (CEDAW, CRC, Beijing,...)	Number of reports produced	MINPROFF MINJUSTICE																		
4.1.4. Organise two advocacy sessions to strengthen the legal framework and measures against sexual exploitation and abuse (SEA) of women and girls	Number of persons sensitised	MINPROFF MINJUSTICE MINAS CSO																		
4.1.5. Formulate and adopt a draft law on the protection of women and girls in humanitarian context	Number of laws adopted	MINPROFF MINJUSTICE TFPs MINAS																		
4.1.6. Finalise and adopt the People and Family Code	Number of laws finalised and adopted	MINPROFF MINJUSTICE PARLEMENT																		
4.1.7. Draw up a national inventory of socio-cultural provisions that are detrimental to the development and well-being of women and girls	Number of inventories conducted	MINPROFF MINJUSTICE																		
Sub total 4.1 :																				
Action 4.2. : Improvement of access to justice services taking into account the different needs of women and men and the respect of their rights																				
Major activities :																				

4.3.1. Conduct a study on the links between the impact of GBV, STI/HIV/AIDS and COVID 19 on women and girls	Number of studies conducted	MINPROFF MINJUSTICE MINSANTE MINAS CS																	
4.3.2. Launch an intensive one-year campaign in the 10 regions of the country on the rights of women and girls: (designing awareness-raising tools, documentary films, TV and radio spots in line with the specificity of each region, online discussions, website)	Number of persons sensitised	MINPROFF MINJUSTICE MINDEVEL MINCOM																	
4.3.3. Organise roundtable discussions, conferences and	Number of persons involved	MINPROFF MINJUSTICE MINCOM MINESEC																	
educative talks to inform women and girls about their rights in various settings (workplaces, rural areas, families, schools, PLWHIV, refugee and IDP sites) to enable them to exercise their rights and seek assistance when needed		MINSANTE MINAT CSO																	
4.3.4. Train media professionals on international and national legal provisions related to women's rights, including human rights, and encourage them to disseminate them in the audio-script/visual media	Number of persons trained	MINPROFF MINJUSTICE MINCOM CSO																	

4.4.9. Strengthen services/units for GBV survivors (1 per region) through the establishment of a psychosocial support unit	Number of support units set up	MINPROFF												
4.4.10. Set up three (03) one-stop centers for the holistic management of GBV in Bamenda, Buea and Maroua	Number of units set up	MINPROFF												
4.4.11. Support the development of a SOP (Standard operating procedure) on gender based violence to be used by actors in the intervention chain and training for holistic support to women and girls	Number of persons trained on SOP	MINPROFF												
4.4.12. Establish 5 referral and counter referral mechanisms for the integrated management of cases of gender-based violence	Number of mechanisms put in place	MINPROFF												
4.4.13. Set up mobile emergency holistic support units for survivors in areas affected by humanitarian and security crises	Number mobile units up of set	MINPROFF												
4.4.14. Provide psychosocial, medical and legal support for survivors and their children born out of rape	Number of survivors supported	MINPROFF												
4.4.15. Set up community relays (100) for referral of GBV cases to support services and warning within the community	Number of community relays set up	MINPROFF												
4.4.16. Create 2 pilot temporary accommodation centres for women victims of gender based violence	Number of centres set up	MINPROFF												

4.4.17. Acquire and make available dignity kits for women and girls survivors of rape and other sexual assaults	Number of beneficiary women and girls	MINPROFF																	
4.4.18. Support the establishment of 10,000 birth certificates for children	Number of beneficiaries	MINPROFF																	
4.4.19. Set up economic reintegration and community rehabilitation programmes for survivors, displaced women	Number of beneficiaries	MINPROFF																	
4.4.20. Set up and make functional 5 early warning systems with 24/7 toll-free lines on gender-based violence	Number of system with tollfree lines	MINPROFF																	
4.4.21. Capacity building of social workers and development of action plans to combat gender-based violence, human trafficking and migrant smuggling, and setting up a multiactor, multi-sector coordination framework for better harmonisation of interventions and support for their implementation	Number of action plans put in place	MINPROFF																	
4.4.22. Bring perpetrators of GBV to justice	Number of cases brought to justice	MINPROFF																	
Sub total 4.4 :																			
4.5. : Combat emerging social ills and special protection for girls and boys																			
Major activities :																			
4.5.1. Strengthen anti-drug measures in schools	Number of measures put in place	MINPROFF																	

4.5.2. Intensify awareness-raising campaigns against drugs and other narcotics for young people in school and out-of-school settings	Number of persons sensitised	MINPROFF																		
4.5.3. Organise capacity building sessions for families on positive parenting and responsible parenthood education	Number of persons trained	MINPROFF																		
4.5.4. Organise community campaigns on children's rights, early marriage and sexual exploitation of adolescent girls	Number of persons sensitised	MINPROFF																		
4.5.5 Produce and broadcast special programmes on the sale of children, child prostitution and pedopornography	Number of programmes developed	MINPROFF																		
4.5.6. Set up antiviolence clubs in schools and build the capacity of members	Number of clubs created	MINPROFF																		
4.5.7. Conduct a study and elaborate a programme to combat violence against girls affected by several forms of discrimination, notably indigenous girls, poor girls, displaced girls,	Existence of a special protection programme for girls	MINPROFF																		
refugees, girls with disabilities, and girls in situations of natural disasters, humanitarian emergencies, conflict or post-conflict																				

4.5.8. Organise national campaigns to combat the scourges	Number of persons sensitised	MINPROFF																		
4.5.9. Set up counselling units with hotlines to respond to the social ills of youths	Number of units set up	MINPROFF																		
4.5.10. Set up an online training and information line on youth issues	Number of persons trained online	MINPROFF																		
Sub total 4.5 :																				
Total 4 :																				
Programme 5: Strengthening the participation and representation of women, men and youth in national, local and community governance and in public and political decision-making spheres																				
Action 5.1. : Promotion of a balanced representation of women and men in decision-making bodies, in elective and administrative positions at national level and in Cameroon's diplomatic representations																				
Major activities:																				
5.1.1. Update and popularise the electoral law from a gender perspective as well as training manuals for women in politics	Number of electoral documents revised	MINPROFF																		
Organise media coaching sessions for women leaders	Number of women having benefited from coaching sessions	MINPROFF ELECAM																		
Organise digital campaigns to raise	Number of followers	MINPROFF ELECAM																		
women's awareness on political participation	Number of women registered during these campaigns																			
Support special campaigns to register women on the electoral lists																				

5.1.11. Organise political forums for women	Number of political forums organised	MINPROFF												
5.1.12. Organise gender breakfast to raise funds for women's political activities	Number of gender coffee co organised	MINPROFF												
5.1.13. Develop partnerships with audio-visual media (radio, community radio, and television stations) for the designing and broadcasting of programmes aimed at improving women's participation in political and public life	Number programmes designed broadcast of and	MINPROFF												
5.1.14. Sign partnerships with CSOs to organise political training sessions for women	Number of partnerships signed	MINPROFF												
5.1.15. Produce data disaggregated by sex and according to the	Number of reports produced	MINPROFF												
disability approach on women's representation in administrations and decision-making bodies														
5.1.16. Conduct a survey on female skills in all areas of activity	Number of surveys conducted	MINPROFF												
5.1.17. Provide support for the functioning of REFAMP/ CAM	Number of support granted	MINPROFF												
5.1.18. Set up a Women Leaders Network in politics	Number of women leaders network in politics set up	MINPROFF												
5.1.19. Organise capacity building sessions for the network of women leaders for coaching the beginners	Number of persons trained	MINPROFF												

5.1.20. Develop exchange spaces for sharing of political experiences	Number of meetings organised	MINPROFF											
5.1.21 Initiate a programme on the management of female careers	Number of women who participated in the programme	MINPROFF MINFOPRA											
5.1.22 produce a plan to improve women's access to jobs and senior management positions	Number of plans developed	MINPROFF											
Sub total 5.1 :													
Action 5.2.: Promotion of the civic participation of women and men in decision-making bodies at family, community and local levels.													

Major activities :													
5.2.1. Involve women and girls in local and community consultation spaces (community meetings and large public manifestations) and meetings of organisations' committees of representatives (meetings of the Forum of representatives of the RLAs and quarter committees)	Number of public meetings involving at least 30% women	MINPROFF RLAs											
5.2.2. Integrate women and youths into community planning processes so that they can express their specific needs and contribute to the preparation of local programmes	Number of RLAs with a budgeted gender strategy Share of total council budgets dedicated to gender promotion	MINPROFF											
5.2.3. Develop gender strategies for RLAs by allocating appropriate resources to them	Number of RLAs with a gender strategy	MINPROFF											

5.2.4. Capacity building of women in leadership for participation in local governance	Number of women trained	MINPROFF																	
5.2.5. Designate gender focal points in the 360 councils	Number of local mechanisms with gender focal points	MINPROFF																	
	Number of councils with a gender focal point	MINDDEVEL																	
5.2.6. Develop a gender mainstreaming guide in RLAs	Number of gender guides produced	MINPROFF																	
5.2.7. Recruit gender experts in the councils and regions	Number of gender experts recruited in the RLAs	MINPROFF																	
5.2.8. Strengthen the development of local skills on gender issues	Number of training sessions organised	MINPROFF																	
5.2.9. Establish the systematic production of age and sex disaggregated data in all areas of local life (age and sex disaggregated database)	Number of gender-sensitive databases	MINPROFF																	
5.2.10. Ensure equal participation of men and women in all sectors of local development	Number of regions and councils with at least 30% women in councils	MINPROFF																	
5.2.11. Ensure better access for women and control of local resources (access and control of land, credit, natural resources...)	Number of women who are beneficiaries of factors of production at local level	MINPROFF																	

Sub total 5.2 :														
Total 5 :														

Programme 6: Strengthening protection and resilience measures for women and men in humanitarian and security crises and participation in peace building, social cohesion and living together

Action 6.1. : Protection of women and men in humanitarian and security crises

Major activities :

6.1.1. Support the drafting of the bill on conflict prevention and protection of girls and women in a crisis context	Number of texts adopted	MINPROFF												
6.1.2. Organise systematic and mandatory training on women's rights, gender equality and awareness-raising on gender-based violence for Cameroonian personnel involved in internal and external operations (military, police and civilian)	Number of persons trained	MINPROFF												
6.1.3. Update the training manual on gender mainstreaming and the protection of women against sexual violence in military operations and provide training for officers on external operations (including training for gender advisors and gender experts)	Number of persons trained	MINPROFF												
6.1.4. Develop a gender strategy for civil-military operations in Cameroon	Existence of a strategy	MINPROFF												

6.1.10. Organise advocacy sessions to end impunity of perpetrators of sexual violence in the country and for the implementation of the protocol on the prevention and suppression of sexual violence	Number of persons sensitised	MINPROFF																	
6.1.11. Improve legal initiatives and procedures for SGBV and ensure their immediate safety	Number of new provisions adopted	MINPROFF																	
6.1.12. Create reception and transit centres for survivors victims of war and conflict, female ex-fighters and associates, and transit huts (safe spaces) for women and girl survivors of violence	Number of centres created in all councils	MINPROFF																	
6.1.13. Carry out education campaigns to encourage survivors to speak out and break the silence	Number of persons sensitised	MINPROFF																	
6.1.14. Identify the administrations and other actors involved in the care of SGBV (psychosocial, health, education, socio-	Number of studies conducted (mappings)	MINPROFF																	
professional, socioeconomic, spiritual, cultural, shelter and housing, water and sanitation...																			

6.1.15. Set up legal mechanisms for the protection of witnesses and effectively enforce sanctions against perpetrators	Number of mechanisms put in place	MINPROFF																		
6.1.16.Acquire and make available PEPs kits for the management of rape and in integrated health structures	Number of PEP Kits administered	MINPROFF																		
6.1.17.Sensitise belligerents on the protection of civilians and particularly women and children during conflict operations	Number of persons sensitised	MINPROFF																		
6.1.18.Put in place mechanisms to coordinate the interventions of actors in the field of protection, including the fight against gender-based violence	Number of mechanisms put in place	MINPROFF																		
6.1.19. Organise training sessions for protection actors on mediation and peace building, conflict resolution, prevention and management of GBV	Number of persons sensitised	MINPROFF																		
6.1.20. Carry out awareness-raising campaigns against GBV in the context of conflict	Number of persons sensitised	MINPROFF																		
6.1.21.Educate and train women and girls on early warning (how to manage, how to react) against GBV	Number of persons sensitised	MINPROFF																		

6.1.22. Strengthen the role and capacity of civil society organisations working on the protection of women and girls and support their actions through technical support and appropriate resources	Number of persons trained	MINPROFF																	
6.1.23. Put in place a specific measure to respect women’s rights in social media	Number of measures put in place	MINPROFF																	
6.1.24. Ensure holistic caregiving (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 who received support	MINPROFF																	
6.1.25. Organise campaigns for the promotion of reconciliation, peace and human rights including women’s human rights and strengthening of civic awareness to prevent conflict	Number of persons sensitised	MINPROFF																	
Sub total 6.1 :																			
Action 6.2. : Strengthening livelihoods for women and men’s resilience in humanitarian and security crises																			
Major activities:																			

6.2.8. Identify the needs of women, female ex-fighters, victims of war and survivors of violence in relation to disarmament and demobilisation, reintegration and reconstruction	A study conducted on needs assessment	NCDDR MINPROFF											
6.2.9. Create socioeconomic support frameworks to empower women and girls affected by the crises	Number of support frameworks created	MINPROFF											
6.2.10. Train women's organisations on financial and cooperative education, micro-projects and business plans, updating registers, savings and credit management, technical itineraries of the main value chains in the project regions (tubers, pulses,)	Number of persons trained	MINPROFF											

6.2.11. Analyse the needs of demobilised women and men by sex, identifying 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 assigned to an all-female unit or a mixed unit, the duration of their association with the armed groups, the reason for their recruitment (forced or voluntary), their skills and training, and whether they have surviving family and community members	A study conducted on the perception index	NCDDR MINPROFF											
6.2.12. Provide support, counselling, protection and economic alternatives to girls and women who are still in exploitative relationships or who are abused.	Number of women who received support	MINPROFF											
6.2.13. Set up gender sensitive programmes in the areas of health and counselling, rehabilitation, resources and support for education, professional or workplace training, and psychosocial counselling to ensure equal opportunities and resources for women and girls	Number of gender-sensitive programmes	MINPROFF											
6.2.14. Set up THIMO programmes to develop local potential with active and responsible community participation.	Number of women beneficiaries of the THIMO programmes developed	MINPROFF											

6.2.15. Set up sustain menstrual hyg programmes (reus sanitary towels) for girls women in conflict areas	a Number of women benefiting from MMH programmes set up	MINPROFF																	
6.2.16. Involve communities by setting up or reactivating local structures, in particular Local Development Committees (LDCs) and host communities at the level of the regions, divisions, sub divisions and councils concerned, and which integrate communitybased Disarmament, Demobilisation and Reintegration activities	Number of Local Development Committees (LDCs) put in place and operational	NCDDR MINPROFF																	
6.2.17. Set up food assistance programmes for demobilised fighters in order to ensure their survival. This assistance is also necessary within the framework of «work for food» during the public interest work of rehabilitating basic social infrastructure, «food for training» or «food for agriculture».	Number of women benefiting from the programmes	MINPROFF																	
Sub total 6.2 :																			
Action 6.3. : Promoting gender in humanitarian response and conflict prevention, resolution and peacebuilding processes																			
Major activities :																			
6.3.1. Integrate the gender approach in programmes and projects for addressing the past in the four areas (right to truth, right to justice, right to reparation and guarantee of non-repetition)	Number of gender-sensitive programmes	MINPROFF																	

6.3.14. Establish national conflict prevention mechanisms that include equal participation of men and women in certain institutions (Ombudsmen, mediators, human rights commissions, electoral commissions, traditional arbitration structures)	Number of mechanisms put in place	MINPROFF																		
6.3.15. Initiate national seminars on gender mainstreaming in security sector reform	Number of persons trained	MINPROFF																		
6.3.16. Conduct a study on the safety index of women in the country	Study conducted	MINPROFF																		
6.3.17. Encourage women to participate in military and civilian peacekeeping operations and election observation missions	Number of persons trained	MINPROFF																		
6.3.18. Define processes and principles at country level that guarantee the equal participation of men and women in sessions on peace and security issues (organisation of sessions, deliberations, drafting of resolutions and communications)	Number of documents produced	MINPROFF																		
6.3.19. Capacity building for women on the themes of peace processes (mediation, negotiation and peace building).	Number of persons trained	MINPROFF																		

6.3.20.Support the setting up of women's dialogue platforms, peace and security	Number of dialogue platforms set up and functional	MINPROFF												
advocacy groups and encourage small structures to recruit as many members as possible														
6.3.21.Raise awareness among populations, communities and conduct advocacy actions towards decision-makers on the awareness of the role of women in peace processes	Number of persons sensitised	MINPROFF												
6.3.22.Build up a pool of trained women (200, that is, 20 per region) and alert them to the management and prevention of conflicts and, above all, to strategies for taking gender and GBV into account in crisis resolution agreements	Number of persons trained	MINPROFF												
6.3.23.Support the dissemination of the UNCHR's human rights education programme at all levels of education (primary, secondary and university) and professional training, in order to build a culture of peace in society (building of a culture of peace)	Number of schools and training institutions involved	MINPROFF												

6.3.24. Organise awareness-raising and inter-community dialogue sessions for the general population, including youths (inter-generational and inter-religious dialogue) on peace, security and conflict resolution and the fight against violence	Number of persons sensitised	MINPROFF																		
6.3.25. Train and involve web influencers for peace in the implementation of the NAP 1325.	Number of messages disseminated in social media	MINPROFF																		
6.3.26. Identify women leaders and associations involved in peace and security issues, encourage the development of local plans for peace and living together and follow up	Number of plans elaborated and implemented	MINPROFF																		
6.3.27. Conduct intensive awarenessraising campaigns on conflict prevention at family and community level involving women at national and local levels, through programmes, microprogrammes, radio and television debates	Number of persons sensitised	MINPROFF																		
6.3.28. Set up an autonomous mechanism for the management and coordination of various actions related to Resolution 1325	Existence of an autonomous mechanism	MINPROFF																		
6.3.29. Organise training in gender for authorities and institutions (Administrations, mediators, traditional and religious institutions)	Number of persons trained	MINPROFF																		

6.3.30.Support CSOs working on the WPS agenda in setting up working platforms at regional and national levels	Number of platforms set up	MINPROFF																	
Sub total 6.3 :																			
Total 6 :																			
Programme 7: Strengthening the institutional framework and promoting gender as a guiding principle of good governance in the most transformative public policies and reforms and in budgets, taking into account the context of deconcentration and decentralisation.																			
Action 7.1. : Promotion of gender for behavioural change in favour of gender equality																			
Major activities :																			
7.1.1. Organise awareness-raising sessions aimed at making schools an environment of socialisation and learning of egalitarian values between girls and boys and to curb gender-based violence	Number of persons trained	MINEDUB MINESEC MINESUP MINEFOP MINPROFF																	
7.1.2.Intensify awareness-raising and education campaigns in communities in order to eradicate discriminatory practices and customs against women and girls and to promote responsible gender equality behaviour	Number of persons trained	MINPROFF																	
7.1.3.Develop a programme with the media in order to encourage a non-stereotypical representation of women and men, to promote new egalitarian models of sharing responsibilities and tasks in the domestic sphere, notably by revisiting the regulations (journalists' codes of ethics, code governing advertising, etc.) and by ensuring the training of students and communication professionals	Number of persons trained	MINPROFF																	
	Number of programmes developed	MINCOM MINPROFF																	

Sub total 7.1 :												
Action 7.2. : Support for the institutionalisation of Gender-Sensitive Budgeting in pilot sectors and ministries and at the local level												
Major activities :												
7.2.1. formulate an orientation law on gender institutionalisation in Cameroon	Existence of a law on gender	MINPROFF										
7.2.2. Conduct a participatory audit (diagnosis) of the policies, programmes, services, mechanisms of each of the pilot ministries involved in GSB	Number of gender audits carried out	MINPROFF										
7.2.3. Develop a gender institutionalisation programme in each of the ministries in order to translate the orientations and objectives as well as NGP-related measures into concrete and specific actions for each department.	Number of programmes developed and implemented	Ministries with GRB MINFI MINEPAT MINPROFF										
7.2.4. Develop the required capacity building and advisory strategies to support the implementation of gender mainstreaming programmes in ministries	Number of persons trained	MINFI MINEPAT MINPROFF										
7.2.5. Establish an information system (database) and procedures for accountability and performance measurement through a standardised gender trend chart for the pilot ministries	Existence of a gender information and accountability system	MINFI MINEPAT MINPROFF										
7.2.6. Take into account the gender approach in agreements with technical and financial partners	Number of partnership agreements integrating gender	MINFI MINEPAT MINPROFF										

7.2.7. Advocate with parliamentarians for the consideration of gender in the budgets and the setting up of a gender committee in the National Assembly and the Senate (or a gender and budget sub-committee within the Finance Committee)	Number of persons sensitised	MINFI MINEPAT MINPROFF												
7.2.8. Complete the institutional framework relating to GRB	Existence of a functional GRB institutional mechanism	MINFI MINEPAT MINPROFF												
7.2.9. Develop a GRB strategy for regional and local authorities (Communes et Régions)	Number of GRB strategies for RLAs	MINFI MINEPAT MINPROFF												
7.2.10. Elaborate a multi-annual GRB strategic plan. This plan will be implemented through annual roadmaps	Existence of a national GRB action plan	MINFI MINEPAT MINPROFF												
7.2.11. Systematically integrate gender into the budget cycle, particularly at all stages. This involves firstly the integration of a gender analysis during the various reviews (activities, investments, performance); secondly, the incorporation of gender into macrobudget programming with the adaptation of the formats of the tools, particularly the MTEF and the APP.	Number of gender-sensitive budget tools	MINFI MINEPAT MINPROFF												
7.2.12. Popularise the gender integration guide in public policies, strategies, programmes and budgets	Number of persons sensitised	MINPROFF												

7.2.13. Gradually broaden the range of the concerned pilot administrations in the Gender Responsive Budget Document	Number of ministries concerned by the gender sensitive budget document	Ministries with GRB MINFI MINEPAT MINPROFF																		
7.2.14. Sustaining gender mainstreaming in the presidential circular on the preparation of the state budget	Number of presidential circulars integrating gender	Ministries with GRB MINFI MINEPAT MINPROFF																		
7.2.15. Automatically track gender-sensitive spending in computer applications of administrations	Existence of a software to follow-up gender expenses	Ministries with GRB MINFI MINEPAT MINPROFF																		
7.2.16. Sign a Circular Note from MINFI that specifies in an operational manner the implementation of GRB orientations contained in the Presidential Circular for the preparation of the budget	Existence of an autonomous mechanism	MINFI																		
7.2.17. Capacity building of actors involved in the elaboration and analysis of the Gender Responsive Budget Document (administrations, parliamentarians...)	Number of persons trained	MINFI MINEPAT MINPROFF																		
7.2.18. Sustain the Gender Responsive Budget Document	Number of gender-sensitive budget documents produced	Ministries with GRB MINFI MINEPAT MINPROFF																		
Sub total 7.2 :																				
Action 7.3. : Restructuring the institutional mechanism in the area of gender																				
Major activities :																				

7.3.1. Restructure the Ministry of Women's Empowerment and the Family for an effective follow up of the gender approach at the national and local levels	Existence of a new organisational chart	MINPROFF SPRA																		
7.3.2. Set up a National Observatory on Gender Equality	Existence of a National Observatory on Gender Equality	MINPROFF																		
7.3.3. Review the system of gender committees in public, semi-public and private administrations	Gender focal points system revised	MINPROFF																		
7.3.4. Restructure the gender working groups within the UN system, the Multi-partner Committee and Civil Society	Number of working groups restructured	MINPROFF																		
7.3.5. Create permanent working groups to follow-up international and regional gender commitments	Number of permanent working groups set up	MINPROFF																		
7.3.6. Institutionalise and put in place gender mechanisms in Decentralised Local Authorities	Number of DLAs with a gender mechanism	MINPROFF																		
7.1.7. Institutionalise an annual national women's forum	Number of national gender forums	MINPROFF																		
Subtotal 7.3 :																				
Action 7.4. : Strengthening national capacities for gender integration in the sectors of national life																				
Major activities :																				
7.4.1 Organise gender training for senior officials of public and semi-public administrations, CSOs, technical and financial partners and RLAs	Number of persons trained	MINPROFF																		
7.4.2. Elaborate training tools on gender mainstreaming	Number of training manuals formulated	MINPROFF																		

7.4.3. Develop the capacity of officials in charge of planning in the design, planning and management of gender activities through a series of training courses to be carried out locally and abroad in the field of gender	Number of persons trained	MINPROFF											
Improve knowledge of the gender concept among opinion leaders, parliamentarians, civil society organisations (NGO leaders and women's associations), central and decentralised administration staff (including judges and assessors), members of Government, and delegates from schools and universities so that their members can subsequently master the concept in order to bring about the expected changes in society in the area of gender.	Number of persons sensitised	MINPROFF CSO											
7.4.5. Organise study trips for learning and exchange of experiences in the field of the institutionalisation of gender	Number of study trips organised	MINPROFF											
7.4.6. Organise capacity-building sessions for MINPROFF staff and heads of statistical units in public and semi-public administrations on gender statistics	Number of persons trained	MINPROFF NIS Sector Ministries											

7.4.7.Organise training sessions for gender focal points to elaborate methods of integrating statistics in programmes focused on gender parity and monitoring reports on international and regional commitments	Number of persons trained	MINPROFF NIS Sector Ministries												
7.4.8.Organise a training workshop for senior staff of the NIS, DADM, BUCREP, CTS/ NDS on gender statistics	Number of persons trained	MINPROFF NIS												
7.4.9.Organise two training sessions for NIS staff at central and local levels on the production, collection and analysis of Level I and II gender-specific indicators in the minimum package and the SDGs (notably revision/updating of gender data collection tools)	Number of persons trained	MINPROFF NIS												
Sub total 7.4 :														
Action 7.5. Improvement of the production and use of gender statistics														
Major activities :														
7.5.1.Support gender mainstreaming in the elaboration of statistical yearbooks in different ministries	Number of gender-sensitive statistical yearbooks elaborated	MINPROFF NIS Sector Ministries												
7.5.2. Update, upgrade and popularise the database on gender statistics	Number of operations to upgrade the gender database updated	MINPROFF												
7.5.3. Support the production of communication and dissemination tools for gender statistics	Number of pods and thematic reports produced	MINPROFF												

7.5.4. Elaborate Gender mainstreaming track records of public and semi-public administrations	Number of Gender mainstreaming track records produced and disseminated	MINPROFF																	
7.5.5. Set up a monitoring-evaluation and reporting system for the NGP aligned with the National Statistical Information System	-Existence of a functional monitoring evaluation and reporting mechanism for the NGP	MINPROFF																	
7.5.6. Develop a directory of indicators for monitoring the gender mainstreaming of the NDS30	Existence of a directory of indicators for monitoring the gender mainstreaming of the NDS30	MINPROFF NIS																	
5.5.7. Update the minimum list of gender indicators	Number of operations to update the minimum directory of gender indicators	NIS MINPROFF																	
7.5.8. Develop regional gender profiles in the 10 regions of Cameroon	Number of regional gender profiles produced	MINPROFF																	
7.5.9. Organise the reprocessing of existing GEWE (gender equality and women's empowerment) data to produce Level I/II SDG indicators with relevant disaggregation and lessons learned.	A directory of Level I/II SDG indicators with gender breakdown produced	MINPROFF NIS																	
7.5.10. Support the NIS in conducting a «Time Use SurveyTUS».	Number of studies conducted	NIS MINPROFF																	

7.5.11. Develop a national strategy for the inclusion of gender in official statistics in Cameroon	Existence of a gender strategy for official statistics	MINPROFF												
7.5.12. Draw up a list of the main users of data in Cameroon to determine the needs for the collection of gender-disaggregated statistics	Number of studies conducted	MINPROFF												
7.5.13. Develop/update gender profiles at national level	Number of gender profiles produced	MINPROFF												
7.5.14. Set up an online discussion platform between key users and producers of gender statistics	Number of platforms set up	MINPROFF												
7.5.15. Promote the exchange of experiences and best practices on gender statistics through dialogue sessions between producers and users of gender statistics	Number of dialogue sessions between producers and users	MINPROFF												
7.5.16. Organise an advocacy session on financing official gender statistics from administrative sources during the preparation of the state budget	Number of persons sensitised	MINPROFF NIS												
7.5.17. Promote the coordination of initiatives and activities on gender statistics through interministerial gender and statistics committees	Number of sessions of the inter-ministerial committee on gender organised	MINPROFF NIS												

7.5.18. Make an inventory of potential administrative data sources for SDG 5 monitoring, integrating a gender approach, and focusing on data availability, quality, accessibility and availability, usability of data and validation	Number of studies conducted	MINPROFF												
7.5.19. Support the national mechanism in charge of monitoring international and regional commitments on gender statistics for the production of periodic reports (CSW, CEDAW; Beijing...)	Number of persons trained	MINPROFF												
Sub total 7.5 :														
Total 7 :														
Overall Total (1+2+3+4+5+6+7) :														

ANNEX 2: METADATA SHEETS FOR CMR-PNG INDICATORS

Metadata sheet : Percentage of women 15-49 who smoke tobacco in different forms

Programme 4	Promotion of a socio-cultural environment that fosters the respect of men's and women's rights without discrimination and the elimination of all forms of gender-based violence (GBV)	
Action 4.5	Fight against emerging social ills and provision of special protection for girls and boys	
Indicator 2 of the action	Percentage of women 15-45years who smoke tobacco in different forms	
Description of the indicator	The difference forms are the manufactured cigarettes, rapped cigarettes and kreteks, tobacco pipes, cigars, cheroots,cigarillos and water pipes	
Unit measurement of indicator	%	
Calculating formula	$(\text{Number of women from 15-49 years who smoke tobacco in different forms} / \text{female population 15-49 year}) \times 100 \times 100$	
Numerator	Number of women who smoke tobacco in different forms	
Denominator	Female population 15-49 years old	
Measurement frequency	Periodic	
Indicator reference value	Years	
	2021	0,3%
Values (achievement/projected) 9 fill in the years for which the values are available)	2022	
	2023	
	2024	
	2025	70%
Target set at the end of the five-year term	2030	90%
Data source	EDS 2018	
Data collection method	Face-to-face interviews using tablets to collect data	
Limits and biases		

Metadata sheet: Media exposure rates of women (15-49)

Programme 1	Promoting equal access for girls and boys, women and men to education, training and information	
Action 1.2	Improving the skills, knowledge and equitable access of women and girls, men and boys, to quality information and ICT...	
Action indicator 1	Rate of media exposure among women (15-49)	
Description of the indicator	A woman is exposed to the media when she has read a newspaper, listened to the radio or watched television at least once a week	
Unit of measurement of the indicator	%	
Calculation formula	$(\text{Number of women aged 15-49 exposed to the media} / \text{Female population aged 15-49}) \times 100$	
Numerator	Number of women exposed to the media	
Denominator	Female population aged 15-49	
Measurement frequency	Periodical	

Indicator reference value	Years	
	2021	50%
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	70%
Target set at the end of the five-year period	2030	90%
Target set at the end of the five-year period	EDS 2018	
Data sources	Face-to-face interviews using tablets to collect data	
Data collection method		

Metadata sheet: Rate of internet use by women (15-49 years)

Programme 1	Promoting equitable access to education, training and information for girls and boys, women and men.	
Action 1.2	Improved skills, knowledge and equitable access to quality information and ICTs for women and girls, men and boys.	
Action indicator 2	Rate of Internet use by women (aged 15-49)	
Description of the indicator	Proportion of women using the internet	
Unit of measurement of the indicator	This indicator provides information on the level of internet use by women. A proportion close to 100% means that almost all women aged 15-49 use the internet.	
Calculation formula	$(\text{Number of women aged 15-49 using the internet} / \text{Female population aged 15-49}) \times 100$	
Numerator	Number of women aged 15-49 who have used the internet in the last 12 months	
Denominator	Female population aged 15-49	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	27%
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	60%
Target set at the end of the five-year period	2030	90%
Target set at the end of the five-year period	EDS 2018	
Data sources	Face-to-face interviews using tablets to collect data	

Metadata sheet: HIV prevalence rate among women

Programme 2	Improving women's access to quality health services, particularly in terms of reproductive health and the fight against HIV/AIDS.
Action 2.1	Improved reproductive health of women and adolescents and reduction of maternal mortality
Action indicator 1	National maternal mortality rate

Description of the indicator	A fall in the maternal mortality rate over time generally indicates an improvement in access to maternal healthcare, women's education, family planning and socio-economic conditions.	
Unit of measurement of the indicator	%	
Calculation formula	$(\text{Number of maternal deaths} / \text{Number of live births}) \times 100,000$	
Numerator	Number of maternal deaths	
Denominator	Number of live births	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	467 per 100,000 live births
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	200 per 100,000 live births
Target set at the end of the five-year period	2030	311 per 100,000 live births
Target set at the end of the five-year period	EDS	
Data sources	Face-to-face interviews using tablets to collect data	

Metadata sheet: HIV prevalence rate among women

Programme 2	Improving women's access to quality health services, particularly in terms of reproductive health and the fight against HIV/AIDS.	
Action 2.1	Improved reproductive health for women and adolescents and reduced maternal mortality	
Action indicator 2	HIV prevalence rate among women	
Description of the indicator	This indicator provides information on the prevalence of HIV in the population aged 15 to 49. A prevalence rate close to 0% means that HIV has been eradicated in this category of the population.	
Unit of measurement of the indicator	%	
Calculation formula	$(\text{Number of HIV-infected women aged 15 to 49} / \text{Female population aged 15 to 49}) \times 100$	
Numerator	Number of HIV-infected women aged 15 to 49	
Denominator	Female population aged 15-49	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	3,4%
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	2%
Target set at the end of the five-year period	2030	1%
Target set at the end of the five-year period	EDS	

Data sources	Face-to-face interviews using tablets to collect data
--------------	---

Metadata sheet: Rate of unwanted births

Programme 2	Improving women’s access to quality health services, particularly in terms of reproductive health and the fight against HIV/AIDS.	
Action 2.1	Improved reproductive health of women and adolescents and reduction of maternal mortality	
Action indicator 2	Rate of unwanted births	
Description of the indicator	This indicator measures the extent of unwanted pregnancies among women aged 15-49. A rate of 0% means that all births are wanted.	
Unit of measurement of the indicator	%	
Calculation formula	$(\text{Number of women aged 15-49 with an unwanted pregnancy at the time of the survey or an unwanted birth during the 5 years} / \text{Number of women aged 15-49 with a pregnancy at the time of the survey or a birth during the 5 years}) \times 100$	
Numerator	Number of women aged 15-49 with an unwanted pregnancy at the time of the survey or an unwanted birth during the 5 years	
Denominator	Number of women aged 15-49 with a pregnancy at the time of the survey or a birth during the 5 years	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	4%
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	2%
Target set at the end of the five-year period	2030	1%
Target set at the end of the five-year period	EDS	
Data sources	Face-to-face interviews using tablets to collect data	
Data collection method		

Metadata sheet: Female poverty rate

Programme 3	Strengthening women’s contribution to economic development by integrating them into productive circuits and giving them equal access to employment opportunities and factors of production.	
Action 3.1	Equal access and retention of women and men in public administration and private sector jobs	
Action indicator 1	Female poverty rate	
Description of the indicator	This indicator shows the proportion of women living below the poverty line. When it falls, this means that the number of women living below the poverty line is increasing at a slower rate than the overall increase in the female population.	
Unit of measurement of the indicator	%	

Calculation formula	(Number of poor women / Female population) x 100	
Numerator	Number of poor women	
Denominator	Female population	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	37,7%
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	32%
Target set at the end of the five-year period	2030	27%
Target set at the end of the five-year period	ECAM	
Data sources	Face-to-face interview using tablets to collect data	
Data collection method	The indicator provides information on the extent of poverty among women, but not on the number of women living below the poverty line. It is therefore not possible to focus solely on the number of poor people, given that the population grows naturally. The updating of this indicator is linked to the publication of the ECAM V results.	

Metadata sheet : Proportion of women among beneficiaries of a land title (Concession, land title)

Programme 3	Strengthening women's contribution to economic development by integrating them into productive circuits and giving them equal access to employment opportunities and factors of production.	
Action 3.5	Promotion of equitable access to factors of production (natural resources and land, money, technology, infrastructure and equipment)	
Action indicator 2	Proportion of women among beneficiaries of a land ownership title (Concession, land title)	
Description of the indicator	This indicator provides information on women's access to land ownership compared to men. An increase in this indicator means that women have increasing access to land ownership.	
Unit of measurement of the indicator	%	
Calculation formula	Number of women land title holders / Total number of land title holders) x 100	
Numerator	Number of female land title holders	
Denominator	Total number of land title holders	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	6%
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	
Target set at the end of the five-year period	2030	

Target set at the end of the five-year period	EDS
Data sources	Face-to-face interview using tablets to collect data
Data collection method	Cultural considerations have a strong influence on access to property. The interpretation and analysis of such indicators should be based on cultural and social access to property.

Metadata sheet : Proportion of women among recipients of bank credit or any other financial service

Programme 3	Strengthening women’s contribution to economic development by integrating them into productive circuits and giving them equal access to employment opportunities and factors of production.	
Action 3.5	Promotion of equitable access to factors of production (natural resources and land, money, technology, infrastructure and equipment)	
Action indicator 2	Proportion of women among recipients of bank credit or any other financial service	
Description of the indicator	This indicator reflects gender disparities in the allocation of bank credit. An increase in this indicator means that slightly more bank credit is granted to women than to men.	
Unit of measurement of the indicator	%	
Calculation formula	$(\text{Number of female credit recipients} / \text{Total number of credit recipients}) \times 100$	
Numerator	Number of women receiving credit	
Denominator	Total number of credit recipients	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	16,8%
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	50%
Target set at the end of the five-year period	2030	100%
Target set at the end of the five-year period	MICS 2014	
Data sources	Face-to-face interview using tablets as a data collection medium	
Data collection method	The main problem is that the focus is on credit recipients without examining the profile of bank credit applicants. It would be more appropriate to examine the percentage of women who obtained credit among those who applied and compare it with the same proportion. It would be more appropriate to examine whether gender is a discriminating factor in the granting of bank credit.	

Metadata sheet : Percentage of women aged 15-49 aware of the two ways of preventing HIV infection

Programme 2	Improving women’s access to quality health services, particularly in the field of reproductive health and the fight against HIV/AIDS.
Action 2.2	Promotion of gender in the fight against HIV/AIDS, COVID 19 and other pandemics

Action indicator 1	Percentage of women aged 15-49 who are aware of the two means of preventing HIV infection	
Description of the indicator	This indicator provides information on women's knowledge of the means of preventing HIV infection. When it increases, it means that women are increasingly aware of the means of preventing HIV infection, and we should also expect a fall in HIV prevalence.	
Unit of measurement of the indicator	%	
Calculation formula	$(\text{Number of women aware of 2 methods} / \text{Female population aged 15-49}) \times 100$	
Numerator	Number of women with 2 methods	
Denominator	Female population aged 15-49	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	70%
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	85%
Target set at the end of the five-year period	2030	100%
Target set at the end of the five-year period	Demographic and Health Survey	
Data sources	Face-to-face interview using tablets as a data collection medium	
Data collection method	DHS is a household survey conducted every 4 to 5 years. The indicator cannot be calculated annually. Also, knowledge of preventive measures does not provide information on the practice or use of these preventive measures.	

Metadata sheet : Percentage of women victims of violence since the age of 15 caused by any person

Programme 4	Promoting a socio-cultural environment conducive to respect for the rights of men and women without discrimination and the elimination of gender-based violence (GBV)	
Action 4.1	Strengthening of the legal arsenal and effective application of legal texts guaranteeing the rights of women and men	
Action indicator 1	Percentage of women victims of violence since the age of 15 caused by any person	
Description of the indicator	This indicator provides information on the extent of gender-based violence. It shows whether a woman has been a victim of violence since the age of 15. The higher the score, the more women are victims of violence, while the lower the score, the less women are victims of violence. If the indicator increases from one period to the next, this means that women are increasingly subjected to violence.	
Unit of measurement of the indicator	%	
Calculation formula	$(\text{Number of female victims of violence} / \text{Female population aged 15 and over}) \times 100$	
Numerator	Number of women victims of violence	
Denominator	Female population aged 15 and over	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	Physical: 39%; Sexual: 13%; Conjugal: 44

Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	Physical: 30%; Sexual: 8%; Marital: 34
Target set at the end of the five-year period	2030	Physical: 20%; Sexual: 3% Marital: 24
Target set at the end of the five-year period	EDS	
Data sources	Face-to-face interview using tablets to collect data	
Data collection method	The memory effect could constitute a bias in the measurement of the indicator. Good precision in the assessment of violence is also necessary.	

Metadata sheet : Percentage of women aged 15-49 who know the three ways of transmitting HIV from mother to child

Programme 2	Improving women’s access to quality health services, particularly in the field of reproductive health and the fight against HIV/AIDS.	
Action 2.2	Promotion of gender in the fight against HIV/AIDS, COVID 19 and other pandemics	
Action indicator 2	Percentage of women aged 15-49 who know the three means of mother-to-child transmission of HIV	
Description of the indicator	This indicator provides information on the level of knowledge of the three means of mother-to-child transmission of HIV. The aim is to reduce mother-to-child transmission of HIV. The higher the percentage, the more women know about the means of mother-to-child transmission of HIV and can therefore limit the risk.	
Unit of measurement of the indicator	%	
Calculation formula	$(\text{Number of women aware of 3 methods} / \text{Female population aged 15-49}) \times 100$	
Numerator	Number of women aware of 3 methods	
Denominator	Female population aged 15-49	
Frequency of measurement	Periodic	
Indicator reference value	Years	
	2021	64%
Values (actual/projected) (indicate the years for which values are available)	2022	
	2023	
	2024	
	2025	80%
Target set at the end of the five-year period	2030	100%
Target set at the end of the five-year period	Demographic and Health Survey 2018	
Data sources	Face-to-face interview using tablets as a data collection medium	
Data collection method	The periodicity is 4 to 5 years and the information is not produced annually. Therefore, knowledge of the three means of transmission does not provide information on the use or practice of these means.	

ANNEX 3: BIBLIOGRAPHY

1. Studies and surveys

- BUCREP, Rapid assessment of the Covid-19 gender impact on the living conditions of men and women in Cameroon, 2020
- BUCREP, National Report on the State of the Population, 2011 • BUCREP, National Report on the State of the Population, 2014.
- BUCREP, General Population and Housing Census, 1987
- BUCREP, General Population and Housing Census, 2005
- NSIF, Statistical Yearbook 2018
- Delphine Brun (GENCAP), Data on gender equality in Cameroon, 17 October 2019.
- FEICOM, Les Cahiers de l'Observatoire, Observatoire du Développement Local (ODL) Gilbert Biwolé, July 2020
- Francisca Moto, National Women's machinery and the challenges faced by gender focal points in mainstreaming gender within the Cameroon public service, UYI Dissertation, 2012/2013
- Cameroon GBV Working Group (GBV IMS) Snapshot GBVIMS: Far North Region
- Cameroon GBV Working Group, Rapid assessment report on covid-19 impact on GBV and sexual and reproductive health services in the Littoral and West regions, July 2020
- NIS, Cameroon Household Survey (ECAM) IV, 2014.
- NIS, Supplementary Survey - Cameroon Household Survey IV, 2016, 2018 Edition
- NIS, Second Employment and Informal Sector Survey, Summary Report.
- NIS, Thematic Reports, 2016: Part II State of Cameroon's Industry
- NIS, General Census of Businesses 1, 2009.
- NIS, General Census of Businesses 2, 2016.
- Justine Diffo, Genre, leadership et participation politique au Cameroun (1931-2013), 2014.
- MINADER, Overview of the impact of agricultural sectors on macroeconomic indicators, February 2010.
- MINPROFF, Track record of Gender Mainstreaming in public administrations, extended to public and semi-public corporations 2019
- MINPROFF, Situational Analysis Report, NGP Review Process, 2020
- UNDP, Human Development Report 2019
- Republic of Cameroon, Demographic and Health Survey (DHSC) V, 2018
- Republic of Cameroon, National contextualisation and prioritisation report on Sustainable Development Goals for Cameroon
- Republic of Cameroon, Multiple Indicators Cluster Sample (MICS) V, 2014
- Republic of Cameroon-United Nations, Report on the status of Sustainable Development Goals indicators in Cameroon, 2019
- Republic of Cameroon, Cameroon State Report on the 25th Anniversary of the Beijing Platform for Action (2014-2019)
- Republic of Cameroon, Cameroon's 6th periodic report on the Convention on the Elimination of All Forms of Discrimination against Women (2014-2019)
- UNHCR, Fact Sheet, January 2020

2. National laws

- 1804 Civil Code
- Law No. 96/06 of 18 January 1996 to establish the Constitution of the Republic of Cameroon
- Law No. 2016/007 of 12 July 2016 relating to the Penal Code
- Law No. 2005/007 of 27 July 2005 on the Criminal Procedure Code
- Law No. 2011/024 of 14 December 2011 relating to the fight against trafficking in persons and slavery
- Law No. 92/007 of 14 April 1992 on the Labour Code
- Law No. 2009/04 of 14 April 2009 to organise legal aid

- Law No. 2012/01 of 19 April 2012 on the Electoral Code
- Law No. 98/004 of 14 April 1998 to lay down guidelines for education in Cameroon
- Law No. 90/53 on freedom of association
- Administration of Estate Act (1925)
- Matrimonial Causes Act (1973)
- Probate non Contentious Rules
- Wills Act (1837)
- Ordinance No. 81/002 of 29 June 1981 to organise the civil status and various provisions on the status of the natural persons
- Decree No. 2012/638 of 21 December 2012 to organise the Ministry of Women’s Empowerment and the Family
- Decree No. 94/199 of 7 October 1994 to lay down the General Rules and Regulations of the Public Service
- Decree No. 95/048 of 8 March 1995 to lay down the Rules and Regulations governing the judicial and legal service and subsequent amendments thereto
- Decree No. 93/035 of 19 January to grant Special Status to the Higher Education Staff;
- Decree No. 2012/539 of 19 November 2012 relating to the Special Rules and Regulations governing the National Security corps;
- Decree No. 2011/020 of 4 February 2011 on the special status of civil servants of the Court Registry.

3. International and regional legal instruments

- United Nations Charter
- Geneva Conventions I, 2, 3, 4
- Convention on the Rights of the Child
- Convention on the Elimination of All Forms of Discrimination against Women
- Universal Declaration of Human Rights
- Covenant on Civil and Political Rights
- Covenant on Economic, Social and Cultural Rights
- UN Resolution 1325 and related resolutions on “Women, Peace and Security
- UN Security Council Resolution 1325;
- UN Security Council Resolution 1820
- UN Security Council Resolution 1888
- UN Security Council Resolution 1889
- UN Security Council Resolution 1960
- UN Security Council Resolution 2122
- UN Security Council Resolution 2242
- UN Security Council Resolution 2272
- UN Security Council Resolution 2293
- African Charter on Human and Peoples’ Rights
- Protocol on the Rights of Women’s in Africa (Maputo Protocol)
- African Charter on the Rights and Welfare of the Child
- Addis Ababa Declaration on Gender Equality in Africa
- African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa (Kampala Convention)
- OHADA Uniform Act on General Commercial Law
- Programme of Action of the International Conference on Population and Development (ICPD)
- Beijing Platform for Action
- Agreed Conclusions of the Commission on the Status of Women (CSW 62,63, 64)
- He For She Campaign, Women in Parliaments Global Forum, Mexico City, 7-9 October 2015

4. Policy documents

- AfDB, Gender Strategy 2014-2018.
- IFAD, Cameroon Country Programme Framework 2013-2017
- MINCOMMERCE-UNIFEM PAFICIT Project, 2007.
- MINEPAT, Cameroon Vision 2035, 2009
- MINEPAT, SDG Contextualisation and Prioritisation Report in Cameroon, 2019
- MINEPAT, Cameroon Rural Sector Development Strategy 2015-2020
- MINEPDEDD, National Adaptation Plan to Climate Change, 2015
- MINPROFF, Cameroon Gender Profile, 2021
- MINSANTE, Health Sector Strategy 2016-2027
- NEPAD, Gender, Climate Change and Agriculture Support Programme (GACSP) in Cameroon, 2014
- UN Women, Strategic Plan 2018-2020
- UN Women, Gender and Road Projects and Ring Road Project
- UN Women, Making Every Woman and Girl Count (MEWGC) Programme
- UN Women, Flagship Programme Women's Economic Empowerment through ClimateResilient Agriculture Flagship Programme.
- Republic of Cameroon, National Gender Policy Paper (2011-2020)
- Republic of Cameroon, National Action Plan for UN Security Council Resolution 1325 and Related Resolutions on Women, Peace and Security (2018-2020)
- Republic of Cameroon, National Development Strategy 2020-2030 for structural transformation and inclusive development (SND30)
- Republic of Cameroon, Rural Sector Development Strategy/National Agricultural Investment Plan (SDSR/PNIA 2020 - 2030)

5. Newspaper and media

- Cameroun Tribune, 7 October 2019

6. Works

- CIDA, "Gender Equality in Practice", 2000
- European Union, 100 words for equality, 2002.

ANNEX 4: EDITORIAL AND PROOFREADING TEAM

General Supervision:

- Mrs. ABENA ONDOA née OBAMA Marie Thérèse, Minister of Women's Empowerment and the Family
- Mrs. HIND Jalal, UN Women-Cameroon representative
- Mrs. Arlette MVONDO, UN Women-Cameroon Desk Officer

General Coordination:

- MOUSSA AOU DOU, Secretary General of the Ministry of Women's Empowerment and the Family

Technical Coordination:

- Mrs. ONGOLA Martine, Director of Women's Social Empowerment (MINPROFF)
- Mr. MATIP Alain, Head of the Division of Studies, Planning and Cooperation (MINPROFF)
- Mrs. KENDEMEH Vivian Jioy, Sub-Director for the promotion of Gender (MINPROFF)
- Mr. NGORO Joseph, Gender-Expert, Department of Studies, Planning and Cooperation (MINPROFF)
- Mr. WAFFO Uilrich Inespéré, Gender Statistics and SDGs Specialist (UN Women Cameroon)

Contribution and Proofreading:

- Mrs. ONGOLA Martine, (MINPROFF)
- Mr. YENE Benjamin (MINPROFF)
 - Mr. MATIP Alain (MINPROFF)
 - Mrs. MAKOTA Isabelle Lafortune (MINPROFF)
 - Mrs. KENDEMEH Vivian Jioy (MINPROFF)
 - Mr. WAFFO Uilrich Inespéré (UN Women-Cameroon)
 - Mr. ABESSOLO ASSEKO (MINPROFF)
 - Mrs. EPOH Clémence Fleur (SPM)
 - Mr. NGORO Joseph (MINPROFF)
 - Mrs. MBALLA Julie (UNDP-Cameroun)
 - Mrs. Adèle MUENDO (UNFPA-Cameroun)
 - Mrs. BEKONO Bernadette Françoise (MINPROFF)
 - Mr. MAHAMAT SALE (MINPROFF)
 - Mrs. MBACKONG Grace (MINPROFF)
 - Mrs. BANAMBA Monique (MINPROFF)
 - Mr. AYO Léopold (MINPROFF)
 - Mr. ESSOMBA Giyvanni Boris (UPAC)
 - Mr. TCHIAZE FOUODJI Pierre (MINDDEVEL)
 - Mrs. HADIDJATOU Yasmi (MINPROFF)
 - Mrs. MFOMBANG Marie France (NIS)
 - Mrs. NDONGO Nadège (ASDEP)
 - Mrs. NGASSE OWONA Marie (APAD)
 - Mr. EKOTTO Franck Eduara (ELECAM)
 - Mrs. HADIDJATOU AMADOU épouse ALIOUM (MINEPIA)
 - Mr. ANDELA Christian YOUMI (MINADER)
 - Mrs. MENGUE Sateguelle épouse ABENA (MINEDUB)
 - Mrs. EBELLE Annie Regine (MINPMEESA)
 - Mrs. HANGANG Constante Clarisse (MINDCAF)
 - Mrs. MOLO née NGO NDJEM Hermine (MINTRANSPORT)
 - Mrs. ETEKI Stella Depgina (MINPROFF)
 - Mrs. MENEGUE ATCHAM épouse EBAA marie Chantale (MINPROFF)

- Mrs. ZOBO MVOUSSA Lucie D (MINTSS)
- Mrs. MOTO née Francisca CHUBE (MINPROFF)
- Mrs. EKEMA ANNETTE NALOVA (MINESUP)
- Mr. DAWA Joel (MINPROFF)
- Mr. NOAH EBODE Yannik (ASDEP)
- Mr. MZUAFO Jean Claude (MINPROFF)
- Mrs. NGOBE G Caroeme (MINPROFF)
- Mrs. ISSA Hapsatra (MINPROFF)
- Mrs. KOUMEDA Dharel (ASDEP)
- Mr. AIYADIGA MAMAT (MINAT)
- Mrs. BEKOLO Claire (MINTOUL)
- Mrs. ABISSAYONA Françoise Angèle (MINESEC)
- Mr. MASHOUD BADAROU (MINPROFF)
- Mrs. MESSANGA Eveline (MINEPAT)
- Mrs. TUMESSANG epse WNEL NICOLINE (POWERED)
- Mrs. MILONG Soma (MINJEC)
- Mrs. BIDJEHA née Amanli Adeline (MINPROFF)
- Mr. WIRBA BAN Litmiwy (MINPROFF)
- Mrs. TSAGUE Rosaline NJIKE (UNESCO-Cameroon)
- Mrs. MBALLA Julie épse ELOUDOU (UNDP-Cameroon)
- Mrs. YOTCHOUTCHATE Suzanne (MINEFOP)
- Mr. MAN-IGRI BADAWE S (MINFI)
- Mr. ATANGANA Vincent (MINPROFF)
- Mrs. BAYIGHONOG Kibassemo agathe (MINFOPRA)
- Mrs. NDENGHO Abonghe née NDFOR (MINAS)
- Mrs. EDIAGE MPAKO (CAD)
- Mr. ATEBA Emmanuel
- Mrs. MUNA BH Yvonne (CAWOPEM)
- Mrs. FOU DA Gaëlle Virginia (Education 4 All Cameroon)
- Mrs. SEWE Elionor (MINEPDED)
- Mrs. ZAMBOU ROSE (MINPROFF)
- Mr. MOLUH Inoussa (MINSANTE)
- Mrs. THE NGAH EPSE MONDO Carole (MINRESI)
- Mrs. VIORONG Emilienne (SED)
- Mr. BOUOPDA Serge (GIZ)
- Mrs. NKOLO MENGUELE Florence (MINPROFF)
- Mrs. NGONO Marie cornellie (MINEE)
- Mrs. TSANGA Winnie (MINPROFF)