

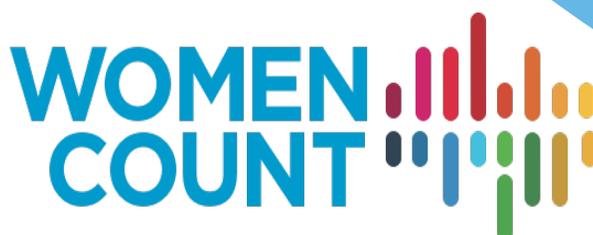


35th Edition of the International Women's Day

8th March 2020

Promotion of Equality and Protection of Women's Rights by 2020

ASSESSING CAMEROON'S PROGRESS 25 YEARS AFTER THE BEIJING CONFERENCE



35th

International Women's Day

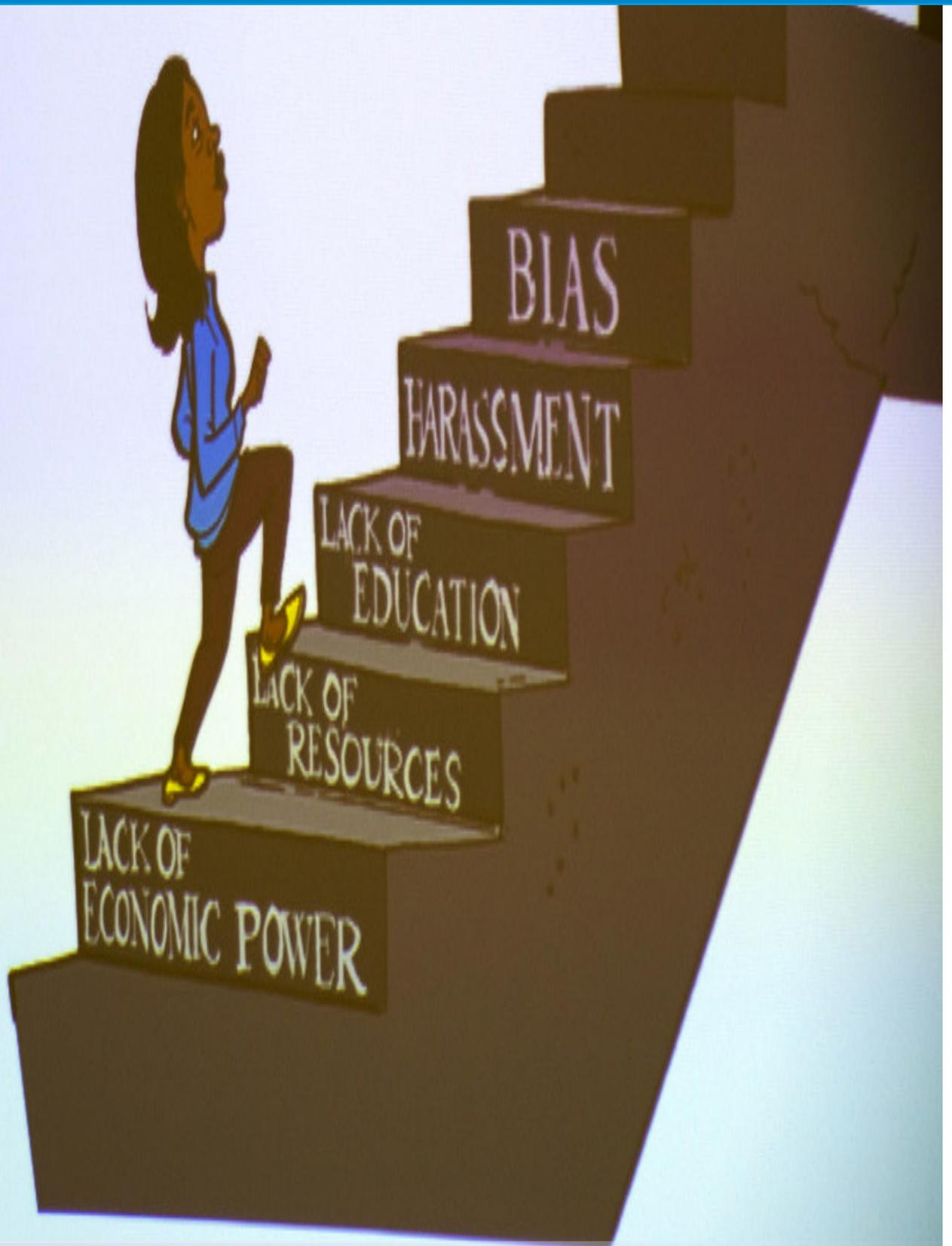


Table of Contents

List of Tables,Diagrams and Frames.....	4
Summary.....	5
International Context.....	6
1. Some Significant International Meetings.....	6
1.1 Some Significant International Meetings.....	6
1.2 Legal Framework	8
2. National Context : Significant Progress at the Institutional, Political and Legal Levels.....	10
2.1 Institutional Framework.....	10
2.2 Political Framework.....	11
2.3 Legal Framework.....	11
3. Changes Since 1995.....	13
3.1 Women and Politics.....	13
3.2 Women and Employment.....	16
3.3 Women, Peace and Security.....	18
3.4 Protection of Women’s Rights.....	19
3.5 Women and Health.....	20
4. The Way to Equality.....	21
Conclusion.....	22
1st INTERVIEW.....	23
2 st INTERVIEW.....	25
3 th INTERVIEW.....	26
4 th INTERVIEW.....	28
Bibliography.....	31

LIST OF TABLES , DIAGRAMS AND FRAMES

Frame 1 : SDG N° 5 and its Targets	8
Diagram No.1: Changes in the Proportion (%) of Registered Voters According to Sex.....	13
Diagram No.2: Changes in the Proportion (%) of Members of the National Assembly According to Terms and Sex	13
Diagram No.3: Changes in the Proportion (%) of Senators According to Terms and Sex.....	14
Diagram No.4: Changes in the Proportion (%) of Mayors and their Assistants According to Terms and Sex.	14
Diagram No.5: Changes in the Proportion (%) of Chairpersons of Political Parties According to Sex.....	14
Diagram No.6: Changes in the Proportion (%) of Ministers and Officials Ranking as Such (According to Sex).....	15
Table 1: Changes in the Number of Women in the Command Unit (Governors, Divisonal and Sub-divisional Officers).....	15
Diagram No.7: Changes in the Proportion (%) of Salaried Workers (According to Sex).....	16
Diagram No.8: Changes in the Unemployment Proportion (%) According to Sex.....	16
Diagram No 9: Changes in the Proportion (%) of Company Managers According to Sex.....	17
Diagram No.10: Changes in the Proportion (%) of Independent Workers According to Sex.....	17
Diagram No.11: Changes in the Proportion (%) of Company Proprietors According to Sex.....	17
Table 2: Distribution (%) of Internally-displaced Persons, Refugees and Returnees According to Conflict Areas and Sex.....	18
Diagram No. 12: Changes in the Proportion (%) of Women Who are Victims of Violence.....	19
Diagram No.13: Changes in the Proportion (%) of Land Title Owners According to Sex.....	19
Diagram No.14: Changes in the Proportion (%) of Women aged Between 20-24 Who Got Married Before the Age of 18.....	19
Diagram No.15:Changes in the Prevalence Rate of HIV/AIDS Among Persons Aged 15-49 (According to Sex).....	20
Diagram No.16: Changes in the Maternal Mortality Ratio.....	20
Diagram No.17: Changes in Unsatisfied Needs (Within Family Planning).....	21
Frame 2 : Gender Equality in the 2030 Agenda for Sustainable Development.....	30
Frame 3 : «Making Every Woman and Girl Count» Program.....	31

SUMMARY

Gender inequality is an undesirable situation all over the world. This is why many plans of action such as that of the 1994 Cairo Population and Development Conference and the 1995 World Conference on Women that held in Beijing, the Millennium Development and the Sustainable Development Goals all place emphasis on the elimination of gender disparities. At the national level, Cameroon has equally taken measures to promote gender equality. A key part of these measures is the creation of the Ministry for Women Empowerment and the Promotion of the Family with the main mission of working to eliminate all forms of discrimination against the woman and the girl child and the promotion of equality between women and men in the political, economic, social and cultural spheres. Apart from the creation of this ministry, Cameroon has put many legal provisions in place in order to take away barriers against a more equitable participation of men and women in national life. The application of these measures has led to some progress in reduction of gender inequality. This progress includes:

- An increase in the proportion of female parliamentarians from only 12.8% during the 1992-1997 parliamentary period to 31.1% during the 2013-2018 parliamentary period;
- The percentage of female mayors increased from 7.4% for the 2007-2012 period to 8.3% for the 2013-2018 period ;
- A significant increase in the percentage of female councillors, moving from as low as 19.8% for the 2007-2012 period to 31.8% for the 2013-2018 period;
- A slight improvement in the share of female senators from 21% for the 2013-2018 period to 26% for the current term that extends up to 2023;
- An increase in the proportion of women in government from only 7.3% in 1997 to 16.4% in 2019;
- A reduction in the proportion of early or child marriages (the proportion of girls who marry before 18) from 47.2% in 2004 to 31.0% in 2014, etc.

The figures presented above and many more figures show that even though some progress has been made, the lower presence of women than men in almost all spheres of activities in Cameroon persists. In many other sectors, little or no progress has been made. For example, out of the 10 regional governors, none is a woman; no woman has ever been the Prime Minister, President of the Senate or Parliament. Women and girls are still disproportionately highly represented among victims of violence, HIV/AIDS infection, school dropouts, informal sector employment and deaths connected to childbearing.

The road to the attainment of gender equality in Cameroon is still long. Cameroon cannot emerge by 2035 or attain a large majority of the Sustainable Development Goals when women and girls who make up more than 50% of the population are left behind. There is need for greater effort in the promotion of the education of the girl child especially in the northern part of Cameroon, the elimination of cultural and other barriers against the advancement of women, the provision of vocational training for women, the promotion of female education in the scientific and technological fields, the protection of the woman and especially the girl child against various forms of violence and exploitation, greater advocacy and sensitization for the promotion and protection of women's rights, etc.

INTRODUCTION

The promotion and protection of women's rights remain a major concern in the international community. To this end, there have been several commitments to improve the socio-economic conditions of women and reduce gender inequalities. Twenty-five (25) years after the Beijing Conference, it is necessary to halt, by 2020, so as to assess the level of efficiency of policies aimed at getting to targets.

This brochure, which is produced and published on the occasion of the 35th edition of the International Women's Day (with the theme Promotion of Equality and Protection of Women's Rights by 2020: Draw Up a Report of Measures Undertaken, Establish a New Way Forward) by the **Central Bureau of Census and Population Studies (BUCREP)**, aims at coming up with a report on measures taken in Cameroon in terms of the promotion and protection of women's rights. They are classified under four main groups, namely:

- o The international context;
- o The national context in terms of the promotion of gender equality and the protection of women's rights;
- o Changes since 1995;
- o Perspectives concerning the attainment of equality.

1. INTERNATIONAL CONTEXT

The international community continues to be preoccupied with the situation of women. The various meetings held on this issue show the persistence of this world phenomenon.

1.1 Some Significant International Meetings

1994 –International Conference on Population and Development

It was organized in Cairo. Its plan of action comprises basic aspects on women's rights in terms of sexual and reproductive health. This conference signalled the abandonment of an approach – as concerns the control of demographic reproduction - in favour of another one which highlights the right of each person to master his/her fertility and lead his/her reproductive life in a satisfactory state of physical, social and mental health

1995 –World Conference on the Woman (Beijing): A Major Turning Point

The United Nations has organized four world conferences on the woman. These conferences took place in Mexico in 1975, Copenhagen in 1980, Nairobi in 1985 and Beijing in 1995. The fourth conference signalled a major turning point in the world programme on gender equality. The Beijing Declaration and Programme of Action, which was unanimously adopted by 189 countries, aims at empowering women and providing gender equality in 12 domains, namely:

- Women and poverty
- Education and training of women
- Women and health
- Violence targeting women
- Women and armed conflicts
- Women and the economy
- Women and decision making
- Institutional mechanisms for the promotion of women
- Basic rights of women
- Women and the media

- Women and the environment
- Young girls

Followed by a series of five-year assessment exercises, the Beijing Conference is based on political agreements signed during the three preceding world conferences on women and consolidates five decades of legal progress aimed at ensuring gender equality both in theory and practice.

2000 - The Millennium Summit: A New Stage

The Millennium Declaration and the Millennium Development Goals (MDGs) are the completion point of the Millennium Summit of September 2000 which brought together world leaders in the United Nations Headquarters in New York. The eight Millennium Development Goals (comprising 18 targets and 48 follow-up indicators), which were adopted by 190 States, set up a reference framework for cooperation and international solidarity strategies. Several millennium goals, targets and indicators especially concern gender equality:

Goal 2: Provide primary education to all; Target 3: By 2015, provide to all children (boys and girls) all over the world the means needed to complete primary education.

Goal 3: Promote gender equality and women empowerment; Target 4: Eliminate, if possible, all gender disparities in primary and secondary education by 2005, and at all levels of education by the end of 2015.

Goal 5: Improve maternal health; Target 7: Reduce by three-quarters (between 1990 and 2015) the maternal mortality rate..

2015 - The Sustainable Development Programme for 2030

In September 2015, the General Assembly of the United Nations adopted the Sustainable Development Programme by 2030. This programme describes 17 Sustainable Development Goals (SDGs) to be implemented by all States. The fifth goal is as follows: Ensure gender equality and empower all women and girls by 2030. In this programme, there are 27 goals related to children, 10 of these



FRAME 1: SDG N°. 5 and its Targets

Domains	Targets
Fight against discrimination	5.1: End all forms of discrimination against all women and girls everywhere.
Violence and Exploitation	5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
Forced marriages and mutilation	5.3: Éliminer toutes les pratiques préjudiciables, telles que le mariage des enfants, le mariage précoce ou forcé et la mutilation génitale féminine
Promotion and division of household chores	5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
Participation in leadership	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
Sexual health and procreation	5.6: Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
Right and access to resources	5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
Technology and empowerment	5.b: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
Gender-sensitive policies	5.c: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

Source : ONU 2015.

1.2 Legal Framework for the Promotion of Gender Equality and the Protection of Women's Rights

The member States of the UNO have adopted several legal instruments (declarations, conventions, charters, resolutions, plans of action, etc) aimed at promoting gender equality and the protection of women's rights in order to improve the living conditions of women as well as ensure their full involvement in economic development and political life. There are general instruments which deal with gender equality, and others which specifically deal with women.

* General International Instruments

Among these instruments, there are the following ones:

- The Universal Declaration of Human Rights of 10 December 1948 which deals with the principle of equality of human rights;
- The international covenants of 16 December 1966 which enable men and women to fully uphold their civil, political, economic, social and cultural rights;
- The United Nations Convention of 20 December 1986 Relating to the Rights of the Child. It grants equal rights to both boys and girls;
- The ILO Equal Remuneration Convention (No.100) of 29 June 195;

- The 1958 ILO Convention on Discrimination (Employment and Occupation / No.111) ;
- The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment of 10 December 1984 which protects men and women against torture.

* Legal International Instruments Meant for Women

Among these instruments in the world, the following could be mentioned :

- C089 : The ILO Night Work (Women) Convention (Revised on 9 June 1948);
- The Convention on the Political Rights of Women, adopted by the United Nations General Assembly on 7 July 1954. It guarantees women's right to vote and the right to be eligible, without discrimination, for all elections;
- The 1957 Convention on the Nationality of Married Women which enables a married woman to obtain the nationality of her husband without losing hers;
- The Declaration on the Protection of Women and Children in Emergency and Armed Conflict. It was adopted in December 1974. It is against all forms of repression (especially imprisonment, torture, executions, massive arrests and collective punishment) as well as cruel and inhuman treatment inflicted on women and children;
- The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) of 18 December 1979 and its Optional Protocol of 6 October 1999. It calls upon States to promote women in all domains (political, legal, economic, social and cultural) ;
- The Declaration on the Elimination of Violence Against Women of 20 December 1993 which calls upon countries or States parties to take all sorts of measures likely to eliminate all forms of violence against women;
- Resolution 1325 of the United Nations Security Council which enables women to participate in peace-keeping endeavours and conflict resolution. It was amended and supplemented by Resolution 1820 of 19 June 2008 which considers rape as a crime against humanity, with its perpetrators being liable to being indicted at the International Criminal Court (ICC).

At the regional level, the following could be mentioned:

- The African Charter on Human and Peoples' Rights of 27 June 1981 which protects human minority rights in particular and human rights in general without any gender-based discrimination;
- The Treaty of 17 October 1993 Relating to the Harmonization in Africa of Business Law
- as well as the OHADA Uniform Act which provides business guarantees to all and sundry in Africa and whose Article 7 enables women to fully carry out business activities;
- NEPAD which is a programme meant to encourage partnership not solely among business persons of Africa, but also between these business persons and their colleagues in other continents;
- The 2000 Constitutive Act of the African Union which advocates equality in terms of representation as concerns this Union's elective posts;
- The 2003 Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) protects the rights of women to inheritance and succession as well as health and reproductive rights; it insists on the need to eliminate all practices which are harmful to women;
- The Declaration of African Heads of State on Gender Equality (2004) which lays emphasis on the equality of the rights of men and women in all domains.

All these legal subregional, regional and international instruments are the basis for Cameroon's legal set-up in terms of the promotion and protection of women's rights. Thus, Cameroon's legal framework for the promotion of gender equality and the protection of women's rights comprises a set of laws adopted at the national level as well as legal regional and international instruments ratified by it.

2. NATIONAL CONTEXT: SIGNIFICANT PROGRESS AT THE INSTITUTIONAL, POLITICAL AND LEGAL LEVELS

2.1 Institutional Framework

In 2004, the Ministry for Women Empowerment and the Family (MINPROFF) replaced the Ministry for Social and Women Affairs which was set up in 1989. Its main tasks are as follows:

- Ensure the elimination of all forms of discrimination against women;
- Ensure increasing guarantees of gender equality in the political, economic, social and cultural domains;
- Study and submit to the government, proposals of conditions which ease the employment of women in the administrative, agricultural, trade and industrial sectors;
- Ensure liaison with national and international political organizations which promote women;
- Ensure the supervision of female training institutions, except schools which are under the authority of the ministries in charge of education ;
- Study and propose strategies and measures aimed at strengthening family harmony.

These tasks are carried out in the field by sub-divisional, divisional and regional delegations; they provide close guidance to women. Moreover, a set of technical structures and services assist MINPROFF in its programmes of action. They are, inter alia:

- Women Empowerment Centres, which are structures providing multifarious forms of guidance. There were ninety-two of such structures in Cameroon in 2014;
- The Yaounde Pilot Reception Centre for Women in Distress;
- The Maroua Centre for Appropriate Technology (which is based in the Far North and was inaugurated in 1992). It reduces the hardness of women's work and popularizes appropriate technologies;
- Socio-legal platforms meant to educate women and families on their rights , and to offer legal assistance to women in distress or vulnerable women such as widows or « free girls »;
- Focal gender-based structures in other ministries as well as public and para-public enterprises which play the role of intermediaries. They promote women's rights and educate them.

Apart from the above-mentioned institutions, many national and international (bilateral and multilateral) organizations, including the civil society, work with the Cameroonian Government in order to come up with programmes of action aimed at promoting the Cameroonian woman and, on a gender-sensitive basis, her involvement in the development process. The following ones could be mentioned:

- International organizations of the United Nations system (UNWOMEN, UNFPA, UNICEF, WHO, UNESCO, UNDP and UNAIDS);
- NGOs and national civil society organizations [Chantal Biya Foundation, African Synergy against AIDS and Sufferings, Association for the Fight against Violence Targeting Women (ALVF), Association of Cameroonian Female Jurists (ACAFEJ), Cameroon National Association for Family Welfare (CAMNAFAW), etc].

This institutional framework provides a sufficiently widespread deployment for purposes of promoting and empowering women as well as strengthening their power and role in the society.

2.2 Political Framework

Since 1995, the Cameroonian Government has been taking the promotion of women seriously. From 1997, the first policy document on women empowerment was produced and validated. This document, which defines government priorities and strategies, was combined with a National Plan of Action for the Development of Women. The seven domains of intervention found in this document are based on the twelve points selected within the framework of the Beijing Recommendations: an improvement in the living conditions of women; an improvement in the legal status of women; the development of female human resources in all vital sectors; the involvement of women in decision making; the protection and promotion of little girls; the fight against violence targeting women and an improvement in the institutional framework for the effective integration of women in the development process.

In 2002, the National Population Policy was updated on the basis of ICPD (1994) and the Millennium Summit (2000). This policy considers gender sensitivity as necessary in development, and aims at rendering universal for primary schools, a particular type of education. It also promotes functional literacy for the two sexes and reduces gender disparities in all sectors of economic and social development.

In 2003, the Cameroonian Government validated the Poverty Alleviation Strategy Paper by using a participatory approach. This document presented the following guidelines for gender equality: an improvement in women's socio-legal status; an improvement in women's conditions; the promotion of gender equality and equity; the promotion of family well-being; the strengthening of institutional mechanisms and the promotion

of good governance. In 2009, the Growth and Employment Strategy Paper (GESP) was validated. This document mentioned the guidelines for gender equality in seven sectors, namely: infrastructure, rural activities, industry, services, governance, education and health. As concerns the promotion of gender equality, the Cameroonian Government intends to sensitize parents and communities so as to enable young girls and boys to have equal access to education. In the same vein, the said government and communities have committed themselves to ensure that girls are represented in all sectors of life, including vocational training, higher education and employment. The GESP is a springboard for all development activities.

In 2015, the government adopted a National Gender Policy. This national reference framework is the outcome of discussions between several ministries (women empowerment; the family; youth and civic education; vocational training; social affairs; justice; etc). It benefited from the assistance of development partners, especially the United Nations System in Cameroon. This policy is based on values such as equality, equity, social justice and good governance as well as the following guiding principles:

- gender equality should be a constituent element in all policies, programmes and projects;
- gender equality does not imply the idea that women and men are identical;
- women empowerment is essential for the achievement of gender equality;
- promoting women's involvement as concerns change in economic, social and political activities is indispensable for the achievement of gender equality;
- Male/female partnership and measures aimed at eliminating gender specificities and discrimination contribute to the achievement of gender equality.

2.3 Legal Framework

National legislation comprises general instruments and specific instruments which protect women. As concerns general instruments adopted since 1995, the following ones could be mentioned:

- The preamble of the Cameroon Constitution of 18 January 1996, just like the preceding constitutions (1961 and 1972), mentions basic human rights and advocates gender equality;
- The Penal Code states that criminal law is applicable to all and sundry (without any gender discrim-

mination). Several provisions protect women and young girls against : i) genital mutilations (articles 277-1), ii) procuring (article 297) ; iii) gross indecency in private (article 295) ; iv) sexual abuse such as rape or incest (article 296) ; v) forced or early marriage (article 297) ; vi) sexual harassment (article 302-1); vii) abortion (article 337) ; viii) all forms of gross indecency (article 344) ; ix) involvement in pornographic production activities (article 345), x) forced marriage (article 347), xi) physical violence (article 350 and article 356); xii) adultery (article 361);

- The Labour Code considers the right of citizens to work as a fundamental right; article 61(2) stipulates that salaries shall be equal for all workers in any equal condition of work and any equal situation of professional abilities irrespective of their origins, sexes, ages, statuses and religions. According to article 82, women are not allowed to work at night in industries except women who have managerial duties or those who are employed in services which do not need manual labour. Article 84 of the Labour Code authorizes a pregnant woman to put an end to her labour contract without prior notice but does not authorize an employer to act in a similar manner in case of a pregnancy. Article 85 of the same code grants a fifteen-month period of rest to a mother - from the date of birth of her child - so that she can breast-feed her baby;
- The Trade Code offers equal trading possibilities to both men and women;
- The Criminal Procedure Code lays down the principle of gender equality in terms of the respect for the rights of men and women within the framework of procedures dealing with offences ;
- Article 245 of the Electoral Code (in terms of the composition of electoral lists) and the various laws on political parties deal with electoral capacity and the conditions for electoral eligibility. They are the same for men and women ;
- The General Statutes of the Public Service guarantees the same rights for men and women in terms of employment in the public service and career management (access to the public service, remuneration, leave, increment, promotion, etc). Article 12 of this instrument proscribes discrimination in credit distribution and conditions governing credits, except in the case of a general contradictory provision laid down by the Government. Article 66 of the Statutes allows a female civil servant to have a fourteen-week maternity leave (4 weeks before birth and 10 weeks immediately after birth);
- The Law of 29 December 2005 on the Fight against Child Trafficking (also protects girls).

As concerns specific instruments, the following ones could be mentioned :

- The 1994 Decree on Civil Pension Arrangements. It grants survivors' pension rights to widows.
- The law of 19 December 1999 which lays down, inter alia the proscription of marital authorization as concerns women's trips.

All these measures show the will of the Cameroonian State to promote an inclusive society offering to all and sundry (men and women) the same chances and rights. Despite the efforts made in the implementation of these rights, results obtained are still not satisfactory enough. In many domains such as education, training and employment, the gaps in terms of gender equality are still perceptible.

3. CHANGES SINCE 1995

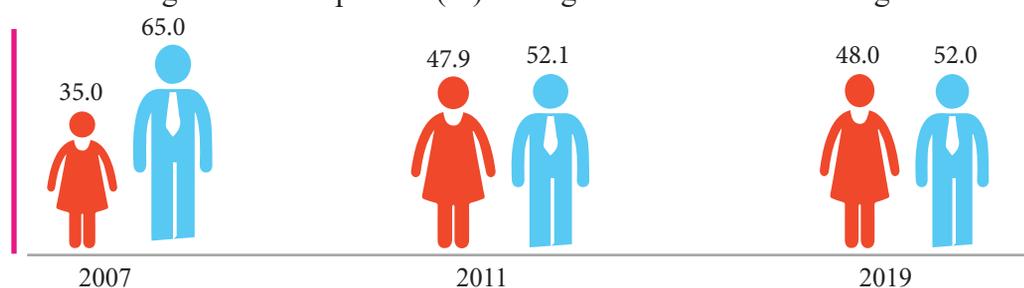
In order to assess the promotion of equality and the protection of human rights by 2020, emphasis shall be laid on the changes in some indicators which highlight the participation of women in the following domains: women and politics; women and employment; women in the field of peace and security; protection of women's rights and women in the field of ICTs.

3.1 Women and Politics

The participation of women in politics is noticeable through registration on electoral lists as well as their representativeness in parliament, council bureaux and in government

① Registration on Electoral Lists

Diagram No.1 : Changes in the Proportion (%) of Registered Voters According to Sex



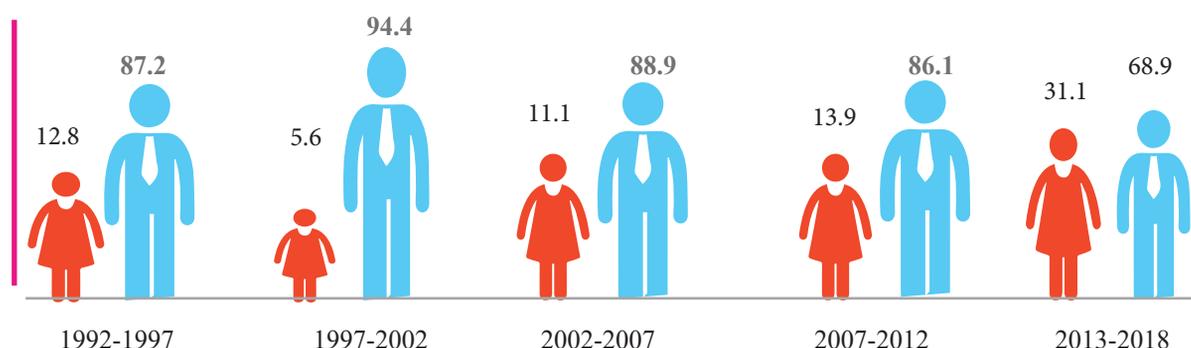
Source : ELECAM, 2019

Diagram N°. 1 shows that the gap between the proportion of registered men and that of women is reducing. In 2007, it was 30 points while in 2019, it was only 4 points. This reduction is an illustration of the joint efforts of the government, political actors and the civil society to ease the involvement of women in the electoral process.

① Members of the National Assembly

Between 1992 and 2018, the proportion of female members of the National Assembly improved. It moved from 13% to 31%. Between 1997 and 2002, this proportion was at its lowest level (6%).

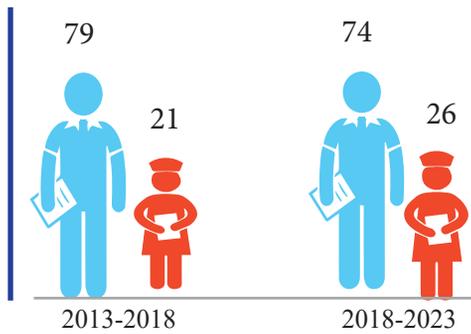
Diagram No.2: Changes in the Proportion (%) of Members of the National Assembly According to Terms and Sex



Source : National Assembly, 2019

① Senators

Diagram No.3: Changes in the Proportion (%) of Senators According to Terms and Sex



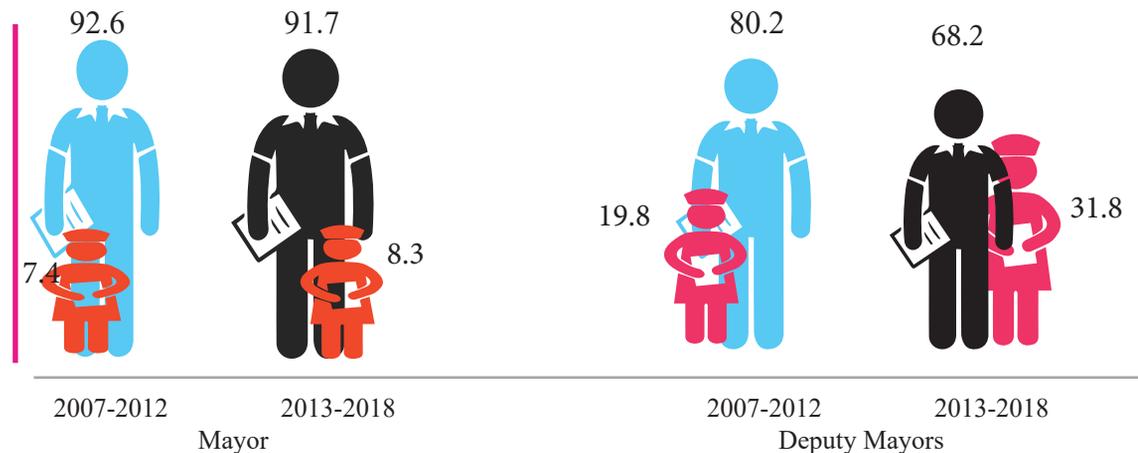
Between 2013 and 2018, the proportion of female senators increased. It moved from 21% to 26%. However, the gap between men and women remains substantial.

Source : National Assembly, 2019.

② Municipal Executive Bureau

It comprises the mayor and his assistants.

Diagram No.4: Changes in the Proportion (%) of Mayors and their Assistants According to Terms and Sex



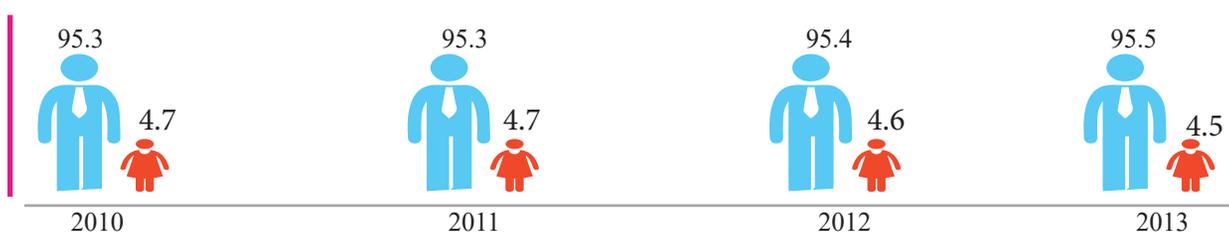
Source : MINAT, 2013

The proportion of women in municipal executive bureaux remains low. However, as compared to men, there are more female deputy mayors.

The increase in female representation in parliament and municipal executive bureaux may be due to the adversary towards ELECAM and political parties for an increase in female representation quotas, so that they obtain or even do beyond Beijing's recommendation (30%).

③ Chairpersons of Political Parties

Diagram No.5: Changes in the Proportion (%) of Chairpersons of Political Parties According to Sex

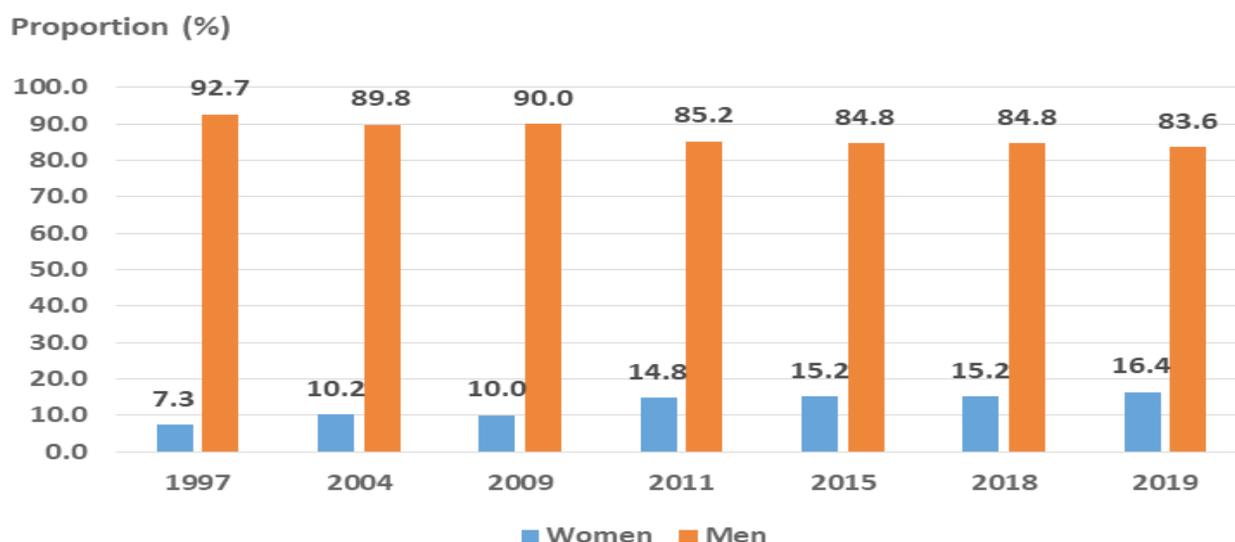


Source : MINAT, 2013

The proportion of female chairpersons of political parties is low. In 2016, less than 5% of the legalized political parties (more than 303) were headed by women. Between 2010 and 2013, this proportion remained stable.

④ Ministers and Officials Ranking as Such

Diagram No.6: Changes in the Proportion (%) of Ministers and Officials Ranking as Such (According to sex)



Source : BUCREP 2020

Between 1997 and 2019, the proportion of female ministers and officials ranking as such doubled. It moved from 7% to 16%. Though this increase has been regular, it is low.

④ Command Milieu

Table 1: Changes in the Number of Women in the Command Unit (Governors, Divisional and Sub-divisional Officers)

Posts	2004	2006	2007	2012			2019
Gouverners*	0	0	0	0	0	0	0
Divisional Officers**	0	0	0	1	1	2	2
Sub-divisional Officers***	0	2	2	5	5	7	5
Total	0	2	2	5	6	8	7

*10 Governors

**58 Divisional Officers

***323 Sub-divisional Officers before 2007 / 360 Sub-divisional Officers since 2007

Source : MINAT 2019.

Men occupy a majority of posts in Cameroon's command unit. Since 2004, no woman has ever occupied the post of governor. From 2012 to 2019, the number of female divisional officers moved from one to two. The number of female sub-divisional officers is low though it moved from 2 to 15 between 2006 and 2019.

The political representation of women improved within a period of 25 years. They are better represented in the National Assembly and the Government. However, Beijing's 30% quota has not yet been obtained.

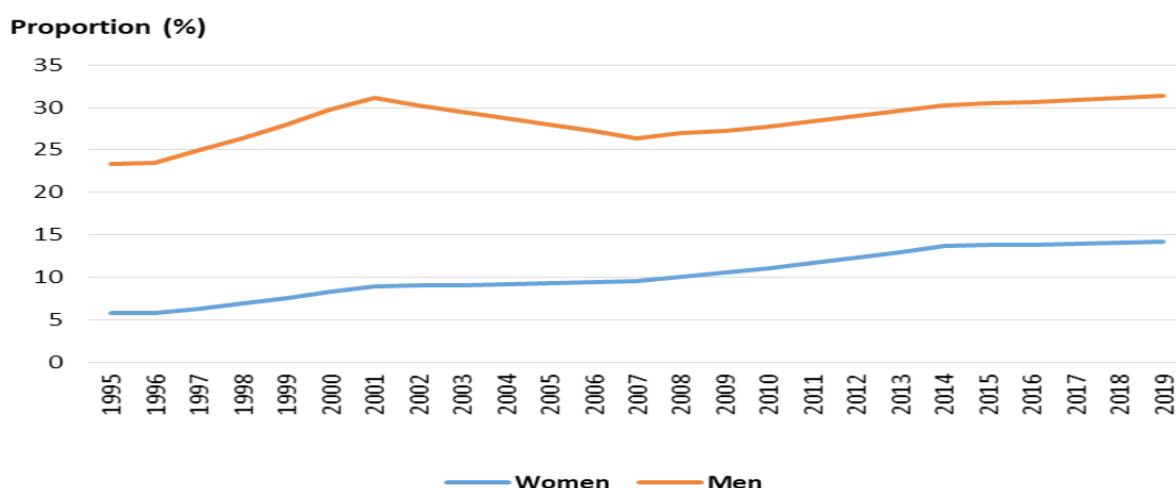
3.2 Women and Employment

The access of women to employment is a guarantee of their economic empowerment.

① Salaried Persons Among Employed Workers

Salaried workers are employed people; they have explicit (written or oral) or implicit work contracts which grant them basic remuneration .

Diagram N° .7: Changes in the Proportion (%) of Salaried Workers (According to Sex).



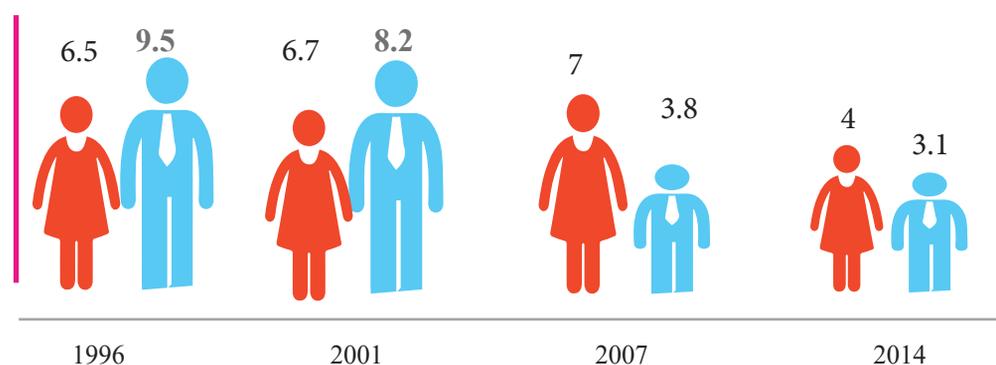
Source : International Labour Organization (ILO), September 2019.

The gap between the percentage of female salaried workers and that of male salaried workers was considerable between 1995 (seventeen-point gap) and 2019 (sixteen-point gap). However, there is a regular increase in the percentage of female salaried workers. Between 1995 and 2019, the percentage of women with monthly salaries moved from about 6% to 14%. This increase indicated an improvement in the economic status of women though a lot still has to be done in order to obtain gender equality.

① Unemployment

It refers to able-bodied persons without work and in quest of employment.

Diagram No.8: Changes in the Unemployment Proportion (%) According to Sex

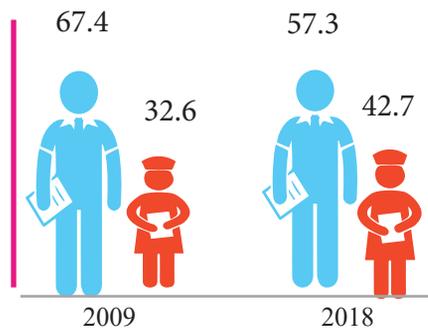


Source : ECAM (1,2, 3 & 4)

The unemployment rate between 1996 and 2014 was still higher among women when compared to men. The general unemployment rate is dropping.

④ Company Managers

Diagram No. 9: Changes in the Proportion (%) of Company Managers According to Sex



On the whole, the proportion of male company managers is still higher than that of women. However, between 2009 and 2018, the proportion of the latter was on the rise.

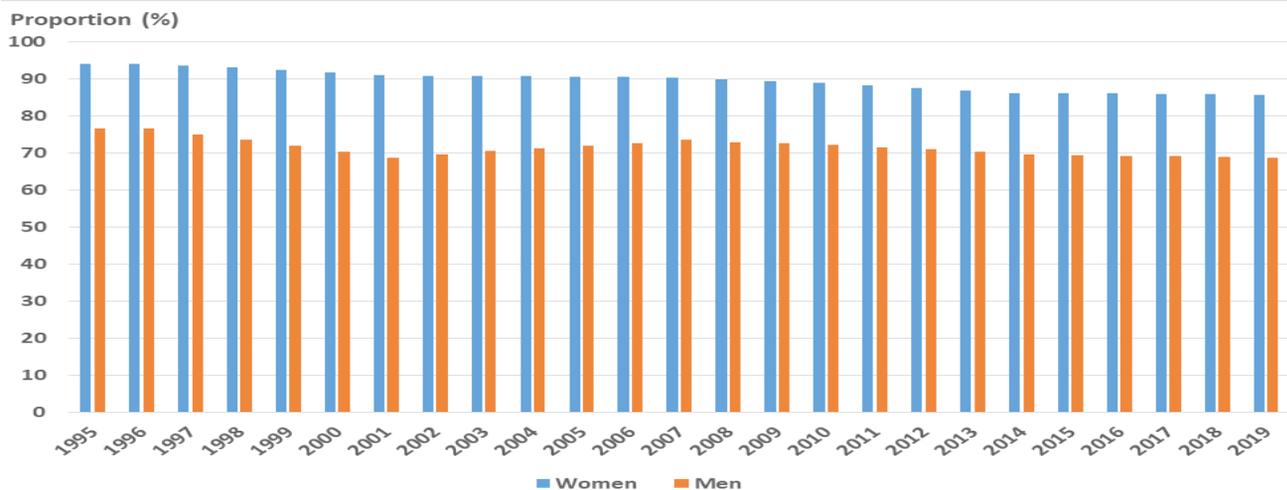
Source : INS, RGE1, REG2.

④ Independent Workers

ILO statistics show that from 1995 to 2019, the proportions of persons (according to sex) who were independent workers were always higher among women when compared to men. The gaps were constant and were about 15 points each.

Generally, independent work is precarious.

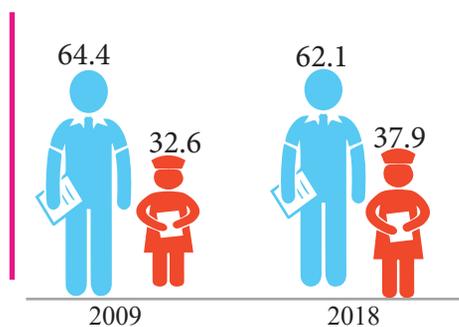
Diagram No.10: Changes in the Proportion (%) of Independent Workers According to Sex



Source : International Labour Organization (ILO), September 2019.

④ Company Proprietors

Diagram No.11: Changes in the Proportion (%) of Company Proprietors According to Sex



Changes in the number of company proprietors indicate that between 2009 and 2018, the proportion of female company owners remained lower than that of men. However, the gaps reduced between the two periods, moving from about 32 to 24 points.

Source : INS, RGE1, RGE2

Statistics show that there are still great gender inequalities in terms of employment. These inequalities may be due to discriminatory practices against women. The access of women to employment is primordial for their economic empowerment.

3.3 Women, Peace and Security

The role played by women in restoring peace in a conflictual situation is incontestable, though, most of the time, it is not noticeable. Women contribute not only to the establishment and maintenance of peace, but also to the security and defence of the population. In a conflictual situation, they, due to their physical weakness, are more affected than men. Their capacity to run away from violent acts is much more limited than that of men. They are, just like children and elderly persons, vulnerable in times of insecurity.

These women bear more the brunt of insecurity-related conflicts. They are more disastrous to them due to sexual violence. Most often, their specific needs are not taken into account. This situation renders less efficient peace and security agreements as well as humanitarian action. Though women are most often heads of pacific movements and the authors of community revival after conflicts, they are not most often represented at negotiation tables. Thus, they have lesser chances to re-start a normal life, obtain justice for the violation of their basic rights and are less capable to contributing to the review of laws and the re-organization of State

institutions. This situation obtains whereas Resolution 1325 (of 2000) on Women, Peace and Security advocates the involvement of women in the restoration of peace, a better protection for them against the violation of their basic rights and an access for them to justice and services that fight against discrimination.

Apart from the East Region where there is a gender equality among Central African refugees, the majority of these refugees are women. In April 2018, the United Nations High Commissioner for Refugees (HCR) estimated that 34 000 Cameroonians crossed the Cameroon-Nigeria Frontier and settled down in Cross River State (Information from the Nigerian Emergency Management Agency); he also estimated that there were 160 000 internally-displaced persons in Cameroon (OCHA, 2018). In the MINAWAO Camp as well as in the Logone and Chari, Mayo Sava and Mayo Tsanaga Divisions, women are in the majority among Nigerian refugees. Similarly, in the Adamawa and North Regions, women are in the majority among Central African refugees (UNHCR, 2019).

On the whole, women are in the majority among refugees in areas which share boundaries with CAR and the Far North Region. They are also more numerous among the internally-displaced persons of the North-West and South-West Regions.

Table 2: Distribution (%) of Internally-displaced Persons, Refugees and Returnees According to Conflict Areas and Sex

Conflict Areas	Categories	Women	Men
Frontier With CAR	Refugees	51.53	48.47
	Internally-Displaced	49.00	51.00
Far North	Refugees	53.33	46.67
	Returnees	49.00	51.00
North-West & South-West	Internally-displaced	51.33	48.67
	Refugees	45.78	54.22
	Returnees	51.81	48.19

Source : *Gencap au Cameroun, 2019*

The role of women in the promotion of peace and security is often overshadowed and neglected, though they are more likely to give birth to a less conflictual environment.

3.4 Protection of Women's Rights

As concerns the promotion of women, it is necessary for them to fully enjoy all basic rights and freedoms.

① Marital Violence

Diagram No.12: Changes in the Proportion (%) of Women Who are Victims of Violence

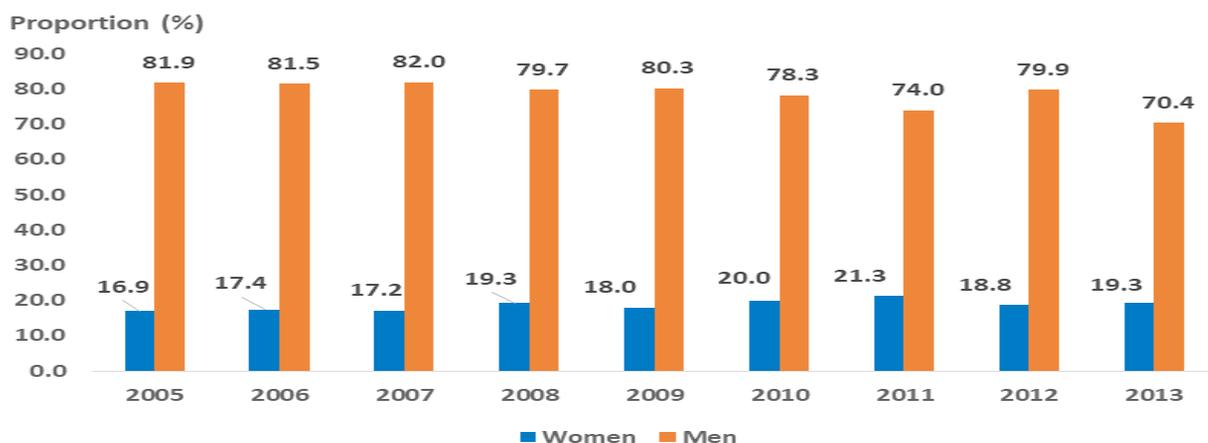


Source : EDS-MICS

① Land Ownership Security

Access to land ownership is often perceived as a source of socio-economic stability. Women with access to land ownership may obtain bank loans and thus have more chances of funding income-generating projects.

Diagram No.13: Changes in the Proportion (%) of Land Title Owners According to Sex

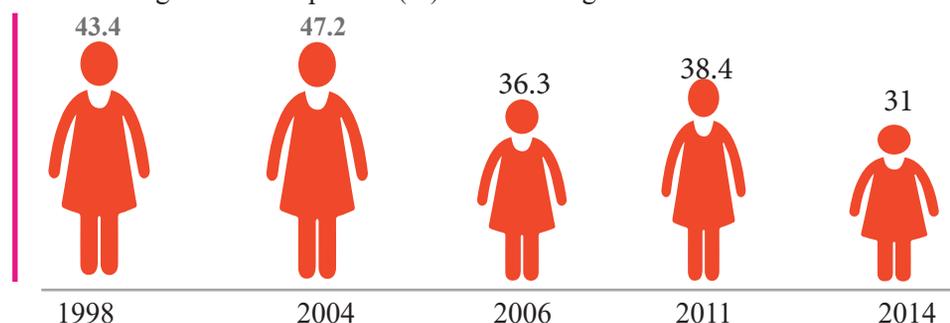


Source : Follow-up Unit, DAF and Conservation Department, MINDCAF

Statistics show that the procedure of access to land ownership favours men. Though gaps between men and women reduced slightly (from 65 to 50 points) between 2005 and 2013, they are still very great.

① Early Marriage

Diagram No.14: Changes in the Proportion (%) of Women aged Between 20-24 Who Got Married Before the Age of 18



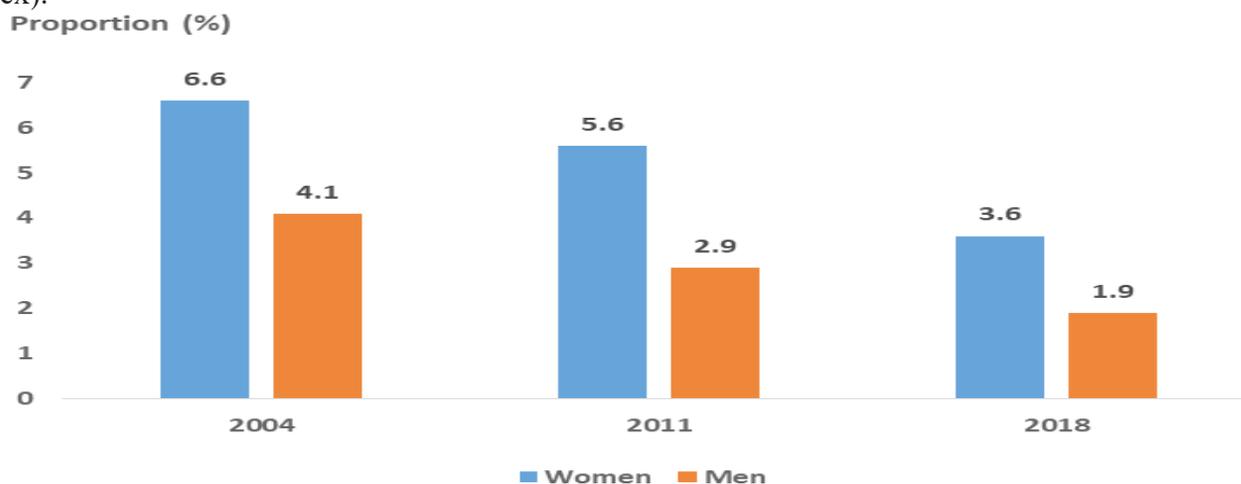
Source : EDS

Despite the irregular changes in the proportion of women who got married before the age of 18, currently, there is a general downward trend as concerns such marriages. In order to maintain this trend, it is necessary to intensify sensitization campaigns against such marriages.

3.5 Women and Health

① Prevalence Rate of HIV/AIDS

Diagram No.15: Changes in the Prevalence Rate of HIV/AIDS Among Persons Aged 15-49 (According to Sex).



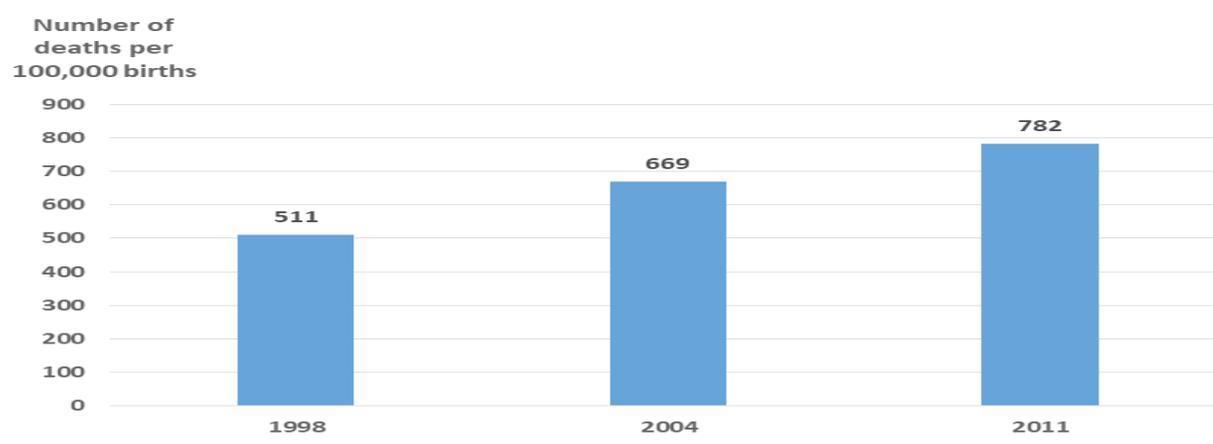
Source : EDS

Between 2004 and 2018, the prevalence rate of HIV/AIDS was higher among women when compared to men, though it is now dropping.

① Maternal Mortality

It is defined as « the death of a woman while pregnant or within 42 days of termination of pregnancy, irrespective of the duration and site of the pregnancy, from any cause related to or aggravated by the pregnancy or its management but not from accidental or incidental causes ».

Diagram No.16: Changes in the Maternal Mortality Ratio

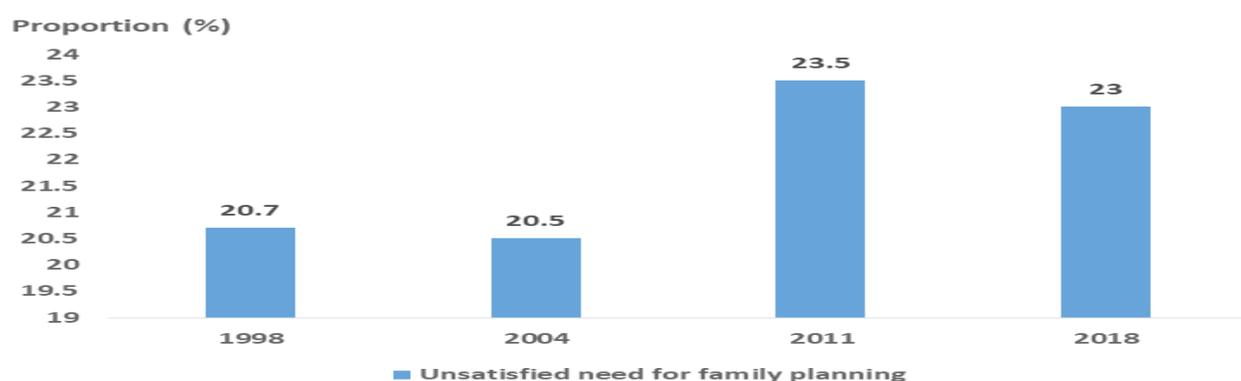


Source : EDS

④ Unsatisfied Needs in Family Planning

These needs concern women who do not wish to be pregnant whereas they do not use contraceptive methods.

Diagram No.17: Changes in Unsatisfied Needs (Within Family Planning)



Source : EDS

The proportion of women with unsatisfied needs in the family planning domain has not significantly changed since 1998. However, these needs slightly increased between 1998 and 2018.

On the strength of these data, efforts should be continuously made so as to enable women to enjoy the best possible state of physical and mental health.

4. The Way to Equality

Since the start of the implementation phase of the Beijing Programme of Action in 1995, Cameroon has obtained significant progress in terms of the promotion and protection of women's rights. At the institutional level, several provisions have been adopted in the domain of gender promotion (within all sectors of activity and the decision-making circles).

Though measures taken have reduced gender inequality in a general way, more efforts are needed in order to improve the status of women so as to attain all the goals of the Beijing Programme of Action in terms of gender equality. The implementation of all the institutional measures and legal provisions is difficult and problematic due to the persistence of prejudices, socio-cultural obstacles, structural rigidity, etc. Another reason is the absence of a permanent set-up to follow up activities so as to enable a continuous assessment of the progress accomplished.

In order to efficiently implement the National Gender Policy, actions to be carried out should, as a matter of priority, be oriented towards the equal

access to education; the fight against gender-based violence; the equal access to resources and decent jobs; the promotion of reproductive health; the involvement of women in politics and the representation of women in decision-making circles.

Practically, in order to reduce gender-based inequalities as well as promote women's rights and protection, the way forward should be oriented towards programmes and projects aimed at:

- Strengthening the legislation on the promotion and protection of women's rights;
- Implementing measures targeting an institutional approach to gender issues;
- Effectively taking into account gender issues in the allocation of financial resources (gender-sensitive budgeting);
- Intensifying sensitization in domains where socio-cultural obstacles persist. Opinion leaders may be a priority target of this sensitization exercise;

- Promoting an environment which protects girls and women against gender-based discrimination and community-based violence;
- Coining measures which guarantee the access of women to land ownership;
- Strengthening measures and actions for promoting equitable access of girls to education (especially secondary, vocational and higher education);
- Coining measures that ensure the access of women to decent jobs;
- Strengthening programmes targeting the handling of problems concerning rural women and widows;
- Strengthening the gender-based coordination of activities;
- Signing many partnership agreements involving the government, international organizations, female associations, female politicians from all political groups and the civil society;
- Strengthening the set-up meant for the collection of gender-sensitive data, and improving the production of gender-based indicators.

In order to improve gender-based strategies, programmes and projects, it is indispensable to set up a mechanism enabling decision makers to have useful information for assessing any progress accomplished and for targeting, in a better way, the actions concerning needs.

CONCLUSION

The security and socio-political crisis in Cameroon is a serious obstacle to the promotion of gender equality and the protection of women's rights. Unemployment, poverty and the absence of adequate health infrastructure seriously hamper the empowerment of women. Similarly, discriminatory customs and traditions (against women) are still deep-rooted in the society.

However, much progress has been made at the national level in terms of women's rights and protection. This progress has led to an improvement in women's status in terms of reproductive health, violence suffered by women, participation in development and the taking of political decisions.

Many efforts still have to be made in order to attain the goals laid down during the 1995 Beijing Conference. Consequently, peace in the country, the sensitization of opinion leaders (traditional and religious chiefs) and the strengthening of positive discrimination in favour of women are pillars on which it is necessary to depend so as to attain the laid-down goals.

SEVERAL ITINERARIES, THE SAME FIGHT, INTERVIEWING FEMALE LEADERS

1st INTERVIEW: LEGAL PROTECTION OF WOMEN'S RIGHTS



*Mrs NGOUNOU Laëtitia
Magistrate at the Court of 1st instance, Yaounde
administrative centre*

1) Would you please present your association to us (date of set up, mission, status, etc.)?

ACAFEJ (the French acronym for the Cameroonian Association of Female Jurists), which was created in 1989 at the behest of its president, Mrs Nicole Claire NDOKO, lecturer and Vice Rector of the University of Douala – Cameroon, comprises female jurists drawn from various backgrounds (lawyers, lecturers, magistrates, notaries, court and company bailiffs, police commissioners...).

This association is made up of 250 active members who are convinced that the development of human rights in Cameroon is possible through informing and training the woman who, in the African society, is the first educator of the population. ACAFEJ is a member of the federation of the African jurists, of the platform for legal help centres for Francophone women, and of the association of organizations dealing with the promotion of Cameroonian women

2) What are the kinds of activities you carry out to protect the rights of women ?

ACAFEJ carries out legal counselling, advocates and sensitizes women on their rights. Legal platforms are generally organized to sensitize women, and we do all to be close to them and tell them about the legal framework concerning their rights in Cameroon. Apart from the above mentioned missions, ACAFEJ also comprises a resource body for public authorities, generally when laws concerning women's rights are being drafted. For example, the association was consulted on the draft bill on adolescent marriages. Under the auspices of MINPROFF in December 2019, we took part in a conference where the draft bill was discussed and amended. This bill was finally passed at the National Assembly during last year's parliamentary session.

Concerning intervention before public authorities, ACAFEJ is also a member of the PAMOCA project which deals with women's land ownership rights.

3) What are the major difficulties that you face in carrying out activities geared towards promoting and protecting women's rights?

The major difficulties faced by ACAFEJ include the fact that the population is not educated on their rights, thereby letting their rights be trampled on. When one's rights are known, such rights can effectively be defended. Another problem we also face is at the institutional level. There are institutional blockages with some structures. We are attached to MINPROFF with which we collaborate, but at times, we face a lot of difficulties collaborating with them when we have activities to be carried out. We are deeply concerned about the fact that when related activities are organised and are authorized to be carried out sometimes, ACAFEJ is not invited. At times, we are informed quite late.

As concerns materials, ACAFEJ depends on the registration fees of the various members, but as an organization attached to MINPROFF, we are in principle due some financial support. This however

doesn't always come through. ACAFEJ also benefits from the support of some national and international partners, but is deeply concerned with the fact that, for some years now, some donors have not honoured their financial commitments by way of supporting ACAFEJ's financial projects.

4) *What appreciation do you make of the respect for women's rights in Cameroon?*

The respect for women's rights is mitigated considering that there is still a lot to be done, if at all there is growth in the protection of women's rights. In the field, it is realized that women are still being marginalized, and are still victims of violence. They are always reified by their husbands. Even at the professional level, there are authorities who always discriminate among their workers, refusing to grant maternity leave to some. Some are told they have to resume work before the due date, else they lose the job. Some of these women are sometimes obliged to abandon new-born or unweaned children in order to protect their jobs. These are some of the abuses experienced at the professional, family and even at the societal levels. The societal cliché is that, once a woman is not by a man, her value diminishes.

5) *What, in your opinion, should be done to further promote and protect women's rights? ?*

Promoting and protecting the rights of women requires a synergy of several stakeholders. It starts at home, within the family framework. The parents should start with educating the girl child, and with particular emphasis. Children should be taught their rights. Even at the level of schools, there should be lessons to teach not only the rights of the girl child, but to teach all children their rights. We should go back to the basics by teaching rights at the primary level. Citizens should be educated to be responsible, by making them know what their rights are as girls or boys. This is because an educated child is a protected child. More and more, all active groups of the society should be involved in this venture so as to better handle the rights, not only of women but, of everyone. Each person should know what their place is in society.

2nd INTERVIEW: WOMEN, PEACE AND SECURITY



*Mrs SOP MOTE Adeline Claude
Subdivisional officer for Awae*

1. Would you please tell us about your career path in this higher command ?

I entered the higher command, broadly speaking, through an appointment by the Head of State in August 2011, as the Division Head for Legal and Administrative Affairs at the North Region Governor's office. And through a decree of the President of the Republic in April 2013, I rose to the direct command as Subdivisional Officer for Monatélé.

2. What are the major difficulties you face, as a woman, in exercising your duties ?

I don't think I have encountered, till date, any specific problems in my duties due to my "gender". Rather, things have been easy. I would wish to acknowledge the supervision and training received from my immediate authorities (...). I am also satisfied with the support of my colleagues, collaborators, and the public service which is the traditional chieftaincy of the local elite and the entire population.

3. How would you appreciate women's participation in commanding positions ?

Permit me use this saying in the form of a question: Isn't it said that true merit is recognized when one's back is against the wall? It is therefore very difficult to be against the wall and be the judge. The question should be asked the hierarchy. In my humble opinion, the woman simply works to attain the national objectives.

4. Considering your experience, what are the obstacles linked to the inclusion of more women in commanding positions ?

Probably some misogynistic tendencies, the extended complexes of some women, as well as the exceptional natural handicap linked to woman's great sensitivity.

5. In your opinion, what should be done to promote women to command positions ?

I think that is already being implemented very well. The women who are already in commanding positions should just remain convincing so that all women may rise by merit to prestigious posts.

3rd INTERVIEW: WOMEN, PEACE AND SECURITY



*Mrs WANDOU Marthe
National Coordinator ONG ALDEPA*

1) Would you please tell us what are the missions carried out by your civil society organization in relation to:

a) The protection of women's/girls' rights in conflict situations ?

The self-managed local action and participatory development NGO (ALDEPA) based in Maroua has been active since the start of the Boko Haram crisis in the Far-North region in a number of activities. These include the protection of women's/girls' rights through the prevention of Gender-Based Violence, capacity development on basic rights within their environment, support to the empowerment and holistic care provided to GBV victims and survivors (both for refugees and internally displaced persons). Moreover, our organization promotes and facilitates access to formal education and to the socio-professional reinsertion of girls. This organization also helps in the fight against cultural practices that are harmful to the blossoming of women and girls. At the forefront of such practices are child marriages. These ills are discouraged through educational talks and the involvement of community structures and leaders in sensitization campaigns.

Such issues correspond to the association's goals since its creation in 1998.

b) Conflict resolution ?

The implementation and/or capacity development of community structures geared at protecting children's and women's rights for purposes of conflict prevention, facilitation of community dialogue and cohesion activities for women (amongst who are refugee or displaced women, as well as those of the host community). Our organization also builds cohesion structures for women and girls, where they receive training for jobs and on real life capacities, and also provides space where they may carry out activities of their own choices. Women and youths are supported within the framework of specific projects in which they get involved in order to promote the spirit of peace and togetherness in their localities.

2) Can you talk of the specific problems that women/girls generally face during conflicts ?

Women/girls experience a denial of resources and opportunities, which thereby aggravates their vulnerability against violence. A good number of them become household heads with several children under their care, either because they have become widows or their husbands have just

abandoned them to their fate. Due to this trauma and survival challenges, they are always stressed and sad. With the existence of land ownership difficulties, they often find themselves working with their children in other peoples' farms for a daily non-commensurate pay; or they may be into a small business with no substantial benefits for the needs of the family. Such conditions worsen their vulnerability against all sorts of violence, including sexual violence. Most girls, specifically, are kept home to help their mothers with household chores and the search for survival means, especially those of displaced families. In this situation, they don't have the opportunity to go to school.

3) How do you judge the impact of your activities on the protection of women during conflicts ?

More and more, women are emerging in the communities as leaders and authorities within the community structures where they belong. Girls are active in the provided children's expression centres where they occupy positions of responsibility.

Several women have been trained and are becoming autonomous with the support provided them. Others have become mobilization forces for their peers, so they go about sensitizing in the community; they are more of "role models" for their communities. The traumas suffered are getting forgotten, while others have even attained impact strength and now live normally.

Over 500 refugee and internally displaced women have already been directly supported for socio-economic empowerment either with trade, transformation, grinding mills, sewing or knitting machines, etc. Such activities help them to better take care of their children. Over 6000 women have benefited from various training. The prevention and fight against GBV are better known by the community leaders and effectively get involved in the activities. More and more girls now attend school, and they progressively develop capacities on life.

4) Can women efficiently contribute to conflict resolution? If yes, how?

They are already involved in this process through the mobilization work in their communities. This is done by strengthening their involvement

in promoting peace through the existing community structures. The development of their capacities should continue alongside the support required to help them carry out lucrative micro projects. The development of a synergy of women as community mediators is a very pertinent step. It is furthermore necessary to directly target them with specific strategies to get them involved, train them and allow them to act in a process where they are efficiently supported, and with patience.

5) Do you think women's opinion is taken into account in conflict resolution in Cameroon ?

Yes, but at a low scale. The patriarchal society leaves very little space for woman's consideration and the role she can play in the society apart from procreating. The Far-North region is one in which harmful cultural activities are legion. Never having been exposed to, or against the survival pressure, they become hesitant to accept anything they have never tried or which is not immediately lucrative. Here, a specific and targeted process is needed with good strategies. They excel once they get committed given that customs and patterns of life slowly evolve in such a way as to give value, and encourage women's commitment.

6) What are the impediments blocking women from participating in conflicts resolution ?

Cultural gravity is a major impediment. Even at the structural level, no one had thought of taking women into account as actors for conflict resolution. For example, in community vigilance committees, there are hardly any women. This "virus" of underestimating women is the greatest obstacle to their participation in conflicts resolution;

There is also the stigmatization of displaced persons. In some communities, the population is reticent to see displaced persons at the forefront of activities, especially for sensitization concerning peace and others other activities. It therefore requires good support for it to work out.

Women are preoccupied with survival of their families and would not want to do otherwise, unless they are specially mobilized.

Mechanisms and simplified management tools to prevent conflicts are not adequately developed and are not transmitted in such a way as to allow women appropriate them.

4th INTERVIEW: LEGAL PROTECTION OF WOMEN'S RIGHTS



*Mrs AISSA DOUMARA NGATANSOU
Person in charge of ALVF_EN, Prix Simone VEIL 2019*

1. Would you please present your association to us (date of creation, missions, status, etc) ?

Our organization is called the Association for the Fight against Violence Perpetrated on Women – Far-North Cameroon, created in 1991. This organization is feminist, non-governmental, non-partisan, apolitical and non-lucrative in nature. It goes by its French acronym “ALVF – EN”. ALVF – EN’s mission or goal is to eliminate all forms of violence, without taking into consideration neither its nature (physical, sexual, psychological violence) nor its place (private and public violence), suffered by women in Cameroon.

In order to attain its goal, ALVF-EXTREME-NORD-CAMEROUN has set the following goals:

- Fight against the internalization of patriarchal values which perpetuate violence on women;
- Raise awareness in the society on the problems of violence perpetrated on women and girls;
- Promote an equitable social status between women and men;
- Promote positive human values which take into consideration gender differences;
- Take part in establishing a non-violent society.

2. What kind of activities do you carry out in order to protect women’s rights?

- Overall/holistic support to victims, survivors of all sorts of violence forms;
- Mobilizing the community (Information- Communication- Education- Raising awareness);
- Training/Capacity development of speakers;
- Developing partnerships (strategic, financial, technical, etc.);
- Advocacy for a better legal social status for women and girls (surveys – research). Especially:
 - o Fight against sexual and sexist violence, including early and forced marriages in Cameroon: preventive, mitigating and response actions;
 - o Leadership training for complete empowerment and total welfare of girls and women ;
 - o Accompagnement économique des victimes et survivantes de violences ;
 - o Economic support for violence victims and survivors;
 - o Advocacy in synergy with other actors of the civil society towards improving the status of women

3. What is the balance sheet of the activities you have carried out till date (number of resolved cases, reference period, etc.)? ?

In terms of a balance sheet to this date, we can identify some outstanding achievements:

- Psychosocial support, counselling and orientation in holistic care units provided to thousands of violence victims/survivors. In 2019 for example, over 2060 persons benefited from support (complete care services) and then were referred to care structures. These included girls/women who were ex-associates of the insurgent Boko Haram group;
- Mobilising and educating thousands of persons: survivors, women, girls, boys and men against GBV;
- Advocating to vote a legal text against violence perpetrated on women and girls;
- Advocating to consider the issue of equality between women and men at the local, national, sub-regional and international levels;
- Developing and implementing original and innovative strategies for the fight against violence perpetrated on girls in the Far-North Region of Cameroon (rape, incest, early and forced marriages, etc.);
- Developing a programme of activities for girls' clubs, based on sexual violence (rape, incest, early and forced marriages);
- Advocacy actions for health coverage and "GFF funding" in Cameroon;
- Carrying out various surveys and studies: Perception of women on offered services (ongoing), "Reference study on early and forced marriages in Cameroon", etc.

4. What are the major difficulties you face in carrying out your activities in the domain of promoting and protecting women's rights ?

- The persistence of socio-cultural weightiness;
- Ignorance and even a poor knowledge of wo-

men's/girls' rights, even by supposedly educated persons;

- Frequent failure to implement court decisions concerning proven violence cases (systematic impunity of the aggressors); The high precariousness and even extreme poverty which sometimes pushes family to use the girls as a survival strategy, or as a pretext to escape from responsibility;
- The security crisis has come to worsen the woman's situation, whose rights have fallen to the point where girls and women are sometimes used as human bombs.

5. What is your appreciation of the respect for women's rights in Cameroon ?

While recognizing the efforts of public authorities to guarantee the respect of women's rights through policies for the protection and promotion of women, the status of the woman remains a problem in our country. All evidence points to the woman as an image of discrimination: much is still left to be done by systematically establishing a sensitive and effective budget for example; operationalizing the national policy; making the national strategy for the fight against gender-based violence effective and providing up-to-date care facilities throughout the national territory; vote and promulgate specific legal texts against violence perpetrated on women – providing a family code. For example, people should not be allowed to insist on marrying girls traditionally, in spite of the law banning and condemning the perpetrator without having provided, beforehand, a Civil Status document signed by a Civil Status officer

6. What, in your opinion, should be done to further promote and protect women's rights ?

A great political will to operationalize what has been said in the previous answer.

FRAME 2: GENDER EQUALITY IN THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

<p>1 NO POVERTY</p>  <p>Globally, there are 122 women aged 25-34 living in extreme poverty for every 100 men of the same age group.</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  <p>Women represent 26.6% of researchers worldwide. Only about 1 in 5 countries have achieved gender parity in this area.</p>	<p>5 GENDER EQUALITY</p>  <p>The 2030 Agenda promises to put an end to barriers that prevent women and girls from realizing their full potential. But significant challenges lie ahead:</p>	<p>7 AFFORDABLE AND CLEAN ENERGY</p>  <p>Indoor air pollution from using combustible fuels for household energy caused 4.3 million deaths in 2012, with women and girls accounting for 6 out of every 10 of these.</p>	<p>4 QUALITY EDUCATION</p>  <p>15 million girls of primary-school age will never get the chance to learn to read or write in primary school compared to 10 million boys.</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>  <p>Women living in urban slums endure many hardships, with basic needs such as access to clean water and improved sanitation facilities often going unmet.</p>
<p>2 ZERO HUNGER</p>  <p>Women are up to 11 percentage points more likely than men to report food insecurity.</p>	<p>3 GOOD HEALTH AND WELL-BEING</p>  <p>Globally, 303,000 women died from pregnancy-related causes in 2015. The rate of death is declining much too slowly to achieve Target 3.1.</p>	<p>5.1 In 18 countries, husbands can legally prevent their wives from working; in 39 countries, daughters and sons do not have equal inheritance rights; and 49 countries lack laws protecting women from domestic violence.</p>	<p>5.4 Women do 2.5 times the unpaid care and domestic work that men do.</p> <p>5.5 Women hold just 23.7% of parliamentary seats, an increase of 10 percentage points compared to 2000 – but still way below parity.</p> <p>5.6 Only 52% of women married or in a union freely make their own decisions about sexual relations, contraceptive use and health care.</p> <p>5.a Globally, women are just 13% of agricultural land holders.</p>	<p>13 CLIMATE ACTION</p>  <p>Climate change has a disproportionate impact on women and children, who are 14 times as likely as men to die during a disaster.</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p>Investment in public transportation yields large benefits for women, who tend to rely on public transport more than men do.</p>
<p>10 REDUCED INEQUALITIES</p>  <p>Up to 30% of income inequality is due to inequality within households, including between women and men. Women are also more likely than men to live below 50% of the median income.</p>	<p>6 CLEAN WATER AND SANITATION</p>  <p>Women and girls are responsible for water collection in 80% of households without access to water on premises.</p>	<p>5.2 19% of women and girls aged 15 to 49 have experienced physical and/or sexual violence by an intimate partner in the past 12 months.</p> <p>5.3 Globally, 750 million women and girls were married before the age of 18 and at least 200 million women and girls in 30 countries have undergone FGM.</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>  <p>In times of conflict, rates of homicide and other forms of violent crime increase significantly. While men are more likely to be killed on the battlefield, women are subjected during conflict to sexual violence and abducted, tortured and forced to leave their homes.</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p>  <p>In 2012, finances flowing out of developing countries were 2.5 times the amount of aid flowing in, and gender allocations paid in comparison.</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>The global gender pay gap is 23%. Women's labour force participation rate is 63%, while that of men is 94%.</p>

FRAME 3: «MAKING EVERY WOMAN AND GIRL COUNT» PROGRAMME



Making Every Woman and Girl Count (Women Count):

The UN Women's flagship programme, Making Every Woman and Girl Count (Women Count) is geared at contributing in improving the production and use of gender statistics and disaggregated statistics, so as to sustain the implementation and monitoring of SDGs both at the national and local levels.

In Cameroon, this programme seeks to reinforce gender integration into the National Strategy for the Development of Statistics so as to better monitor SDG 5 as well as gender indicators of other SDGs. The intention is to make gender statistics available and accessible, and be analysed so as to clarify the drawing up of policies, advocacy and accountability. Similarly, it is also intended to ensure that governance, budgeting and planning processes fully reflect the accountability of national and international commitments as concerns gender issues.

Flagship activities of the programme

- Providing support to the strengthening of the normative and institutional framework for the production and use of gender statistics in Cameroon; promoting the compilation of relevant data on gender and its dissemination to users;
- Promoting the promotion of knowledge, sharing experiences and communicating on gender statistics and SDGs in general, and SDG 5 in particular;
- Developing the capacities of statisticians on gender integration in the processes of producing and analysing statistics;
- Providing support to structures in charge of producing statistics for gender integration in the major operations of statistics production.

Major Achievements of 2019

1. Support in setting up an Inter-ministerial Committee on Gender Statistics in Cameroon, co-chaired by MINPROFF and NIS;
2. Support in setting up a Permanent Work Group on Gender Statistics at the National Institute of Statistics;
3. Ongoing support in drawing up and adopting a normative framework on gender statistics in Cameroon, drawn from a minimum list of gender indicators to be regularly produced by the National Statistics System (NSS);
4. Support in setting up a network of focal points on gender statistics of the main ministries and government organs;
5. Developing the capacities of the National Statistics System actors on gender statistics; 141 statisticians, demographers and other staff in charge of statistics in State institutions, Universities, students of schools of statistics, MINPROFF, Civil society organizations, BUCREP and General Census of Agriculture and Livestock (GCAL) were trained;
6. Support for gender considerations in carrying out ongoing large-scale statistical operations, especially GPHC and GCAL;
7. Support in setting up a network of journalists and communicators on gender statistics in Cameroon. The goal of this network shall be to ease dissemination of available gender statistics within the NSS to a varied range of users;
8. Support in setting up a statistics information system on gender issues at MINPROFF with the support of the National Institute of Statistics.

BIBLIOGRAPHY :

- BUCREP (2014), Regards sur le genre au Cameroun, Rapport National sur l'Etat de la Population, 120 p.
- MINEPAT (2009), Document de Stratégie pour la Croissance et l'Emploi, Yaoundé, Cameroun, 174 p.
- MINPROFF (2015), Document de politique nationale genre 2011-2020, 85 p.
- MINPROFF (2017), Cadre juridique régissant les droits de la femme et de la fille au Cameroun, 39 p.
- ONU Femmes (2018), Traduire les promesses en actions : l'égalité des sexes dans le programme de développement durable à l'horizon 2030, 344 p.
- <http://www.adequations.org/spip.php?article930>, Historique des conférences internationales, 8 p.

Nos Missions

Le BUCREP assiste les pouvoirs publics et les acteurs du développement dans la prise en compte des phénomènes démographiques pour l'élaboration et l'application des stratégies de développement socio-économique dans le cadre des objectifs prioritaire définis par le Gouvernement.

A ce titre il est chargé :

- de concevoir la méthodologie des recensements et enquêtes à caractère démographique et d'en assurer l'exécution ;
- d'élaborer et d'assurer le suivi des programmes d'études démographiques en vue de permettre la prise en compte de la variable « Population » dans le processus de développement socio-économique ;
- d'élaborer des indicateurs sociodémographiques à travers des recensements, études, recherches et enquêtes auprès de la population.

Nos Partenaires

Administrations publiques, collectivités territoriales décentralisées, organismes publics et parapublics, organisations internationales, investisseurs privés, partenaires au développement, ONG...

Our Missions

BUCREP assists public authorities and other development stakeholders in taking into account demographic variables in the formulation and implementation of socio-economic development strategies within the framework of priority objectives defined by Government.

In this connection, it is responsible for :

- designing and implementing censuses and demographic surveys methodologies;
- initiating and following up of population study programmes so as to promote the consideration of demographic variables in socio-economic planning;
- and estimating socio-demographic indicators from censuses and demographic surveys.

Our Partners

Government services, local governments, public and parapublic bodies, international organizations, investors, development partners, NGO...



Bureau Central des Recensements et des Etudes de Population



Contact : MFANDENA - STADE OMNISPORTS,
A proximité du Centre Régional des Impôts du Centre
Boîte postale : 12 932 Yaoundé - Cameroun
E-mail : Contact@bucrep.cm
Téléphone / Fax : (237) 22 20 30 71
www.bucrep.cm/www.bucrep.org