

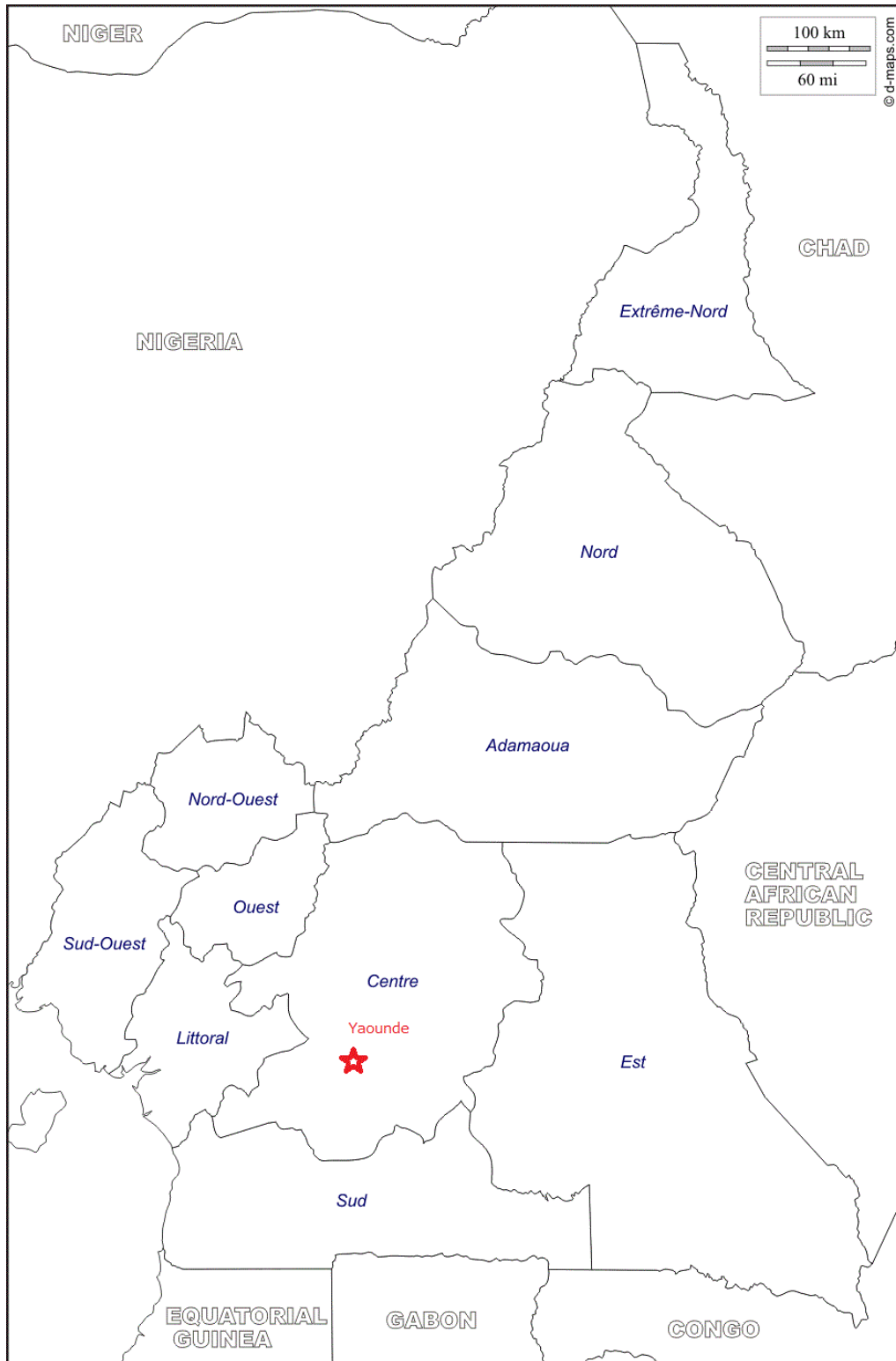
**2015 Country Report of
Gender Profile (Cameroon)
(English)**

December 2015

**Japan International Cooperation Agency (JICA)
TAC International Inc.**

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Map of Cameroon



Abbreviations

AVZ	Agent de Vulgarisation de Zone / Zonal Extension Worker
BDS	Business Development Services
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CFCE	Centre de Formalités de Création d'Entreprises
CIDA	Canadian International Development Agency
DPT	Diphtheria, Pertussis, Tetanus
DSCE	Document de Stratégie pour la Croissance et l'Emploi
FAO	Food and Agriculture Organization of the United Nations
FGM	Female Genital Mutilation
GDI	Gender Development Index
GDP	Gross Development Product
GIC	Groupe d'Initiative Commune / Common Initiative Group
GII	Gender Inequality Index
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
GNI	Gross National Income
HDI	Human Development Index
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
JICA	Japan International Cooperation Agency
MDGs	Millennium Development Goals
MINADER	Ministère de l'Agriculture et du Développement Rural / Ministry of Agriculture and Rural Development
MINFOF	Ministère des Forêts et de la Faune / Ministry of Forestry and Wildlife
MINPMEESA	Ministère des Petites et Moyennes Entreprises de l'Economie Sociale et de l'Artisanat / Ministry of Small and Medium-sized Enterprises, Social Economy and Handicrafts
MINPROFF	Ministère de la Promotion de la Femme et de la Famille / Ministry of Women's Empowerment and Family
NDP	Net Domestic Product
NGO	Non-governmental Organization
PME / SME	Petites et moyennes entreprises / Small and medium-sized enterprises
PRODERiP	Projet de Développement de la Riziculture Pluviale de Plateaux en Zone de Forêts à Pluviométrie Bimodale

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0. Objectives of the study

Since the 1960s, international aid communities emphasize women's participation in development and the improvement of women's status in the developing countries. In the 1970s, the concept of "Women in Development (WID)" was introduced. In the 1980s, the new notion "Gender and Development (GAD)" replaced WID. While WID focused on women, GAD looks at the relationship between men and women and the social systems, and believes that all development policies and projects make different impacts on men and women. Gender mainstreaming, based on the concept of GAD, is a process to integrate gender perspectives in all policies and projects throughout the whole cycle from planning, implementation, monitoring and to evaluation to articulate different development needs and impacts on men and women.

The Government of Japan declared its commitment to gender equality and women's empowerment, articulated in the Prime Minister's speech in the United Nations' General Assembly in 2013 and 2014. The Government adopted the Development Cooperation Charter in February 2015, which commits to gender equality as one of the important conditions for Human Security. JICA's current mid-term goal and plan also prioritize gender equality and women's empowerment. JICA has conducted gender profile studies in 80 countries since 1996, and has used them to design and implement projects to promote gender equality and women's empowerment as well as to integrate gender perspectives into the projects of all sectors.

The objective of this study is to promote gender mainstreaming of JICA's projects in Cameroon throughout their project cycles, by collecting gender-related information including data for basic indicators, women's situations, actions of the government to promote gender equality and women's empowerment and activities of other developing organizations, and by clarification of points to be considered from gender perspectives to implement JICA projects. The study focused on "private sector development", "agriculture", and "environmental protection" in which JICA is planning to promote gender mainstreaming. The ongoing and future JICA projects in these sectors were analyzed from a gender perspective, and recommendations were made to strengthen their contributions to gender equality and women's empowerment. The field study was conducted from 8th to 24th October 2015 to interview the ministries, organizations and other donors working in the sectors above, as well as the counterpart organizations, Japanese project teams and beneficiaries of the JICA projects.

1. Basic Indicators

1.1 Human Development and Gender Development Indices

Human Development Index (HDI)

Year	2008	2014
HDI	0.477	0.512
HDI rank (among 188 countries)	154	153

Source: UNDP Human Development Reports

Gender Development Index (GDI) 2014

GDI (Ratio of women's HDI against men's HDI) 2014	0.879
GDI group (among 188 countries)	Group 5
HDI (women) 2014	0.478
HDI (men) 2014	0.544
Life expectancy at birth, women 2014	56.7
Life expectancy at birth, men 2014	54.4
Mean years of schooling, women 2014	5.3
Mean years of schooling, men 2014	6.7
Expected years of schooling, women 2014	9.5
Expected years of schooling, men 2014	11.2
Estimated GNI (Gross National Income) per capita (2011 PPP\$), women 2014	2,266
Estimated GNI (Gross National Income) per capita (2011 PPP\$), men 2014	3,341

Source: UNDP Human Development Reports

<http://hdr.undp.org/en/content/table-5-gender-related-development-index-gdi>

Note: Above data (life expectancy at birth, etc.) are the figures used to calculate GDI 2014, and are not necessarily same as the latest data cited in other sections of this report.

GDI measures gender gaps in human development in three basic dimensions: health, knowledge, and living standards using the same component indicators as in the HDI. The GDI is the ratio of the HDIs calculated separately for women and men. It falls between 0 and 1, and higher GDI value means lesser gender disparities.

- Average worldwide: 0.924
- Average of countries of “very high human development”¹: 0.978
- Average of countries of “high human development”: 0.954
- Average of countries of “medium human development”: 0.861
- Average of countries of “low human development”: 0.830
- Average of developing countries: 0.899
- Average of Sub-Sahara African countries: 0.872

Cameroon is a country of “low human development” from its HDI value, and its GDI is higher than the average of this group and almost same as the average of Sub-Sahara African countries. It is in “Group 5” which represents countries of the largest gender disparities².

¹ Japan is a country of “very high human development” and its GDI is 0.961. It is in “Group 2” out of five.

² Group 1 countries are with the least gender disparities and Group 5 countries are the opposite. Each group includes following countries.

Group 1: Norway, Australia, Denmark, United States, Canada, Singapore, Belgium, France, Finland, Spain, Brunei, Qatar, Russia, Uruguay, Kazakhstan, Brazil, Botswana, Philippine, Namibia, etc.

Group 2: Switzerland, Germany, Ireland, New Zealand, United Kingdom, Israel, Japan, Italy, Kuwait, Libya, Rwanda,

Gender Inequality Index (GII) 2014

GII	0.587
GII rank (among 161 countries)	132
Maternal mortality ratio 2013	590
Adolescent birth rate 2010/2015	115.8
Women's share of seats in parliament 2014	27.1
Population with at least some secondary education, 25+, women 2005-2014	21.3
Population with at least some secondary education, 25+, men 2005-2014	34.9
Labour force participation rate, 15+, women 2013	63.8
Labour force participation rate, 15+, men 2013	76.8

Source: UNDP Human Development Reports

<http://hdr.undp.org/en/content/table-4-gender-inequality-index>

Note: Above data (maternal mortality ratio etc.) are the figures used to calculate GII 2014, and are not necessarily same as the latest data cited in other sections of this report.

GII measures inequality between women and men in the achievement in three dimensions of human development: reproductive health, empowerment and labour market. GII falls between 0 and 1, and higher GII value means larger gender disparities.

- Average worldwide: 0.449
- Average of countries of “very high human development³”: 0.199
- Average of countries of “high human development”: 0.310
- Average of countries of “medium human development”: 0.506
- Average of countries of “low human development”: 0.583
- Average of developing countries: 0.478
- Average of Sub-Sahara African Countries: 0.575

Cameroon is a country of “low human development” from its HDI value, and its GII is lower than the average of this group. It is also lower than the average of Sub-Sahara African countries.

1.2 Millennium Development Goals

Millennium Development Goals: main indicators and data

Indicators / data	Baseline	Latest data
Goal 1: Eradicate extreme poverty and hunger		
•1-A Halve, between 1990 and 2014, the proportion of people whose income is less than \$1.25 a day		
Population below \$1.25 (PPP) per day, percentage (*1)	47.4% (1996)	27.6% (2007)
Goal 2: Achieve universal primary education		
•2-A Ensure that, by 2015, children everywhere, boys and girls alike, will be able to complete a full course of primary schooling		

etc.

Group 3: Netherland, Korea, Austria, Bahrain, Malaysia, Sri Lanka, Mexico, Peru, China, Indonesia, South Africa, Tanzania, etc.

Group 4: Saudi Arabia, Oman, Turkey, Zambia, Ghana, Bangladesh, Kenya, Zimbabwe, etc.

Group 5: Lebanon, Iran, Jordan, Algeria, Tunisia, Egypt, Morocco, India, Cambodia, Nigeria, Cameroon, Uganda, Senegal, etc.

³ Japan is a country of “very high human development” and its GII is 0.133, rank 26 among 161 countries.

Primary completion rate	Total 55.6% Boys 57.6% Girls 53.5% (1990)	Total 72.6% Boys 76.4% Girls 67.6% (2011)
Goal 3: Promote gender equality and empower women		
•3-A Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015		
Gender Parity Index in primary level enrolment	0.86 (1990)	0.89 (2014)
Gender Parity Index in secondary level enrolment	0.68 (1990)	0.86 (2013)
Goal 4: Reduce child mortality		
•4-A Reduce by two thirds, between 1990 and 2015, the under-five mortality rate		
Children under five mortality rate per 1,000 live births	138 (1990)	87.9 (2015)
Infant mortality rate (0-1 year) per 1,000 live births	85.6 (1990)	57.1 (2015)
Goal 5: Improve maternal health		
•5-A Reduce by three quarters, between 1990 and 2015, the maternal mortality ratio		
Maternal mortality ratio per 100,000 live births	720 (1990)	590 (2013)
•5-B Achieve, by 2015, universal access to reproductive health		
Births attended by skilled health personnel, percentage	63.8% (1991)	63.6% (2011)
Current contraceptive use among married women 15-49 years old, any method, percentage	16.1% (1991)	23.4% (2011)
Antenatal care coverage, at least one visit, percentage	78.8% (1991)	84.7% (2011)
Antenatal care coverage, at least four visits, percentage	49.0% (1991)	62.2% (2011)
Goal 6: Combat HIV/AIDS, Malaria and other diseases		
•6-A Have halted by 2015 and begun to reverse the spread of HIV/AIDS		
People living with HIV, 15-49 years old, percentage	1.30% (1990)	4.27% (2013)
•6-B Achieve, by 2010, universal access to treatment for HIV/AIDS for all those who need it		
Antiretroviral therapy coverage among people with advanced HIV infection, percentage	32.7% (2009)	40.8% (2011)
•6-C Have halted by 2015 and begun to reverse the incidence of malaria and other major diseases		
Notified cases of malaria per 100,000 population	No data	19,943 (2012)
Malaria death rate per 100,000 population, all ages	No data	65 (2012)
Tuberculosis prevalence rate per 100,000 population	175 (1990)	299 (2013)
Goal 7: Ensure environmental sustainability		
•7-C Halve, by 2015, the proportion of the population without sustainable access to safe drinking water and basic sanitation		
Proportion of the population using improved drinking water sources	51% (1990)	76% (2015)
Proportion of the population using improved sanitation	40%	46%

facilities	(1990)	(2015)
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Source: (*1) UNDP <http://www.social.tn/fileadmin/user1/doc/rapportPNUD2014final.pdf>
 (others) Millennium Development Goals Indicators (The Official United Nations Site for the MDG Indicators)

1.3 Population

Year	2010	2015
Total population	20,591 thousand	23,334 thousand
Women's population 10,302 thousand (50%)	11,672 thousand (50%)	

Source: United Nations Population Division <https://esa.un.org/unpd/wpp/Download/Standard/Population/>

1.4 Economic Indicators

Economic indicators

Year	2009	2014
GNI, Atlas method (current US\$)	23.37 billion dollars	30.91 billion dollars
GNI per capita, Atlas method (current US\$)	1,160 dollars	1,360 dollars
Gross Development Product: (GDP) growth (annual %)	1.93%	5.9%
External debt stocks, total (DOD, current US\$)	2.83 billion dollars (2008)	4.92 billion dollars (2013)
Inflation, consumer prices (annual %)	3.0%	1.9%
GINI index (World Bank estimate)	42.82 (2007)	No data
Net official development assistance and official aid received (current US\$)	0.549 billion dollars (2008)	0.737 billion dollars (2013)

Source: World Bank <http://data.worldbank.org>

Industry ratio against GDP

Year	2009	2014
Agriculture	23.5%	22.7%
Industry	29.9%	30.6%
Service and others	46.6%	46.4%

Source: World Bank <http://data.worldbank.org>

Labour indicators

Year		2008	2013
Labour force participation rate (% of total population ages 15-64) (modelled ILO estimate)	Total	70.4%	71.2%
	Men	76.4%	77.0%
	Women	64.4%	65.4%
Unemployment, total (% of total labour force) (modelled ILO estimate)	Total	4.5%	4.0%
	Men	4.1%	3.7%
	Women	5.0%	4.4%

Source: World Bank <http://data.worldbank.org>

Employment per industry

Year	2005	2010
Agriculture	55.7%	53.3%
Industry	14.1%	12.6%
Service	30.2%	34.1%

Source: World Bank <http://data.worldbank.org>

1.5 Education Indicators

Year		2009	2014
Adult literacy rate (15+)	Total	71% (2010)	75% (2015)
	Men	78% (2010)	81% (2015)
	Women	65% (2010)	69% (2015)
Youth literacy rate (15-24)	Total	81% (2010)	84% (2015)
	Men	85% (2010)	87% (2015)
	Women	76% (2010)	80% (2015)
Gross enrolment in primary education	Total	104%	113%
	Men	117%	120%
	Women	96%	107%
Net enrolment in primary education	Total	84%	95%
	Men	No data	97% (2012)
	Women	No data	86% (2012)
Primary completion rate (*1)	Total	67% (2009)	72% (2014)
	Men	73%	76%
	Women	62%	68%
Gross enrolment in lower secondary education	Total	42% (2008)	59% (2013)
	Men	47% (2008)	64% (2013)
	Women	37% (2008)	54% (2013)
Gross completion rate of lower secondary education	Total	25% (2009)	39% (2013)
	Men	No data	41% (2013)
	Women	No data	38% (2013)
Gross enrolment in tertiary education	Total	7% (2006)	12% (2011)
	Men	8% (2006)	14% (2011)
	Women	6% (2006)	10% (2011)

Source: (1) World Bank database <http://data.worldbank.org>

(Others) UNESCO <http://data.uis.unesco.org>

1.6 Health Indicators

Life expectancy at birth

Year	2008	2013
Total	52.9	55.0
Men	51.9	53.9
Women	53.8	56.2

Source: World Bank database <http://data.worldbank.org>

Reproductive health

	2009	2014
Maternal mortality ratio (modelled estimate, per 100,000 live births)	696	609
Fertility rate, total (births per woman)	5.17 (2008)	4.78 (2013)
Contraceptive prevalence (% of women ages 15-49)	No data	23.4% (2011)
Antenatal care coverage, at least one visit	82% (2006)	85% (2011)
Births attended by skilled health personnel	63% (2006)	64% (2011)

Source: World Bank database <http://data.worldbank.org>

Child health

Year		2009	2014
Mortality rate, infant (per 1,000 live births)	Total	68.8	58.6
	Boys	72 (2010)	No data
	Girls	60 (2010)	No data
Mortality rate, under-5 (per 1,000 live births)	Total	109	90.6
	Boys	111 (2010)	No data
	Girls	98 (2010)	No data
Prevalence of underweight, weight for age (% of children under 5)	Total	No data	15.1% (2011)
	Boys	No data	15.8% (2011)
	Girls	No data	14.5% (2011)
Immunization (% of children ages 12-23 months)	DPT	80%	87%
	Measles	74%	80%

Source: World Bank database <http://data.worldbank.org>

1.7 Gender-related Agreements and Regulations

Ratification of gender-related international conventions

Year of ratification	Conventions, standards
1970	ILO Convention No. 100 (Equal Remuneration Convention)
1988	ILO Convention No. 111 (Discrimination (Employment and Occupation) Convention)
1994	Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Source: ILO <http://www.ilo.org>

UN Women <http://www.unwomen.org>

Laws for gender equality and protection of women

Year	Laws
1804	Civil Code: it regulates protection of men's and women's rights in the family Ordinance No.81/02 (1981): it supplements the Civil Code and stipulates gender equality in marriage and divorce.
1974	Ordinance No.74/1: it regulates land ownership. Decree No.2005/481(2005): it stipulates that men and women are entitled to land ownership.
1990	Law No.90/053: it regulates freedom of association. Women, like men, are entitled to form and join associations.
1992	Labour Code: it stipulates that labour is a basic human right for men and women.
1996	Constitution: it stipulates basic human rights and gender equality.
1999	Law (19 December 1999): A woman can travel without consent of the husband.
2004	Law No.2004/016: it established the National Commission on Human Rights and Freedoms. It works on women's issues.

Source: Ministry of Women's Empowerment and the Family (Ministère de la Promotion de la Femme et de la Famille: MINPROFF), National Gender Policy Document 2011-2020

2. Socio-Economic and Gender Situations

2.1 Socio-Economic Situations

Cameroon is located in central Africa. Its surface is 475,650 km². It faces the Atlantic Ocean in the south-west, and shares the borders with Nigeria in the west, with the Republic of Congo, Gabon and Equatorial Guinea in the south, and with the Republic of Central Africa and Chad in the north-west.

There are more than 230 ethnic groups in Cameroon. About 69% of the population are Christians, 21% are Muslims and 10% believe other religions. Monogamy is common, but traditionally polygamy also exists.

Cameroon's official languages are French and English. French is the official language in eight regions out of ten. English is the official language of other two regions (North-West and South-West Regions).

Cameroon's current national development policy is the "Cameroon's long term vision by 2035". Its fundamental values are democracy and unity in the diversity, not only about gender but also about ethnic groups, regions, languages and religions. In Cameroon, efforts are made to appoint people from different groups to make balanced teams. In 2008, the government developed the Strategy Document for the Growth and Employment (Document de Stratégie pour la Croissance et l'Emploi: DSCE)⁴ to cover ten years from 2010 to 2020 as the implementation strategy of the long-term vision. The objectives of DSCE are as follows:

- To achieve 5.5% average annual economic growth rate.
- To reduce the underemployment rate from 75.8% to less than 50% by 2020 through the creation of employment in the formal sector.
- To reduce the poverty ratio from 39.9% in 2007 to 28.7% in 2020.

2.2 Population

Cameroon's population is 23 million in 2015, and its population growth rate between 2010 and 2015 was 2.51. Life expectancy at birth in the 2013 statistics was 55 years in average, and it was 54 for men and 56 for women⁵. According to the data in 2010⁶, the population of Cameroon is young as people aged 15 or under made about 44% while people of 60 or above were only 5%.

⁴ African Development Bank website:

<http://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Cameroon%20DSCE2009.pdf>

⁵ World Bank database. <http://data.worldbank.org>

⁶ MINPROFF, "National Gender Policy Document 2011-2010".

Table 1 Population of Cameroon

(Unit: thousand)

Year	2010	2011	2012	2013	2014	2015
Total	20,591	21,119	21,659	22,211	22,773	23,334
Men	10,288	10,354	10,826	11,103	11,385	11,672
Women	10,302	10,565	10,833	11,108	11,388	11,672

Source: United Nations Population Division <https://esa.un.org/unpd/wpp/Download/Standard/Population/>

2.3 Gender Situation

According to the “National Gender Policy Document 2011-2020” by the Ministry of Women's Empowerment and Family (Ministère de la Promotion de la Femme et de la Famille: MINPROFF), while gender situations in Cameroon vary by regions, ethnic groups or religions, there is a persistent value of gender division of labour in which men take the productive and public roles and women take reproductive and domestic roles. Traditionally, women’s life is mainly in the domestic sphere and they are not present much in the public sphere. According to the data in 2007, women headed 26% of the households in the country. Women marry early: about 50% of women get married for the first time by the age of 17 or 18. Bearing children is considered as the most important role of women, and it leads to the high fertility rate: it was 4.78 in 2014 (World Bank data). According to the “Country Assistance Strategy for the Republic of Cameroon for the Period Fiscal Year 2010-2013” of the World Bank, the total fertility rate in 2010 was 5.2 in the national average, 4.2 in the cities and 6.4 in the rural areas. The National Gender Policy Document explains that the perceptions about the roles, attitudes and behaviours of men and women in Cameroon have evolved with the change of the times. At the same time, it point out differences between women in the cities and those in the rural areas, and between those with high educational attainment and only with basic education. Women in the rural areas and those with only basic education tend to keep traditional values. According to the interviews in this study, it is generally difficult for a rural woman to build equal relationships with the husband because, in many cases, the husband is much older than the wife and the wife came from other village to marry when she was teenager. Women and men are on more equal terms in the cities than in rural areas, but the perception of gender division of labour, in which a man is the main breadwinner and the woman takes domestic responsibilities, exists like in the rural areas. Kindergartens are not common options among modest families in the cities, and children are taken care of by the family, especially parents of the mother while she works.

Women’s labour force participation rate is high and they contribute to household income. However, women’s work tends to be undervalued as it is perceived as supplementing income of the husband, regardless of actual content of the task or income.

2.4 Poverty

DSCE, developed in 2008, aims to reduce the poverty ratio from 39.9% in 2007 to 28.7% in 2020. As the annual growth rate of net domestic product was 7% on average during recent years, it is possible to achieve the target poverty ratio. It is crucial to implement policies to reallocate wealth so that the poor could also benefit and to add values to agricultural products by the development of agriculture and agro-industry. It is also necessary to promote quality employment by implementing policies that would benefit youth and poor. DSCE analyzes women's situations in various sectors such as education, health and employment, the content of which are same as explained in the relevant sections of this report.

The National Institute of Statistics conducted the fourth Cameroon household survey (Enquête Camerounaise Auprès des Ménages: ECAM 4) in 2014. The previous survey (ECAM 3) was conducted in 2007. The following is the summary of the results of ECAM 4 in its preliminary report⁷ published in 2015. The preliminary report does not mention about gender⁸.

- ECAM 4 defined the poverty line as the consumption of 339,715 FCFA per year per person (931 FCFA per day per person) or below. The poverty ratio was 37.5% in 2014 and it was slightly lower than 39.9% in ECAM 3 in 2007⁹. However, the poor population was 8.1 million in 2014, which increased from 7.1 million in 2007. The poverty ratio is higher in the rural areas than in the cities. Disparity in wealth is large: the richest 20% among the population consume about ten times of the poorest 20%.
- During the period between 2007 and 2014, employment increased in the tertiary sector and public institutions, but that in the private sector was modest in general. In the cities, informal sector contributed to the income generation and poverty alleviation to a certain extent.

While there are no recent data about women's poverty, ECAM 3 in 2007 reported that women's poverty ratio decreased from 40.5% in 2001 to 33.4% in 2007¹⁰. Women's poverty is more serious in the rural areas than in the cities. In the rural areas, sources of income are often limited to small-scale agriculture. It is difficult for rural women to improve the level of income because of the following reasons: women are at a disadvantage compared to men in educational attainment, skills, knowledge, and access to lands and means of production; women grow mainly crops for self-consumption and not cash crops; women are considered as assistants to men who represent the household and business; and women have to manage their times and

⁷ Cameroon's National Institute of Statistics <http://www.statistics-cameroon.org/news.php?id=311>

⁸ According to the data of the survey by the Ministry of Women's Empowerment and the Family in 2012 "Femmes et Hommes au Cameroun en 2012", poverty ratio was 41.6% for men and 33.4% for women in 2007.

⁹ Poverty ratio was 40% in 2001 (second survey) and 53% in 1996 (first survey).

¹⁰ MINPROFF Presentation material in CEDAW 2012.

<http://www.un.org/womenwatch/daw/csw/csw56/general-discussions/member-states/Cameroon.pdf>

physical abilities to cover both agricultural work and domestic responsibilities.

2.5 Education

The disparity between women and men in education has declined in general, but the gender gap is wider in the higher levels of education. According to the World Bank data, the primary net enrolment was 97% for boys and 86% for girls (2012); primary completion rate was 76% for boys and 68% for girls (2014); lower-secondary gross completion rate was 41% for boys and 38% for girls (2013); and tertiary gross enrolment rate was 14% for boys and 10% for girls (2011). There is a gender gap in literacy rate (adult men 81%, adult women 69%, young men 87%, and young women 80%: data in 2015). The National Gender Policy Document explains the reasons for the gender gaps: some families do not value girls' education as women's roles and jobs would not create much income; poor families might prioritize boys' education to girls' (the primary education is free of charge since 1999, but the cost for clothes and learning materials still incur); parents allocate domestic and agricultural work to girls; some girls do not go to school due to early marriage and pregnancy; some families are reluctant to send girls to school fearing violence at school or on the way between home and school; and the toilets for girls are not appropriate at school.

The enrolment rate increased after making the primary education free of charge. However, according to the World Bank's Country Assistance Strategy, quality of education is still low as the number of teachers is insufficient compared to the number of pupils and adequate learning materials are not available. The government took several measures to improve the situation such as construction of classrooms to reduce the number of pupils per class, increase of salary of teachers to motivate them, increase the number of new teachers, and distribution of basic teaching materials to schools.

The National Gender Policy Document explains that in the vocational training schools, men accounted for 55% and women were 45%, and the drop-out rate was 11% for men and 14% for women (in 2009). Women are concentrated in the traditional female skills such as homemaking, dressmaking and secretary.

2.6 Health

【Maternal health】

According to the latest World Bank data, maternal mortality ratio slightly declined from 696 in 2009 to 609 in 2014. Antenatal care coverage (at least one visit) increased from 82% to 85%, and delivery attended by skilled health workers increased from 63% to 64% during the same period. According to the World Bank's Country Assistance Strategy, the national average of total

fertility rate was 5.2 in 2010. That was 6.4 in the rural areas and 4.2 in the cities¹¹. The reasons for the high maternal mortality ratio include late decisions of the patients to seek medical care; late arrival of the patients to the health facilities; the low quality of first diagnosis at the health facilities; and physical damage to young pregnant women and young mothers (National Gender Policy Document). The national average of contraceptive prevalence rate in 2010 was 14%¹², and that in the North Region and Far-North Region was only 3%. It is reported that the higher are the women's educational attainment or income level, the higher is the contraceptive prevalence rate, and that women with lower educational attainment or income level tend to be reluctant to negotiate with the husband or partner for the use of contraceptives.

Child health improved during the period between 2009 and 2014 as the infant mortality rate reduced from 68.8 to 58.6, under-five mortality rate reduced from 109 to 90.6, immunization coverage slightly improved from 80% to 87% for DPT (Diphtheria, Pertussis, Tetanus), and from 74% to 80% for measles. According to the World Bank data, the infant mortality rate was 72 for boys and 60 for girls, and the under-five mortality rate was 111 for boys and 98 for girls. There is no gender gap in the mortality rate taking the boys' biological vulnerability into account.

【Nutrition】

According to the Global Nutrition Report 2011¹³, under-five wasting rate in Cameroon was 6%. Under-five stunting rate did not improve much between 1991 (36%) and 2011 (33%). According to the World Bank Data 2011, the percentage of underweight children per age was 15.1% in total, and there was no gender gap as it was 15.8% for boys and 14.5% for girls.

【HIV/AIDS】

According the report of the Government of Cameroon and UNAIDS¹⁴, HIV prevalence rate in 2011 was 4.3% in total, and that of women (5.6%) was almost twice as that of men (2.9%). A study in 2012 showed that HIV prevalence rate of pregnant women was as high as 7.8%. Less women (49%) are aware of own HIV status than men (60%). The government aims to change behaviour through education, promote HIV testing, diffuse contraceptives, prevent mother-to-child transmission of HIV and sexually-transmitted diseases, improve access to treatment, support people living with HIV/AIDS psychologically and financially, and eradicate discrimination.

¹¹ Ministère de la Promotion de la Femme et de la Famille, "National Gender Policy Document 2011-2010". Total fertility rate by the World Bank data in 2013 was 4.78.

¹² Contraceptive prevalence rate by the World Bank data in 2013 was 23.4%.

¹³ http://globalnutritionreport.org/files/2014/11/gnr14_cp_cameroon.pdf

¹⁴ Government of Cameroon and UNAIDS, "Rapport National de Suivi de la Declaration Politique sur le VIH/SIDA, Global Aids Response Progress (GARP)" (2015)

2.7 Agriculture

According to the Ministry of Agriculture and Rural Development (Ministère de l'Agriculture et du Développement Rural: MINADER), 69% of women and 59% of men in Cameroon are farmers or working in the agriculture sector. Agriculture makes 20% of Cameroon's GDP. There is a gender division of labour in agriculture: women mainly grow crops for self-consumption such as maize, cassava, rice, plantain and groundnuts, and men mainly grow cash crops such as coffee and cacao. Legally men and women are equally entitled to land ownership, but the general custom is that men, not women, inherit lands. Lands, seeds, fertilizers, equipment and funding are required to grow cash crops, but it is difficult for women to access them as they do not have land or property for collateral. There is gender division of labour also in livestock breeding: women breed small animals such as chicken, sheep and goat, and men breed cattle. It is the same in fishery: men use large boats, and women use small boats along the coast and they are also involved in fish processing and sales. In many villages, as men and young people leave for town or take other jobs, women and old people remain as the main workers in agriculture. It is reported that women's share in agricultural workers is more than 70%, but their presence and value of work are underrated as they grow crops for self-consumption, breed smaller livestock, and take tasks which need dexterity and patience or assistant works. More men than women participate in training. However, women do important tasks simultaneously from field work to sales of products, and their contribution should not be undervalued. There are many groups of women farmers in the rural areas. Rural women tend to let men make decisions, while it varies by regions and personal attitudes. In the JICA project of upland rice farming, MINADER does not take specific measures to promote women's participation in the activities and training, and leaves the decision to the communities.

Women farmers and women in the rural areas face following challenges:

- It is difficult for women to obtain means of production (land, funding, equipment, information, training, capitals).
- It is difficult to improve productivity as women do not have appropriate equipment or skills.
- Women do not have sufficient farming lands.
- There are no social security systems available for rural women.
- Women farmers do not have sufficient capacity to form groups.
- It is difficult for rural women to obtain necessary information and to know about their rights because of illiteracy.
- Farmers tend to lack knowledge about gender, and do not know how to take legal actions to protect women's rights.

The National Agriculture Investment Plan (Plan National d'Investissement Agricole du Cameroon: PNIA 2014-2020) analyzes women's situations in the rural areas and in the agricultural sector explained as above, and shows its commitment to gender mainstreaming. It aims to enhance capacity of women farmers, protect rights of rural women and youth, and grow youth's interest in agriculture.

According to MINADER, there is no gender discrimination in the ministry as a workplace, and there are many women especially in the central office. There are eight women among 33 senior staff in MINADER as of October 2015. However, there are more men than women in the field in the regions. According to the gender focal point of MINADER, there is no resistance to gender mainstreaming and women's empowerment in the ministry because diversity is an important value in Cameroon. She wants to have indicators to measure the achievement of their gender mainstreaming actions and to conduct further gender training.

The gender focal point of MINADER promotes gender mainstreaming in the ministry such as organizing gender training and ensuring that gender questions are included in the questionnaires prepared for project planning in collaboration with MINPROFF and other development organizations. She held awareness-raising activities for women's groups and chambers of commerce. On 15 October (international rural women's day), MINADER held an exposition about women farmers and broadcasted programmes to inform rural women of funding opportunities.

Regarding "environmental protection" listed as one of the target sectors of this study, Ministry of Forestry and Wildlife (Ministère des Forêts et de la Faune: MINFOF) was interviewed because JICA is implementing a project to develop capacity in forestry management with MINFOF. The forestry sector is traditionally masculine, and almost only men are visible in the field. Women are also working in the sector, but they are invisible as they are considered just supporting men. MINFOF implemented a gender mainstreaming project in 2008 supported by the Canadian International Development Agency (CIDA), which included awareness-raising about gender, training and research. After CIDA's support and funding ended, MINFOF does not implement gender-related activities. MINFOF is preparing its gender strategy and annual action plan, but there is a financial constraint. MINFOF has a checklist for gender mainstreaming, but it is underutilized. Women's share among senior officials (from the Minister to directors) is only 17% and it is lower than other ministries.

2.8 Employment and Economic Activities

【Women's employment】

According to the World Bank data, labour force participation rate (15-64 years old) in Cameroon in 2013 was 71% in average, and 77% for men and 65% for women. According to the National Gender Policy Document, people in formal employment are 53% of the population of Cameroon, and it is 61% for men and 45% for women. The public institutions aim to make women's share at least 30%. The higher are the positions, the smaller is the women's share. Women account for 44% of the lowest job rank (category D: non-skilled or assistant jobs) in the public institutions, but only 17% in the highest rank (category A2: directors). In the private sector, 1.6% of male workers and 0.7% of female workers are in managerial positions. It is estimated that women account for 55% of workers in the informal sector.

According to the World Bank data, Cameroon's estimated annual Gross National Income per capita was 3,341 dollars for men and 2,266 dollars for women (about 68% of men) in 2014. Regarding child labour, 8.6% of children (8.0% of boys and 9.1% of girls) between six to 14 years old are working. The percentage of children in labour is 12.6% in the rural areas and 2.4% in the cities.

The characteristics of women's labour per sector are as follows: in the agriculture sector, there is a gender division of labour, and women's work tends to be undervalued. Also, it is difficult for women farmers to access to land, credit and modern technology. In the industrial sector, women top executives are few, and it is likely that most women are workers in the light industry. In the service sector, many women are involved in sales of agricultural products and handicraft.

【Small and medium-sized enterprise and entrepreneurship development】

The Centre of Formalities of Enterprise Creation (Centre de Formalités de Création d'Entreprises: CFCE) was established in 2005 under the Ministry of Small and Medium-sized Enterprise, Social Economy and Handicrafts (Ministère des Petites et Moyennes Entreprises de l'Economie Sociale et de l'Artisanat: MINPMEESA). It has eight offices nationwide. It is a one-stop shop for enterprise creation and the procedures can be complete within 72 hours. Table 2 and 3 show that women's share in newly-established enterprises increase every year. CFCE does not have specific programmes to support women entrepreneurs. It focuses on formalization of informal businesses in food processing/sales and handicraft making/sales in which the majority of the workers are women. CFCE works on awareness-raising through media on the advantages of formalization of businesses such as access to the credit and training.

Table 2 Newly established SMEs (nationwide, from 2010 to the second quarter of 2015)

CFCE office (location of the office / region)	Owned by men	Owned by women	Total
Yaoundé (Centre)	12,728	6,096	18,824
Douala (Littoral)	11,028	4,224	15,252
Bafoussam (West)	479	222	701
Bamenda (North-West)	485	234	719
Garoua (North)	408	182	590
Limbé (South-West)	119	108	227
Ebolowa (South)	41	61	102
Maroua (Far North)	127	28	155
Total	25,415 (69.5%)	11,155 (30.5%)	25,415

Source: CFCE

Table 3 Newly established SMEs in Yaoundé

Year	Owned by men	Owned by women	Total
2010	196 (84%)	39 (16%)	235
2011	1,360 (80%)	340 (20%)	1,700
2012	2,634 (74%)	911 (26%)	3,545
2013	3,734 (73%)	1,406 (27%)	5,140
2014	4,109 (64%)	2,284 (36%)	6,393
2015 1st quarter	3,171 (72%)	1,221 (28%)	4,392
Total	12,033 (66%)	6,201 (34%)	18,234

Source: CFCE

There are no laws to regulate women's business. All ten regions have associations of women entrepreneurs, while the characteristics of the businesswomen's activities are different from place to place. MINPMEESA believes that assistance for youth and people with disabilities, in addition women, is important.

Men and women have equal legal rights in terms of land ownership and inheritance, but men inherit land in many cases. Therefore, it is difficult for women without land to prepare collateral for funding. There were 426 micro-finance institutions in Cameroon as of 2010, and women's share among their clients was low at about 12%.

MINPMEESA finances for so-called "social economy" which are enterprises working for regional development. Among 95 groups financed in 2014, 39 (41%) were women groups.

MINPMEESA have many women staff as stipulated by the National Gender Policy that

women's share should be at least 30% of the ministry staff.

The counterpart organizations of the new JICA project titled "Project on Quality and Productivity Improvement (KAIZEN) for SMEs" are MINPEESA and the Small and Medium-sized Enterprise Promotion Agency (Agence de Promotion des PME: APME). APME was established by the decree No.2013/092 in April 2013 under MINPMEESA. According to the Japanese project team, APME's president was appointed in December 2014, and the organigram and the personnel plan were approved in the ministers' meeting in March 2015. The recruitment of staff is still ongoing as of 2015-2016, and its action plan is yet to be developed. Main functions of APME are: 1) to establish one-stop shops for registration of enterprises and the support units for investment and business expansion; 2) to provide business development services (BDS), mainly business consulting services, and to provide incubation for enterprises; and 3) to develop a database of information related to SMEs. APME is to participate in all activities of the JICA project, but its gender policies and activities are not in place in the current situation. The Japanese project team will have detailed discussions with APME about its activities in the project including gender. The Japanese project team is planning to integrate gender perspectives into the project such as including women business consultants in training and women-owned or managed companies in the target enterprises who will accept the business consultants for the on-the-job training, as explained in the section of "5 Gender mainstreaming of JICA projects."

2.9 Political Participation

Cameroon aims to have at least 30% of women among staff of the ministries and government agencies. There were 56 women among 180 members (31%) of the parliament in 2013¹⁵. Table 4 shows women's share in the public positions. The share of women is smaller in the higher positions. Women have increased in the army and police, which are traditionally masculine workplace, but there is no statistics to support the fact.

¹⁵ Inter-parliamentary Union "Women in Parliament in 2013." <http://www.ipu.org/pdf/publications/WIP2013-e.pdf>

Table 4 Women's share in the public positions

Position, year	Women's share	Source
Member of parliament 2013	31%	(1)
Regional Governor 2009	0%	
Senior Divisional Officer 2009	0%	
Divisional Officer 2009	1.1%	
Mayor 2009	6.8%	
Magistrate 2010	24.3%	
Prosecutor: total between 1960(independence) and 2010	2.9%	
Secretary General 2008	16.7%	
Director of ministry 2008	15.9%	
Sub-Director of ministry 2008	21.2%	
Service Head of ministry 2008	27.8%	
Bureau Head of ministry 2008	34.9%	
Ambassador 2009	2.8%	

Source: (1) Inter-parliamentary Union, "Women in Parliament in 2013"

<http://www.ipu.org/pdf/publications/WIP2013-e.pdf>

(Others) Ministère de la Promotion de la Femme et de la Famille, "National Gender Policy Document 2011-2010"

2.10 Gender-based Violence

According to the Demographic and Health Survey in 2011 and other references¹⁶, women between 15 and 49 years old in Cameroon have experienced gender-based violence as follows: 34% experienced physical violence only, 8% experienced sexual violence only, and 21% experienced both. In many cases, the attackers are family members such as husband and partner. Sixty percent of married women have experienced physical, sexual or psychological violence and 43% have been injured.

According to MINPROFF, there are centres to support women victims of gender-based violence nationwide. Also, MINPROFF implements projects to support women refugees.

¹⁶ From the presentation paper of MINPROFF at CEDAW 2013.

3. Gender Mainstreaming Efforts by the Government of Cameroon

3.1 Gender Policies

The Constitution of Cameroon enacted in May 1972 declares that respect of human rights is its principle and that men and women are equal. Cameroon ratified the Convention on the Elimination of All Forms of Discrimination against Women: CEDAW) in August 1994.

The National Population Policy Declaration in 2002 aims at universal primary education, improvement of literacy of men and women, and reduction of gender disparities in all areas in the economic and social development. The Poverty Reduction Strategy Paper (PRSP) in 2003 is engaged in the promotion of gender equality. The DSCE (employment strategy document) in 2009 also commits to the promotion of gender equality in all areas.

The National Gender Policy Document 2011-2020 was developed based on the country's long-term development plan called "Cameroon's long term vision by 2035". The Vision declares that its principles are unity in the diversity, as well as equal rights and equal participation of women and men in development. The National Gender Policy Document is based on the principle value of equality, equity, social justice, and good governance, and declares its basic concepts as follows:

- Gender equality is an integral factor of all policies, plans and activities.
- Gender equality does not mean that women and men are same (differences between sexes are respected).
- Women's empowerment is prerequisite to the achievement of gender equality.
- Promotion of women's participation in economy, society and politics as agents for change is prerequisite to the achievement of gender equality.
- Partnership of men and women and means for eradication of gender discrimination contribute to the achievement of gender equality.

The objective of the National Gender Policy Document is to create equitable and equal society for women and men for sustainable development. It lists up six strategic areas as follows:

Table 5 Strategic areas of the National Gender Policy Document

Area	Goals
1. Education	<p>To ensure equal access of women and men to education, training and information.</p> <ul style="list-style-type: none"> • To change the attitude towards girls' education in the family and the community. • To reduce drop-out of girls. • To reduce women's illiteracy rate from 35% to 10%. • To improve women's access to information, communication and technology (ICT).
2. Health	<p>To improve women's access to health services especially reproductive health.</p> <ul style="list-style-type: none"> • To reduce maternal mortality ratio to at least 50%. • To reduce women's HIV prevalence rate from 6.8% to 3%. • To enhance measures against sexually transmitted diseases among pregnant or young women. • To enhance health and sanitary education for women. • To reduce maternal mortality due to malaria by two thirds. • To improve contraceptive prevalence rate among women of childbearing age. • To promote men's involvement in reproductive health, prevention of HIV/AIDS and sexually transmitted diseases.
3. Economy and employment	<p>To promote equal opportunity in economy and employment between women and men.</p> <ul style="list-style-type: none"> • To reduce the poverty rate among women from 40.2% to 28.7%. • To ensure women's access to and control over the devices for production including the rural areas. • To correct inequality between women and men in employment and vocational training. • To develop women's entrepreneurial capacity.
4. Laws	<p>To respect women's rights and improve social and cultural environment.</p> <ul style="list-style-type: none"> • To advocate women's rights and relevant laws. • To halve the percentage of women who experienced violence against women including Female Genital Mutilation (FGM). • To implement rehabilitation of victims of gender-based violence and punish perpetrators adequately even in humanitarian crisis. • To improve national laws to protect women's rights so that they are in line with the international or regional standards. • To ensure application and implementation of laws about protection of women's rights. • To take measures to solve specific issues of rural women and women who lost husband.
5. Governance	<p>To promote women's participation in the public spheres and decision-making.</p> <ul style="list-style-type: none"> • To make women's share at least 30% in the following institutions. National Assembly, government, Council Executives of the government, diplomats, army, Territorial Administrations, judicial services, strategic positions in the administration, state-owned enterprises • To develop women's leadership
6. Promotion of gender policies	<p>To strengthen institutional framework for promotion of gender policies.</p> <ul style="list-style-type: none"> • To integrate gender perspectives into the policies and budget of each sector. • To strengthen expertise in gender in the country. • To carry out efficient monitoring of implementation of the international and regional recommendations on gender.

3.2 National Machinery for the Gender Equality and Women's Empowerment

There is an Inter-ministerial Committee of gender at the central level of the country, which is headed by the Prime Minister. The Committee is responsible for overall coordination and supervision of implementation of the National Gender Policy. It holds an annual meeting. Under this Committee, there is a Technical Committee which is headed by MINPROFF. It is responsible for the implementation of the National Gender Policy. In collaboration with the gender focal points of the ministries, civil organizations and development organizations, the Technical Committee has discussions with the stakeholders in the quarterly meetings, assists the ministries to secure budget, and carry out monitoring and evaluation of the implementation of the National Gender Policy. The gender focal points are responsible for gender mainstreaming of each ministry's policies and projects. They conduct gender training for the staff and ensure that gender perspectives are incorporated by making sure that questions about gender are included in the questionnaires for project design. MINPROFF participates in the gender committees of each ministry, and checks the progress of the ministry's policies and projects from gender perspectives. MINPROFF's budget is 5% of the national budget. Each ministry is responsible for obtaining budget for its gender-related activities.

In the regions, there are gender committees at every level from Region, Division to Sub-Division. Each gender committee implements policies and projects at each level. All regions have its Appropriate Technology Center (Centre de technologie appropriée) which runs training for women farmers about food processing and improvement of productivity.

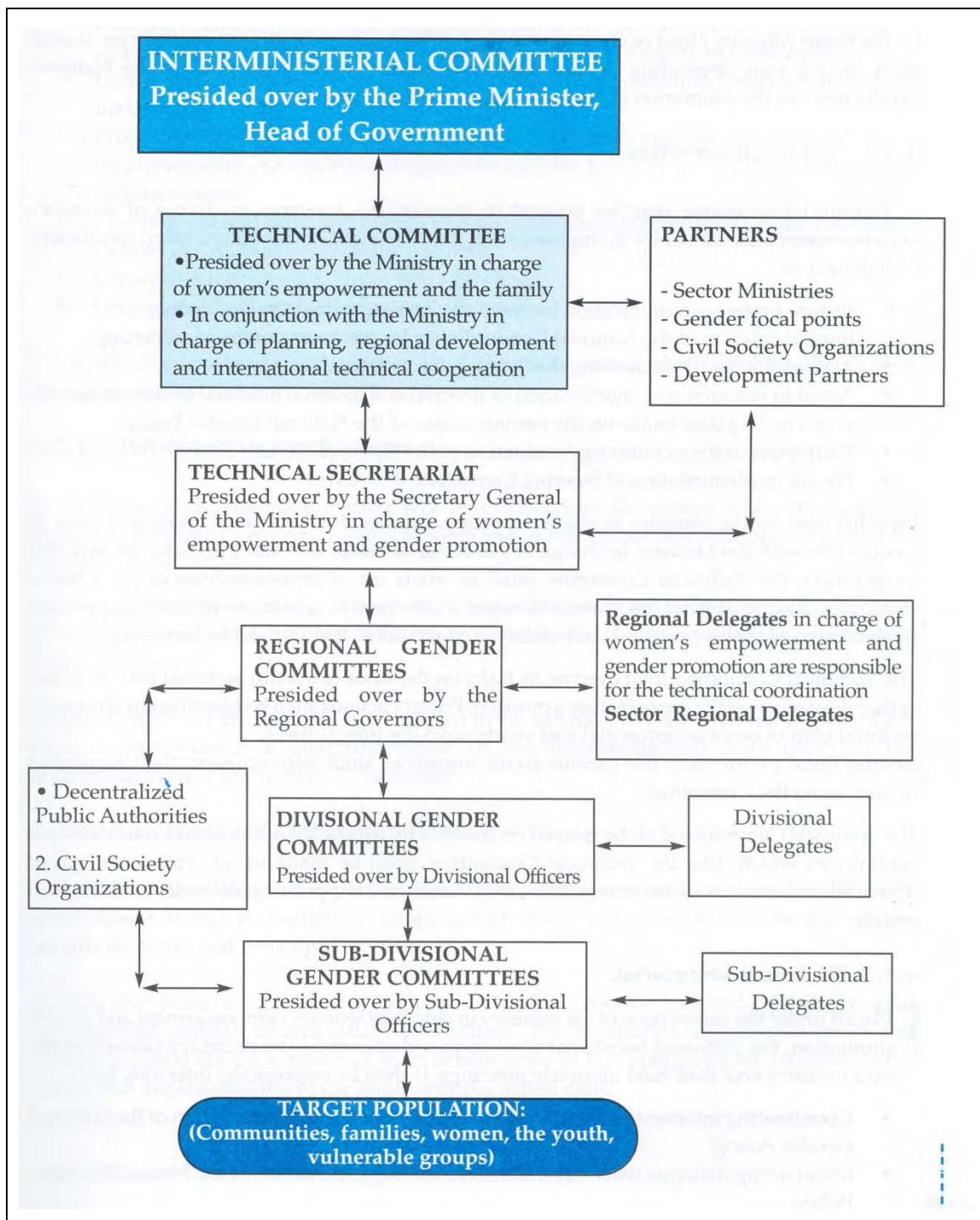


Figure 1 Cameroon's national machinery for promotion of gender equality
 (Source: MINPROFF, "National Gender Policy Document 2011-2010")

4. Gender Mainstreaming Efforts by Other Development Organizations

Table 6 shows the summary of gender-related activities of other development organizations in Cameroon.

Table 6 Gender-related activities of major development organizations in Cameroon

Organization	Activities
UN Women	<p><u>Four priority areas</u></p> <ol style="list-style-type: none"> 1) Support of women in economic activities: entrepreneurship development, value chain of agriculture, land ownership, improvement of productivity and technology in agriculture, finance, and access to the market. In collaboration with MINPMEESA, it is planning to implement a vocational training programme for rural women. 2) Gender-based violence: Prevention, legal actions, support for the victims, economic empowerment of the victims. 3) Humanitarian support for the refugees 4) Assistance for the promotion of gender mainstreaming in the government of Cameroon and the United Nations organizations: capacity development in planning and budgeting of MINPROFF and the gender focal points of other ministries. Sharing opinions in the Gender Café with the UN organizations and thematic gender groups. <p><u>Four tools for gender mainstreaming</u></p> <ol style="list-style-type: none"> 1) Policy: Development of political wills, improvement of regulations, policy design, budgeting 2) Institution: Capacity building of MINPROFF and gender focal points of the ministries 3) Awareness-raising of citizens 4) Projects: Projects to show that gender mainstreaming is useful (examples: road construction project and project to strengthen value chain in agriculture)
ILO (Its Cameroon office does not have gender experts. There are two in Africa)	<p><u>Four pillars of ILO activities</u></p> <ol style="list-style-type: none"> 1) Labour standards 2) Employment creation <p>Ongoing projects in Cameroon:</p> <ul style="list-style-type: none"> • Labour intensive project in the community which trains people to work in construction of community infrastructure such as roads and schools. The project tries to make women's share at least 30% in the beneficiaries. For example, when construction supervisors were selected by the test, the top five were men, but the project recruited a woman for the fourth position after the top three men. The project has agreed with the community to do such an arrangement. • Formalization of informal sector: ILO adopted the "Recommendation No. 204 concerning the Transition from the Informal to the Formal Economy". ILO promotes formalization of the informal sector by advocating the advantages, such as access to training, credit, social security and BDS. It benefits women in micro enterprises as there are many women in the informal sector. <ol style="list-style-type: none"> 3) Social protection <ul style="list-style-type: none"> • ILO works with the task force of the government to introduce social security systems (health insurance and employment insurance). Cameroon enacted its National social protection strategy in 2014. The

	<p>task force is examining how to relate salaries and the insurance premiums.</p> <ul style="list-style-type: none"> ILO works with UNFPA to examine inter-generational cooperation, for example how the younger generation supports older generation. UNFPA looks at the issue from the viewpoint of population, and ILO does from the viewpoint of labour. <p>4) Social dialogue (dialogue between employers and employees)</p> <p>ILO has gender mainstreaming tools such as the guidelines for gender mainstreaming of projects, such as how to set up indicators.</p>
FAO (The regional office has a gender specialist. Country offices have gender focal points)	<p>Gender specialists and gender focal points conduct gender training for staff and promote gender mainstreaming of the projects. First step is to collect baseline data, and examine measures based on the analysis.</p> <p>FAO Cameroon office conducted gender evaluation in 2015, the report of which is draft and not published as of November 2015.</p> <p>FAO's priority areas in Cameroon are as follows:</p> <ul style="list-style-type: none"> Assistance to develop a national strategy for sustainable development in the rural areas. Employment creation and improvement of access to resources in the rural areas, especially for youth and women. Strengthening of response to crisis in the rural areas such as abnormal weathers and deterioration of security situations in the neighbouring countries.
IFAD	It implements with MINADER a project called "Rural Microfinance Development Support Project" (Projet d'appui au développement de la microfinance rurale: PADMIR) to reduce poverty through income generation and food security.
World Bank	It implements with MINADER the Agriculture Investment and Market Development Project to improve value-added of agricultural products to promote sales.
CIDA	It implemented a project to improve productivity for women entrepreneurs in 1998. It funded to about 8,000 women for their business with cooperation with micro-finance institutions.
GIZ	It is planning to support rural women in agriculture, food processing and sales from 2015.
Chambre d'Agriculture, des Pêches, de l'Élevage et des Forêts (CAPEF)	It conducted training in food processing for rural women in 2015.
Cercle des Amis du Cameroun (CERAC)	It granted agricultural equipment to rural women.
Association Camerounaise des Femmes Juristes (ACAFEJ)	It aims to improve laws to benefit women and children and advocate information about them in Cameroon.
Association Camerounaise des Femmes Ingénieurs en Agriculture (ACAFIA)	It aims to promote women engineers/technicians in agriculture and to improve living conditions in the rural areas. It conducts training for farmers in collaboration with local community groups.

Association de Lutte contre les Violences faites aux Femmes (ALVF)	It supports victims of violence by providing shelters, economic support, funding for legal actions and medical support. It also runs campaigns to prevent violence.
Cameroon National Association for Family and Women (CAMNAFAW)	It aims at the improvement of family planning and reproductive health.
Fédération des Réseaux des Associations Féminines du Cameroun (FERAFCAM)	It compiles the activities of each association to multiply the impact.

Source: UN Women, ILO, FAO: Interviews in this study

World Bank, IFAD: their website

CIDA, GIZ, CAPEF, CERAC, ACAFEJ, ADAFIA, ALVF, CAMNAFAW, FERAFCAM:
information from FAO

5. Gender Mainstreaming in JICA projects

There are two approaches to promote gender mainstreaming in projects: one is a gender analysis used as a tool to give positive impacts on the achievement of the project objectives (which are not necessarily related to gender); and the other is a process that ensures all projects contribute to the promotion of gender equality and women's empowerment. Using the first approach, we discuss the risks of not achieving the project objectives from not integrating gender perspectives. We also consider the second approach and make recommendations for selected JICA projects, in order to improve their gender impacts.

The target sectors of this study were private sector development, agriculture and rural development and environmental protection. The target JICA projects were we as follows:

Private sector development

- Master Plan for promotion of small and medium-sized enterprises (Project period: July 2007-December 2008)
- Advisor on promotion of small and medium-sized enterprises (Period of dispatch: January 2010-March 2011)
- Project on Quality and Productivity Improvement (KAIZEN) for SMEs (Project period: October 2015-October 2017)

Agricultural and rural development

- Projet de Développement de la Riziculture Pluviale de Plateaux en Zone de Foret à Pluviométrie Bimodale (PRODERiP): (Project period: May 2011-May 2014)

The followings are general points to be considered in the promotion of gender mainstreaming in Cameroon, based on the opinions of the organizations interviewed and observations in this study:

- Diversity, not only about gender, but also about ethnic groups, languages, religions, and geographical areas, is an important value in Cameroon. Selection of staff/members is usually made taking diversity into consideration to have balanced members from different groups. From the interview results of this study, it seems that the government, both at central and regional, accept gender equality and women's empowerment as their proper missions and do not have resistance against them. For example, the National Gender Policy Document stipulates that at least 30% of government staff and related positions should be women, and women actually account for considerable share. Also, some of assistance programmes by other development organizations take affirmative actions to ensure women beneficiaries' participation in the project activities, such as appointing a woman over men who made better results than her in the test for selection (ILO). People concerned in this project, including the community, have agreed with such an arrangement. It would be an

option to introduce affirmative actions in the projects/activities in which women are not well represented.

- The affirmative actions are measures to correct disparities among groups by giving preferential treatments to those who are disadvantaged by historical or social reasons. The affirmative actions are to ensure women's quantitative participation and to show commitment of the policies and projects to women's participation; therefore they are useful to raise interest of people about equal participation of men and women. However, the affirmative actions can invite negative reactions such as prejudices that selected women were not the best in terms of capabilities, and they were selected only because of their sex. After ensuring the quantitative participation of women, it is necessary to analyze the factors hindering women's participation (such as domestic responsibilities and opposition of the husband) and consider measures to solve them in order to improve their qualitative participation. When the affirmative actions are introduced, it is important to explain about its reasons and expected outcomes to the people involved in the projects and beneficiaries including men.
- Rural women tend to be shy about expressing opinions in front of men. It could be effective to have women-only interviews to make sure to hear their views.

【Gender analysis and recommendations for each project】

Projet de Développement de la Riziculture Pluviale de Plateaux en Zone de Forêt à Pluviométrie Bimodale (PRODERiP)

Project period	May 2011 – May 2016 (extended)
Counterpart organizations	MINADER
Target areas	Regions of Center, East and South
Outline of the project	<p><u>Overall Goal:</u> The total amount of upland rice production in the three targeted regions increases.</p> <p><u>Project Purpose:</u> The total number of upland rice farmers in the project pilot areas increases.</p> <p><u>Outputs:</u></p> <ol style="list-style-type: none"> 1. Upland rice varieties and cultivation techniques for extension are identified by experiments in project farm. 2. Various layers of government officers and extension officers for promotion of upland rice cultivation are trained. 3. Upland rice cultivation is promoted mainly in the pilot areas of the three regions through dissemination activities by key farmers, extension officers and staff of local office of MINADER. 4. Post-harvest techniques at the farm level are improved in the advanced pilot areas.
Topics	It takes a cascade approach, in which the project trains key farmers (producteurs clés), and the key farmers train other farmers.
Gender analysis	The project collects sex-disaggregated data of the extension workers, key farmers and other farmers who participated in training and cultivation of upland rice. But it does not analyze the data.

	<p>For example: In 2014, 2,500 farmers, among which 822 women (33%), participated in the training of the project and received seeds By September 2015, 1,909 farmers participated in training and 1,678 people, of whom 562 were women (31%), received seeds.</p> <p>The summary of interviews of the people concerned and observation in the field are as follows:</p> <ul style="list-style-type: none"> • The project does not specific measures to promote women’s participation. But women exist to a certain extent among the extension workers, key farmers and other farmers who participated in the project. The situation of women’s participation differs from place to place. It depends on the location of the villages, religions (difference between the places where there are many Muslims and where there are many Christians), perception and attitude of extension workers (some extension workers are more conscious about women’s participation than others). • People tend to have perception that men are representative of the family and activities and women and other family members are assistants in family’s agriculture business. • There is gender division of labour based on the physical capacity and notion of men’s and women’s work. For example, ploughing is for men, seed planting is for women, and scaring birds in the field is for women and children. Regardless of actual physical strength needed, women’s work tends to be considered “light”. • Women sometimes have to hire men for physical works. • Most farmers grow other crops in addition to rice, such as maize, cassava and yam. Rice is almost always for self-consumption. • In the rural areas, husband is much older than wife in general, and wife came from other villages to marry when she was teenager. Therefore wife is not in equal relationship with her husband. Couple have many children, most have more than five. Women tend to be shy to express opinions in front of men, including husband. • In the villages near to town, women and old people are main agricultural workers, as men and youth leave to take other jobs in town. MINADER wants to raise interest of youth in rural life and agriculture, and also strengthen women’s leadership.
Recommendations	<p>While women participate in the project to a certain extent even without specific measures, it is recommended that the similar projects in the future should consider the following actions to better respond to the needs of women farmers and ensure the diffusion of rice farming skills and increase of yield.</p> <p><u>Recommendations for the project team (Japanese experts and counterpart organizations):</u></p> <ul style="list-style-type: none"> ✓ To continue collecting sex-disaggregated data about extension workers and farmers who participated in the project. ✓ To calculate the percentage of women. ✓ To analyze the factors that hampers women’s participation, if they are not well represented. <p>Example: Women are not well represented in training for farmers.</p> <ul style="list-style-type: none"> • Women cannot participate in training because they are busy for other activities such as domestic and agricultural work. • They are not able to leave children to someone while they are away for training.

	<ul style="list-style-type: none"> • Husband does not allow wife to participate in training. • Few women farmers are interested in training. <p>✓ To examine possible measures to overcome these obstacles. For example, timing and place of training should be arranged not to prevent women from participating, and the invitations for training should be advertised well in advance so that women can make necessary arrangement such as babysitters. If necessary, it would be useful to introduce affirmative actions in order to ensure women's participation in number and percentage. It is important to get agreement of the people concerned in the project and the community. They have to understand the reasons for the introduction of the affirmative actions (possibility to select people who might not be the best in terms of capability, willingness and accomplishment). Men as community leaders and head of the household have to agree. Ultimately it is necessary to examine measures to ensure women's participation without affirmative actions, while it would take years because change in children's education would be needed to change attitude and behaviour.</p> <p>✓ To examine and implement measures to promote sales of agricultural products in processing, packaging and transport. To provide networking opportunities such as agricultural exhibitions for women farmers to communicate with other women from other areas.</p> <p>✓ To effectively use women's power as leaders by working with existing community groups, and to further develop women's leadership.</p> <p>✓ To have women-only situations to interview them properly as rural women tend to be shy in expressing opinions in front of men, while it might depend on the personality.</p>
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Master Plan for promotion of small and medium-sized enterprises

Project period	July 2007 – December 2008
Counterpart organizations	MINPMEESA
Outline of the project	To develop a master plan for the SME development focusing on the enhancement of competitiveness
Gender analysis	<p>The analysis is based only on the document review. The project report mentions about women and gender in the following parts in the section of the situation analysis.</p> <ul style="list-style-type: none"> • Sex-disaggregated data of labour population, labour force participation rate, and number of workers per industry. • Men's and women's situation among business owners/managers and salary workers (more than 60% of women run their own business, and about 30% support business of their family. Salary workers are less than 10% of women, while it is about 30% among men). • Women account for 54.7% of the workers in the informal sector. • Micro finance institutions have many women clients. Their share is at least 30%, and it is 100% in some institutions. <p>Other sections of the report did not mention about women or gender. The project conducted a questionnaire survey to analyze the situations of SMEs and their needs to be supported. The respondent companies were selected based on the sector and size of the business. Sex of the business owners/managers, sex composition of employees, or sex composition of clients were not in the selection criteria.</p>

Recommendations	<p>As this project is complete, the following recommendations are presented as the lessons learned for similar projects in the future.</p> <p><u>Recommendations for the Japanese study team and the counterpart organizations:</u></p> <ul style="list-style-type: none"> ✓ In order to better respond to the needs of women entrepreneurs and contribute to SME development, the selection criteria of the target companies should include sex of the business owners/managers, sex composition of employees, and sex composition of clients. ✓ Recommendations from the study should include analysis from gender perspectives such as sex of business owners/managers, sector, size of the business, location (city or rural area), sex composition of employees and clients.
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Advisor on promotion of small and medium-sized enterprises

Period of dispatch	January 2010 – March 2011
Counterpart organizations	MINPMEESA
Outline of the project	<p>The expert provided advice to MINPMEESA as a policy advisor on the recommendations made by the masterplan developed by the project above. He covered these six points.</p> <ol style="list-style-type: none"> 1. Implementation of SME basic law. 2. Establishment of implementation mechanism of SME promotion policies and the organization to be responsible for it. 3. System, contents and methods to support SMEs by the implementing agencies 4. Promotion of new businesses 5. Modernization of production systems 6. Strengthening of the agency's regional and departmental offices.
Gender analysis	The analysis is only based on the document review. The progress and completion reports of the expert did not mention about women or gender.
Recommendations	<p>As this project is complete, the following recommendations are presented as the lessons learned for similar projects in the future.</p> <p><u>Recommendations for the Japanese experts and the counterpart organizations:</u> In order to better respond to the needs of women entrepreneurs and contribute to SME development, recommendations from the study should include analysis from gender perspectives such as sex of business owners/managers, sector, size of the business, location (city or rural area), sex composition of employees and clients.</p> <p>The expert recorded the sex of participants in the workshops, but it is not clear whether he promoted women's participation or not. In the similar activities in the future, it is necessary to record the sex of the participants (by adding a column to record sex in the list of participants) and to include women to a certain extent at least.</p>

Project on Quality and Productivity Improvement (KAIZEN) for SMEs

Project period	October 2015-October 2017
Counterpart organizations	MINPMEESA

Target areas	Yaoundé, Douala
Outline of the project	<p><u>Project objectives:</u> To contribute to the establishment of support system for SMEs based on the consulting services on KAIZEN provided by the newly created SME agency by development of strategies to provide Business Development Services (BDS) for SMEs, development of implementation guidelines and creation of training programme for business consultants.</p> <p><u>Outputs:</u> 1) To develop a strategy to provide BDS in MINPMEESA. 2) To develop guidelines to provide BDS, especially consulting services, in MINPMEESA and the SME Agency. 3) To develop a training programme for business consultants to provide BDS, especially KAIZEN, in the SME Agency.</p>
Gender analysis	<p>The ex-ante evaluation sheet mentions that no gender considerations are needed in the project.</p> <p>SMEs account for 75% of the all enterprises in Cameroon, Those owned or managed by women account for more than 50% among them.</p> <p>According the inception report of this project, the project team is planning to conduct three cycles of nine-week training session to train business consultants (12 people in one cycle, which means 36 people in total). At the beginning of each cycle, all 12 people are trained in a company, and each member goes to different companies for on-the-job training. It means that 13 companies participate in the project as partners in one cycle of training, which make 39 in total.</p> <p>The project team is planning to take gender mainstreaming measures as follows:</p> <ul style="list-style-type: none"> • The participating companies will be selected from wide range of sectors based on the willingness of the business owners or managers to participate in this project and to nominate staff to be responsible for KAIZEN. The team will select about the half of the companies from women-owned or managed companies or those with many women employees. They have already chosen the first company to accept 12 trainees in the beginning of the first cycle, which is a steel company in Douala run by a woman. It has many women managers among about 50 employees. • From the experience from KAIZEN projects in other countries, the project team is aware that women can be active in KAIZEN as they are conscious about details. But at the same time it has a risk to replicate gender division of labour in the workplace, such as cleaning as women's tasks. The team is willing to promote gender equality in the workplace through this project. • The team plans to train women business consultants to make them about 40%. (The team is examining the actual gender composition of the business consultants in Cameroon. It is likely that men are the majority.)
Recommendations	<p><u>Recommendations for the project team (Japanese experts and counterpart organizations):</u> It is recommended that the project team carries out the gender mainstreaming measures as planned. At the same time, after women's participation was ensured in number to a certain extent, it is necessary to improve the quality of participation. The team should observe the trainees (business consultants) about their performance (results of exams and participation in discussions, and communication with</p>

	other trainees or the companies). Also, it is necessary to observe the behaviour of the employees in the participating companies in KAIZEN from gender perspectives, such as allocation of tasks, willingness to participate, leadership, suggestions made, and activities implemented.
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Main reference materials

Author	Title	Year of publication
Government of Cameroon	Document de Stratégie pour la Croissance et l'Emploi (DSCE)	2007
Cameroon's National Institute of Statistics	Enquête Camerounaise Auprès des Ménages (ECAM 4) Preliminary Report	2015
Ministry of Women's Empowerment and the Family	National Gender Policy Document 2011-2020	2010
Ministry of Women's Empowerment and the Family, Cameroon's National Institute of Statistics	Femmes et Hommes au Cameroun en 2012	2012
Ministry of Agriculture	Plan National d'Investissement Agricole du Cameroun (PNIA) 2014-2020	2015
Government of Cameroon, UNAIDS	Rapport National de Suivi de la Déclaration Politique sur le VIH/SIDA Cameroun A Global Aids Response Progress (GARP)	2014
World Bank	Country Assistance Strategy for the Republic of Cameroon for the Period Fiscal Year 2010-2013	2010