

COMMUNITY CENTRE FOR INTEGRATED DEVELOPMENT



MY VOICE, OUR EQUAL FUTURE

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Community Centre for Integrated Development Annual Report 2021



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Directors' Message

For so many people in Communities, around the world, 2021 was a year of change.

For several years, the Southwest region which is the host of CCID's head office has been plagued with a socio-political crisis coupled with the remanence of COVID-19, thereby creating a very difficult terrain and bridge between CCID and her beneficiaries. In Cameroon, COVID-19 pandemics effects and the conflict situation triggered different coping mechanisms in response to these emergencies. We have witnessed families, neighbors, communities and institutions adapt to a new style of living. With a gradual recovery from the effects of COVID-19 but the catastrophic effect of conflict cases has remained a setback and has reversed critical gains of subsequent years. Yet, even in these challenges, there is hope.



We have seen families, neighbors, communities and institutions mobilizing their resourced for a positive change. However, as a resilient organization, over time, CCID has developed coping strategies which have seen the successful implementation of her programs. CCID spent a better time in 2020/2021 reflecting and employing a shift in thinking, approaches, interventions and strategies cognizant of the socio-economic, developmental, resources, culture and impact dynamics of COVID-19 and conflict in Cameroon, while reflecting on issues of inclusion and building accountability to the communities she works with.

This report reflects the progress and achievement of CCID this past year. The previous year enabled us to document the root causes of violations and security in settings such as learning institutions and communities, herein, we will focus on documenting how we have used structural and cultural change makers while working with community leaders by using several approaches like the human rights approach, Human-Centered designs, community based approaches in the quest to attain social justice and development despite the emergencies faced in our community. This way of thinking lamplights our vision and the SDG transformative promise of leaving no one behind. Furthermore, we are in an era of frequent Human Rights abuses and a gross neglect of Sexual and Reproductive Health and Rights (SRHR), We renew our commitment to advocate, promote and defend these rights while providing access to resources and information to our esteem communities and partners through research and policy briefs.

We will like to use this opportunity to thank our benefactors both past and present who despite all the challenges believe in the work that we do, some of which are documented in this report. We hope to continuously engage with you on various issues in the future.

Considering the milestones, we have achieved working together, it is our wish that, this communion continues so we can achieve more.

Sincerely,

Etumboh Cyril Nguh and Nfomi Laura Berka



Mission Statement

CCID is committed to advancing the rights of communities, women, girls, and young people in Cameroon while strengthening community leaders and community-based organizations to respond to the needs of indigenous people

Core Values



Respect for Human Rights

We stand firmly by the principle that each person is endowed with the human rights outlined in the Universal Declaration of Human Rights (1948). As stated in Article 1 of the Declaration, all people are born free and equal in dignity and rights; we work tirelessly to ensure that these rights are extended to each and every member in the communities we serve. We are also dedicated to respecting the religion, customs, traditions, and positive cultures of the communities we work with.



Responsibility

We are responsible to the communities we work with. Furthermore, we are accountable for our actions and decisions in the communities we serve and to our funding agencies, members, partner organizations, staff and volunteers, and other stakeholders.



Transparency

We highly value the principle of transparency. We are committed to informing the public about our work and the origin and use of our resources. Our basic financial information, governance structure, activities, and listing of officers and partnerships are open and accessible to the public. We espouse transparency in our relations with the government, the public, donors, partners, beneficiaries, and other interested parties unless doing so threatens the human rights of others.



Cooperation Beyond Borders

We recognize that efforts toward community development and global well-being can be fostered through intercultural work and across the political, ethnic, and racial barriers that tend to separate people and institutions. Therefore, we maintain ethical, cooperative relationships with other NGOs and form partnerships where appropriate for the sake of the greater public good.



Nonprofit Integrity

Our organization does not operate for the purpose of business unrelated to our mission and stated objectives. We are formed as a not-for-profit organization, with any surpluses generated through our operations being utilized solely to help our organization fulfil its mission and objectives.

Vision



We are driven by a desire to support resilient communities that are capable of:



Rights & Empowerment

Advancing the rights and empowerment of women and girls



Promotion

Promoting health, education, and human rights for all people



Empowerment

Empowering individuals and groups to become community change agents

Furthermore, we envision communities where:



Leadership

Young people have access to the necessary resources and information to assume leadership positions within their communities as they focus on social planning and policy work.



Exercise

All women and girls can exercise their rights and make informed decisions about sexuality, relationships, pregnancies, childbearing, and marriage free from coercion, violence, and discrimination.



Community-Driven Development

Groups work together with stakeholders to push community-driven development. They are aware of their rights and are constantly working to empower one another.



Education Opportunities

Young people have access to education opportunities and youth-friendly reproductive health services.



Projects & Activities



1.1 Strengthening Community Resilience to Combat Gender-Based Violence

In Cameroon, violence against women and anti-women practices are observed across different communities with gender-based violence (GBV) remaining a disturbing roadblock for the progress, inclusion and growth of women. Community Centre for Integrated Development (CCID), in partnership with the German Embassy, Cameroon sought to educate, inform and curtail GBV via a combination of training and awareness activities.

Overview

Title: Strengthening Community Resilience to Combat Gender-Based Violence

Duration: March-December 2021 (10 Months)

Location: Buea, Tiko, Muyuka and Limbe (I, II and III)

Category: Gender and Human Rights

Project Lead(s): Nfomi Laura Berka; Etumboh Cyril Nguh

Funding Entity: Embassy of Federal Republic of Germany, Yaoundé

The total duration of the project was 10 months, between March and December 2021 across the cities of Buea, Tiko, Muyuka and Limbe (I, II and III). The project employed a dualistic approach of (i) training and (ii) awareness activities. On the training front, it targeted and trained men and young boys, women and young girls, religious leaders, community leaders as well as local leaders exercising authority and influence over their regions. Cumulatively, 902 individuals across the selected groups were trained.



Training in progress in Buea/CCID

Target Group	Total Trained	Buea	Tiko	Muyuka	Limbe
Men, young boys	516 (T: 500)	190	101	92	133
Women, young girls	186 (T: 175)	31	46	38	71
Religious, CBO leaders	179 (T: 175)	50	25	31	73
Municipal officials, local leaders	21 (T: 20)	21			

Table 1: Strengthening Community Resilience to Combat Gender-Based Violence training statistics

Source: Project Documentation/CCID

For the aspects concerning awareness generation and reaching out, relevant methods of communication and outreach were utilised, including conventional and digital. In conventional sources, newspapers, street plays, billboards and radio shows were opted to ensure localised exposure and impact.



On the digital front, major social media platforms Facebook, Twitter and Instagram were used to garner maximum reach and enhance exposure to the work being done in the GBV space. Cumulatively, these platforms helped the project garner over 100,000 impressions with 50,000 plus new impressions on Facebook and 32,000 plus on Twitter. Parallely, digital publications in the form of pamphlets and a GBV manual were utilised to provide aid, guidance and training aid to individuals, communities, officials and private entities working in the allied fields.

While the two publications focused respectively on local and international legislation and good advocacy practices for GBV, the manual was formulated by CCID to act as an aiding and guiding tool for primarily, individuals involved in the field. Additionally, webinars and International Day activities were organised to catalyse the communities and individuals into addressing GBV as well as promoting agency for young girls to promote their socio-economic upliftment.



Table 2: Strengthening Community Resilience to Combat Gender-Based Violence awareness activities statistics

Awareness Activity	Medium	Output
Newspaper Articles	Conventional	10 published across The Sun , The Voice and The Post
Billboards	Conventional	10 Billboards across Buea, Tiko and Limbe
Radio Programs	Conventional	1 on CRTV; 9 via Afrique Media
Street Theatre Plays	Conventional	3 plays - Arah, Ejema and Mola conducted
International Day Activities	Conventional	Activities: (i) Football Match (ii) African Child Awareness (iii) World AIDS Day (iv) Sensitisation March (v) Symposium (vi) Human Rights advocacy and billboards
Publications	Digital	(i) National and International Legal Instruments (ii) Good Practices for GBV Awareness (iii) GBV Manual
Webinar	Digital	(i) Understanding GBV: A Conversation (ii) Digital Generation: Our Generation
Social Media (Facebook, Twitter, Instagram)	Digital	100,000+ new impressions across platforms; 50,000+ on Facebook; 221 tweets; 4,000+ Twitter profile visits; 5,700% increase in Twitter engagement

Source: Project Analysis/CCID

Along the duration of the project, partnerships and collaboration with local institutions consisting of the [Women and Gender Studies Department of the University of Buea](#); the [Sub Divisional Delegation of Women Empowerment and the Family for Tiko](#); [Government Technical School, Bokwango](#); the [Divisional Delegation of Social Affairs, Fako](#); [All Saints Catholic Church, Mutengene](#) were carried out to aid, assist and further the project’s goals and activities.

Additionally, owing to the work undertaken in the project, CCID was subsequently chosen as a Focal Point organisation to implement the CAFI project in partnership with CARE, USA. Through these partnerships and follow-up projects and interventions, CCID remains positive and committed to addressing GBV not just across Cameroon and other regions as well.



1.2 Cameroon Human Rights Fellowship 2021

The notion of Human Rights is a legal one and one that concerns itself with attributes human beings possess by virtue of their humanity. These rights are universal, unalienable and must be protected by the sovereign. Considering the extent and prevalence of human rights violations in Cameroon, there was a great need felt to establish a mechanism through which those desirous of protecting and nourishing the rights, could have an appropriate platform that facilitates in guiding them and subsequently assists them in applying the learnings. Therefore, CCID formulated The Cameroon Human Rights Fellowship. The fellowship is a project that aims at bringing people from different parts of Cameroon to train, learn and collaboratively share views on what the topic of human rights is all about.

The initiative seeks to actively involve youths in issues pertaining to human rights within local communities. We also believe that once individuals from different areas are trained on human rights and related issues, they will later transmit the knowledge so garnered on to their various communities, thereby slowly but surely enhancing awareness and protection in individuals and communities.

The primary goal of the fellowship is to engage and encourage discussion and knowledge-sharing on human rights and other related issues like health, education, discrimination, children as well as the various laws or legal provisions on human rights, including all treaties ratified by the state of Cameroon.

Fellowship Cohort

For the 2021 cohort, a total of five (5) fellows were selected from the towns of Buea, Bamenda and Yaoundé. These distinguished individuals were:

• Kengah Geraldine (Bamenda)	• Gama Leo (Yaoundé)
• Tambe Beldine (Buea)	• KENTON BENIOT (YAOUNDÉ)
• Aya Glory (Buea)	

Overview

Title: Cameroon Human Rights Fellowship - 2021

Duration: April-October 2021 (7 Months)

Location: Buea, Bamenda, Yaoundé

Category: Gender and Human Rights

Project Lead(s): Wango Diane Kwetnkuh

Funding Entity: Self-funded



Training Schedule

The fellowship lasted for a duration of 7 months, between April and October 2021. Training sessions were organised twice a month for the entirety of the fellowship. While the training(s) consisted of both physical and virtual sessions, owing to the considerations of time, efficiency and expenditure, virtual trainings were utilised to impart guidance to distantly located fellows.

The following topics principally comprised of the training syllabus:

• Introduction to Human Rights	• Legal Provisions/Instruments of Human Rights
• Human Rights and Children	• Human Rights and the Environment
• Human Rights and the Environment	• Human Rights and Education
• Human Rights and Mental Health	• Human Rights and Gender et al.

Activities

Fellows were imparted training and awareness mostly by involving them with various tasks. After each session, fellows were given assignments to test their understanding of the topic taught, and assignments on subsequent lessons to ensure that before each session, they had attained sufficient proficiency in the subjects being taught.

Fellows were also encouraged to be representatives of peace and celebrated international days focusing on human rights such as The International Day of the Girl Child and International Day of the African Child.

Conclusion

Following the conclusion of the trainings, on the last day of the event, fellows had a combined session with cohort of Sexual and Reproductive Health and Rights Fellowship. After the combined activities, group pictures were taken and fellows were interviewed on the impact of the entire training to solicit feedback and consider their perspectives on the programme(s) going forward.



1.3 Sexual Reproductive Health Right Fellowship

The Sexual and Reproductive Health and Rights (SRHR) Advocate Fellowship aims to promote knowledge on sexual and reproductive health and rights through mentorship, partnership, and networking. Through this fellowship, CCID trains selected fellows on SRHR, gender equality, and advocacy strategies. We also provide fellows with opportunities to work with different organizations to promote high-impact approaches to SRHR advocacy and programming. During the field attachment aspect of the program, the fellow strengthens the capacity of the organization they have been attached to while advancing sexual and reproductive health and rights for young people in their communities. Our SRHR Advocates are driven, passionate individuals who have demonstrated a commitment to advocating for the right of young people to have access to basic health information and resources.

Fellowship Cohort

• Nyanga Neola Anne-nwi (Buea)	• Ashu Marvin (Buea)
• CHRISTABEL ANEH FONYAM (Buea)	• TABE MANYOH ANITA (LIMBE)
• Momha Blessing Fri (DouAla)	

Training Schedule

For 2021, the fellowship focused on the topics surrounding Sexual Harassment. The training(s) consisted of ten (10) educative sessions, three (3) on-site sessions and eight (8) online sessions. The final session of was a joint one with the fellows of the Cameroon Human Rights Fellowship, and was at held at Pan African University, Buea. The following topics principally comprised of the training syllabus:

• Introduction to Sexual and Reproductive Health and Rights	• How to Write A Policy Paper (<i>William Numfor Che</i>)
• Child/Forced Marriage	• Gender-Based Violence (<i>Marita Ndungla, PLAN International</i>)
• Abortions and Contraceptives	• HIV/AIDS and Human Rights (<i>Pertulla Ezigha of LEAP Girl, Africa</i>)
• Sexual Harassment	• Community Mobilisation and Engagement (<i>Wirnkar Melony Joseph, CCID</i>)
• Mental Health and SRHR (<i>Bertile Asob, Clinical Counselor</i>)	• Project Writing (<i>Awanto Ernest</i>)

Activities

At the onset of the Fellowship, Fellows were sent to attend an educative program on sexual harassment in order to for them to develop background knowledge and priming perspectives before the beginning of the fellowship.

Subsequently, the Fellows were sent on Radio and TV programs via LDTV & Media Afrique to sensitise the public about sexual harassment and its relation to rape. Fellows were also encouraged to further advance the causes and subjects learnt during the training:



- Ashu Marvin created a WhatsApp forum where he invites guest speakers to come educate youths (especially university students) on their sexual and reproductive health and rights.
- Nyanga Neola Anne-nwi organised a session with her team members at the Brains Association to pass on the knowledge of what she had learnt.



1.4 Valuing Voices Campaign

The Valuing Voices Campaign was aimed at amplifying the voices of Adolescent Girls and Young Women to tell their stories through whatever creative medium they choose. This could be spoken words, pictures, music, video or arts.

The campaign focused on four major issues that affect Adolescent Girls and Young Women: **Early child marriage, teenage pregnancy, sexual harassment and the stigma of menstrual hygiene.**

The main objective was to ensure that awareness is raised on the issues faced by Adolescent Girls and Young Women in our communities. By this campaign, we tried to attract the attention of Government agencies to reinforce the importance of listening to Adolescent Girls and Young Women.

First Stage: Early Child Marriage

With hashtags of [#NoToChildMarriage](#) and slogans like “Adolescence is not for Parenthood” we made call to the public in Cameroon through an online campaign to share videos, writings, paintings or photos depicting an end child marriage in Cameroon

Second Stage: Teenage Pregnancy

The second phase of the Valuing Voices Campaign took place in March and dwelled on teenage pregnancy. This activity sought to raise awareness on the ills of teenage pregnancy which remains a major determining factor of maternal and child mortality, and to vicious cycles of poverty and ill health.

Overview

Title: Valuing Voices Campaign

Duration: February - June 2021 (4 Months)

Location: Digital

Category: Gender and Human Rights

Project Lead(s): Chelsea Gwanmesia; Wirnkar Melony Joseph

Funding Entity: Self-funded

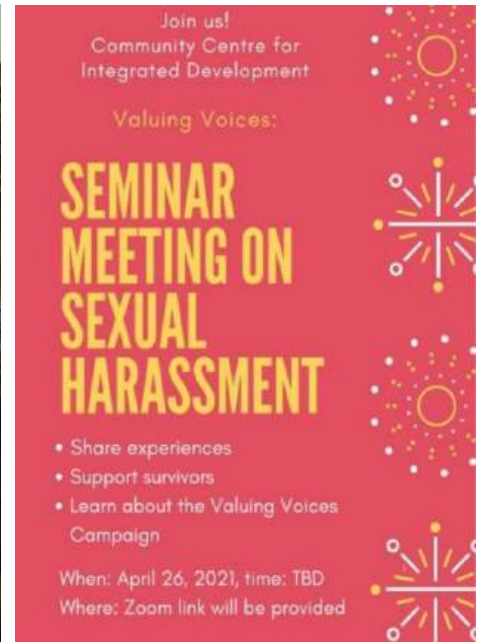


Digital flyer for the second stage of the campaign/CCID

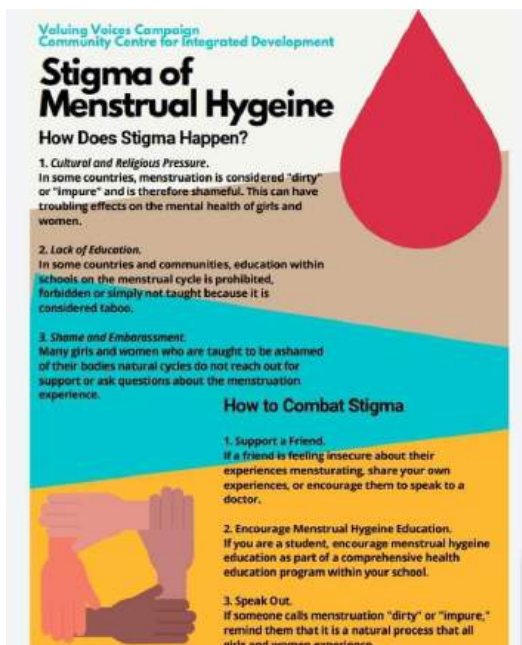


Sexual Harassment

April was the Sexual Harassment awareness month and the third phase of the campaign. This campaign brought forth critical issues faced by young girls and women through shared experiences on social media platforms and methods on how to support a loved one or a colleague. The awareness raising month ended with a grand seminar on sexual harassment.



Digital flyer for the final stage of the campaign/CCID



Digital flyer for the third stage of the campaign/CCID

Stigma of Menstrual Hygiene

The final instalment of the campaign, stigma of menstrual hygiene was done in the month of May. We discussed the various ways in which menstruation education is stigmatized in many aspects of society through culture, religion and social pressure. We also delved into the women's health care calling on the young girls and women to share their experiences and end the stigma of menstrual hygiene.

On Menstrual Hygiene Day i.e. 28th March, we addressed the taboos surrounding menstruation and pushed the campaign forward by applauding local initiatives by individuals and other organisations working to end the stigma on menstrual hygiene. This phase also addressed the plight of refugee women girls as well as displaced persons in Cameroon who face difficulty taking care of themselves during their menstrual cycles.



Conclusion

The Valuing Voices Campaign was initiated to tackle problems faced in society, which are mostly harmful to young girls and women. This campaign served as a safe haven for survivors to share their stories using art, music, videos and writings. It brought together human rights activists, sexual and reproductive health rights activists and international volunteers to raise awareness on these key issues.

It was a successful campaign which ended with a community meeting over zoom to discuss all aspects of the campaign including child marriage, teenage pregnancy, sexual harassment and stigma of menstrual hygiene and its overall impact. The meeting took place on 19th June with students, activists, experts, working professionals and community members all in attendance.



1.5 Safe School for All

Building further upon on our research that was conducted earlier in the community, it was observed that sexual harassment was rampant in schools. This necessitated intervention and enhancing awareness in both the pupils as well as the administrative staff. CCID thereafter short-listed ten (10) schools in the Fako region, selecting schools from [Buea](#), [Mutengene](#), [Tiko](#), and [Limbe](#).

Subsequently, CCID carried out educative talks, conversations as well as sensitisation in the selected schools to improve the climate surrounding sexual harassment.

Objectives:

- Carry out sensitization in schools on sexual harassment.
- Explore better educative and preventive strategies by working closely with guidance counsellors and to ensure better awareness raising in various schools.
- Ensure that schools have a good mastery of what sexual harassment is all about and how to go about it when faced with such.
- Ensure that both teachers and students play their roles in preventing sexual harassment in their various schools
- Train counsellors in the various schools on sexual harassment, and to ensure that those counsellors become agent of change their respective schools.
- Essence of going to schools this year is to talk to students, club heads in particular and invite them for a training on sexual harassment, as well as providing manuals to club heads to effectuate the understanding of sexual harassment.
- Ensure that there is a follow-up mechanism to ensure that students and counsellors are effectively carrying out their work in their respective schools.
- Ensure there is sufficient understanding on prevention and response to sexual harassment and that, there should be a Reduction of sexual harassment in schools.
- Ensure that in the absence of CCID staff, trained counsellors and students should be able to carry out sensitization and awareness raising in their various schools and various communities on sexual harassment.

Activities

Under the campaign, CCID and its staff carried out extensive educative talks and sensitisation conversations in schools. CCID additionally put up posters in the various schools on what sexual harassment is all about, as well as the preventive measures on sexual harassment in schools. Furthermore, trainings were organised with guidance counsellors in the schools shortlisted to carry out the sensitisation



1.6 Cameroon: Norms and Gender-Based Violence in Hospitals¹

When thinking about GBV in the workplace in innovative ways and when striving to generate new knowledge, we need to pay attention to pockets created by intersection of marginalized identities where mainstream feminist activism do not reach. For the purpose of this project, we explored workplaces which were dominated by relatively less educated, poorly paid and over-worked women in the healthcare sector, that is - nurses and cleaners.

The project sought to capture new insights and to this effect, specifically in the Buea Health District, analyse the prevailing trends regarding GBV in the context of both public and private healthcare institutions by utilising a survey method of data collection.

Objectives:

- Establish the prevalence of GBV in health facilities in the Buea Health District
- Identify the forms of GBV in health facilities in the Buea Health District
- Identify and understand gender norms that underpin GBV in the health sector
- Examine the effects of GBV on female staff
- Examine policies addressing GBV in the Buea Health District

Key Findings

We found that female health workers in Cameroon's Buea Health District experience three main forms of gender-based violence (GBV): physical, emotional and sexual.

- The most frequent perpetrators of violence against women within hospitals are reported to be managers, male workers and male patients.
- The social norms identified as underpinning GBV in hospitals include expectations that women will submit to such violence and the belief that they are objects to be possessed by men.

Overview

Title: Cameroon: Norms and Gender-Based Violence in Hospitals

Duration: February - May 2021 (4 Months)

Location: Buea (Health District)

Category: Gender and Human Rights

Project Lead(s): Nfomi Laura Berka; Etumboh Cyril Nguh

Funding Entity: Advancing Learning and Innovation on Gender Norms (ALiGN)

¹ ALiGN, Cameroon: Norms and gender-based violence in hospitals, https://www.alignplatform.org/sites/default/files/2021-08/cameroon_ccid.pdf, Last accessed 7th April 2022



- Health workers also report a lack of effective reporting channels, a lack of knowledge and empathy among administrators, inadequate responses from law enforcement and the silence of survivors who may fear that they will lose their jobs if they report GBV.
- Health workers also reported difficulties in talking about GBV and in gathering evidence, as well as encountering ‘victim-blaming’ and disbelief.
- Respondents believe that an effective GBV policy would help to eradicate such violence in the workplace and also suggested the following specific measures:
 - Raise awareness about GBV in particular and violence in general
 - Train colleagues on GBV policy requirements
 - Encourage staff – including female nurses – to report GBV
 - Raise awareness of the need to respect human rights
 - Create reporting channels where they do not exist

Conclusion and Recommendations

Gender-based violence in health facilities is underpinned by the gender norms that tolerate and trivialise such violence and that result in a lack of the responses and reporting mechanisms that could curb such abuse. As observed in the study, 85% of respondents were female and most health workers (59%) have a university education. This could mean that most of them have been exposed to some form of education about GBV, which may be why they understand the concept and believe that it is a bad practice and it should not be tolerated because it is a violation of their human rights.

Despite this perception, the practice still persists because most people at the high level of decision-making in the hospitals trivialise GBV and there are no reporting channels in hospitals with regards to GBV, nor are there specific laws or regulations that target GBV in hospitals. These administrative and legal challenges, coupled with discriminatory gender norms, help to increase the prevalence of GBV in health facilities. The study found that 43% of health workers the Buea Health District had experienced physical violence, while 42% had experienced emotional violence and 21% had experienced sexual violence in their health facilities.

Despite the prevalence of GBV in health facilities in the health district, there is a dearth of policies or mechanisms to address and manage issues or incidences of GBV. Respondents to the study believe that the presence of a policy would decrease some of the risks of being violated. They recommended training and awareness raising on negative gender norms, and on the consequences and implications of GBV as key mechanisms that can help reduce the prevalence of such violence.



Publications



2.1 Advisory: Violence Against Female Domestic Workers in Cameroon: A Human Rights Concern

Thousands of women and girls especially in Cameroon's urban areas or cities (e.g. Buea, Douala, Bamenda and Yaoundé) just like in other parts of the world turn to domestic work as one of the few options available to them in order to provide for themselves and their families. Most of them make extraordinary sacrifices for their employers to support livelihood, yet, they are one of the groups most vulnerable to exploitation, violence, harassment, and forced labour. Instead of guaranteeing or ensuring their ability to work with dignity and free of violence, the government has paid little or no attention towards them with regards to labour rights.

This attitude has significantly provoked an increased in abuses against female domestic workers in private homes, hidden from public eyes. In this light, abuses against female domestic workers in Cameroon often take the forms of physical, psychological and sexual abuse including non-payment of wages, deprivation of privacy, food, confinement and other malicious deterrents. Due to such abuses on female domestic workers, some of them have resulted to coping strategies ranging from submission, pretending, tolerance, ambivalence, quitting of job, lodging of complaints, as well as counter threats to protect themselves.

Mentioning the effects of abuses or violence on female domestic workers, it is worth noting that any kind of abuse or violence on female domestic workers is a violation of human rights. By this, the picture of abuse and violence against female domestic workers in Cameroon is not appealing.

There is the absence *stricto sensu* of legal protections for domestic workers in Cameroon which makes the realisation of descent work in this sector a "far-fetched-dream". Domestic workers are not mentioned in the 1992 Labour Code of Cameroon, thus, denying them rights attributed to workers in other sectors such as minimum wage, annual and sick leave, maximum hours of work, the right to form associations and organize, and the right to resign with proper notification.

An abbreviated version of the policy advisory published has been reproduced here.

By Dr. William Numfor Che, Policy Advisor, CCID

Nonetheless, this should not be the case because every domestic worker has the right to a safe and healthy working environment. It is therefore submitted that the government should extend labour protections in national law to domestic workers.

The governments should also introduce additional protections to address the specific nature of domestic work including but not limited to living accommodations (especially for live-in workers), food provision, the right to form associations and organise, and the right to resign with proper notification.

The government should ensure a national policy for the recruitment process of domestic workers. We also urge the Cameroon government to promptly sign, ratify and domesticate: ILO Convention No.189 on Decent Work for Domestic Workers.



2.2 Advisory: Female Genital Mutilation in Cameroon

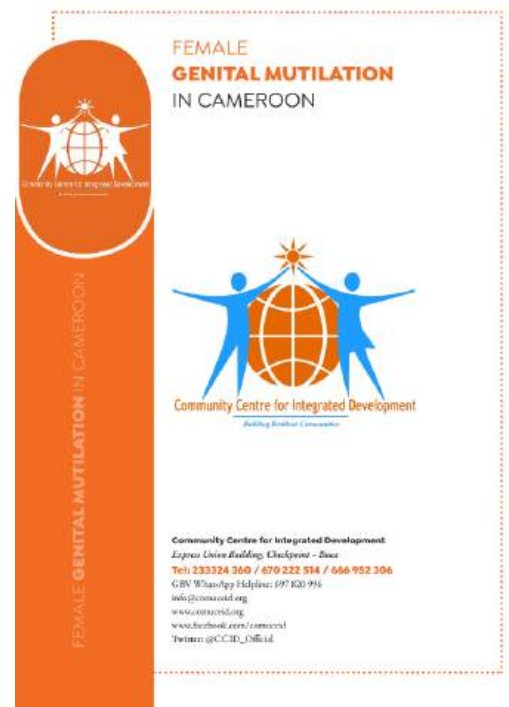
One of the most brutal manifestations of gender-based violence is the act of female genital mutilation which constitutes a human rights issue. Female genital mutilation remains one of the most bitter violence on women and girls in Africa generally and Cameroon in particular. Cameroonian law, the 2016 Penal Code, specifically prohibits the horrible act. Aside from this, the country is a signatory to several regional and international human rights instruments which frown against female genital mutilation. State institutions and non-governmental organisations have also been vocal on this practice in an effort to achieve a zero tolerance yet it still persists. The existence of loopholes in the law (the 2016 penal Code) as well as setbacks on the part of relevant Ministries charged with the eradication of the practice partly accounts for the prevalence of the act. Strong attachment to cultural/customary norms by local communities have also influence the persistence of act.

Recommendations:

- The drafted Code of Persons and the Family should explicitly punish female genital mutilation.
- The law organising the medical profession should provide a severe punishment against the medical professional who carryout or abet the practice, under international human right laws.
- Sensitisation by relevant State Ministries should be accompanied by practical measures in identifying and sanctioning offenders of FGM.
- A national policy should be set up to trace the whereabouts of the victims for a gratuitous proper medical check-up and to provide them with appropriate protection.
- The government should work in mutual collaboration with Civil Societies and NGO in total transparency.
- The media (TV and radio) should be encouraged to unveil the truth by informing the public on areas where the awful act is deeply rooted.
- Stakeholders (irrespective of their race, sex, and religion) should participate in the fight with a focus on human rights and gender equality.
- Local communities practicing FGM as part of their culture should reshape/reform such a customary norm as it is repugnant to equity, natural law and good conscience

An abbreviated version of the published policy advisory highlighting the abstract and recommendations have been reproduced here.

By Dr. William Numfor Che,
Policy Advisor, CCID





2.3 Advisory: Violence Against Men is Gender-Based Violence: A Silent Crisis

Violence against men is less understood and acknowledged especially in our traditional African communities. Violence against men could take various forms. It could be perpetuated by men on other men as well as perpetuated on men by women. It could take place in a domestic setting such as in marriage or cohabitation, for example in the forms of battery, assault, threats and destruction of possessions of the man.

However, most men are reluctant to submit reports for fear of being seen as “weak” or “being disbelieve”. This is so because the concept of male victim of violence goes against social perception of the male gender role leading to low recognition. Moreover, there is a paradigm that only men can perpetrate domestic violence and are never victims, therefore violence against men is often trivialized because of the supposedly weaker physique of women. Male victims of female violence more often than not do not report the incident to the authorities, mainly due to taboos and fear of misunderstanding created by a culture of masculine expectations, leaving men to suffer in silence.

In crises, conflict or war situations, men have also been recorded to have suffered violence from the warring factions because of their sex. This often takes the forms of mass arrest and torture for unjustifiable reasons and mass killings in situations of genocide in dictatorial Countries. Non-combatant men and boys have been and continue to be the most frequent targets of massive arrest and torture in conflict situations (such as what is commonly called in Cameroonian local language as *Cale-Cale*).

In Buea and Bamenda, which harbour State universities, the University of Buea and Bamenda respectively, male students of these institutions have often raised allegation that since the outbreak of the “Anglophone crises”, they have been victims of rampant and unlawful phone searches by forces of law and order, a refusal of which may be accompanied by physical torture to subdue them to the search, whereas such searches are rarely carried out on female students.

If such allegations happen to be true, could we say such acts constitute male GBV? The answer to this question certainly lies within our consciences, guided by the explanation of what constitutes violence against men as examined in the first paragraph of this article.

Most often, male victims of GBV experience emotional and psychological violence without even realising it partly because of the taboo surrounding the topic and also because the concept of GBV is less understood or miss understood.

An abbreviated version of the policy advisory published has been reproduced here.

By Dr. William Numfor Che,
Policy Advisor, CCID

How many times have we heard a married man complaining to have been a subject of violence of which the perpetrator is his wife? But it does not stop here, even when a complaint is made, would the same gravity that is attributed to a case of GBV against women be attributed to a case of GBV against men?

Regardless of the sex, GBV is uncouth, barbaric, outdated and should be castigated with an energy of promoting a violent-free society.

Inasmuch as the Constitution of Cameroon and several regional and international legal instruments strictly frown against GBV in all its forms, true liberation from GBV will hardly be feasible unless we shift from victim bashing (especially in cases of GBV against men) to protection, from ridicule to empathy, from accepting and moving on to seeking real justice for survivors.

Then and only then shall we realize a society void of GBV.



2.4 Advisory: Ending Early/Child Marriages in Cameroon: Child Marriages Violate Rights

Imagine a future free from early/child marriages in Cameroon, a brighter one it would be everything being equal. But to begin, what constitutes early/child marriage? Early/child marriage is a formal or informal union before the age of 18. It is also considered as forced marriage since it is generally presumed that a girl under the age of 18 cannot freely consent to marriage.

Early/child marriage constitutes a form of gender-based violence (GBV) as it robs girls of their rights to: childhood, health, education and security.

Aside from hindering a young girl's formal education, other consequences of early/child marriages can be grievous, ranging from domestic violence and rape, undesired pregnancies, to illegal abortions, inadequate or lacking pregnancy follow-up and antenatal care leading to high risk in child delivery and heightened risk of the death of very young expecting mother.

Given these drastic effects on the girl child, one turn to wonder (keeping aside customary norms) why parents send their female children to early marriages given that globally, the age at marriage has been rising.

An effort to investigate the influences on early/child marriage decisions point to a combination of economic and social factors. For instance, random interviews conducted on local community members in villages around Buea revealed that parents with heavy financial burdens especially at old-age, in order to sustain their poor economic situations, see their female children as potential sources of income support—through the paid bride prices (dowries).

Hence, parents from these poor families are motivated to marry them off early as this will also reduce the number of mouths to feed. This revelation brings us to the worry if the girl child has become a commodity that parents can use to claim wealth, certainly not. Can one also consider this practice as a disguised approach to trafficking of the girl child? If such an answer is in the affirmative, then it is no doubt that it constitutes a human rights violation.

Nonetheless, one cannot ignore the fact that there is a strong correlation between poverty and early/child or forced marriages in Cameroon which needs to be disconnected. There is also need for customary norms which harbour such a practice to be revised

An abbreviated version of the policy advisory published has been reproduced here.

By Dr. William Numfor Che,
Policy Advisor, CCID

In Cameroon, there are reports that the Ministry of Social Affairs and the Ministry Women's Empowerment and Promotion of the Family have set up women's empowerment centres to train survivors of early and forced marriages on livelihood skills.

One considers this initiative applaudable but not an impressive one in solving the problem of child marriages from the roots.

Thus, the most important aspect is to adopt stricter legislations and ensure their implementation as well as educating the local communities on these laws. There is also need to educate local communities on the effects of such a practice.

NGOs like Community Centre for Integrated Development have been developing and implementing programs on the empowerment of the girl child.

Similar measures from other Civil Society Organisations will go a long way to protect the future of the girl child in Cameroon.



2.5 Policy Brief: Ending Early/Child and Forced Marriage in Cameroon

Because of early/child and forced marriage, girls' rights to education, to be protected and to be empowered to influence decisions that affect their lives are denied. The essence of the rights to education and health is that they facilitate and ensure the effective enjoyment of other human rights.

Cameroon has ratified the United Nations Convention on the Rights of the Child, the African Charter on Rights and Welfare of Child and several other human rights instruments setting the minimum age of marriage at 18. However, Cameroon's legal age of marriage as per the Civil Status Registration Ordinance is 15 years for girls. This national position is not suitable in the fight early/child and forced marriage

Early/child and forced marriage exposes girls to unions with older men, where they lack the status and knowledge to negotiate safe sex and places girls at risk of violence from their husbands (and in-laws), of sexually transmitted infections (STIs), as well as early pregnancy resulting in complications from pregnancy and childbearing which may lead to death.

Child marriage is an extreme violation of children's rights and a serious form of child abuse. It robs girls of their education, childhood, their wellbeing and their potential. Being married too young forces girls into physical and emotional relationships they are not ready for.

An abbreviated version of the published policy brief highlighting key takeaways has been reproduced here.

By Dr. William Numfor Che,
Policy Advisor, CCID





2.6 Policy Brief: Making a Case for The Protection of Women and Girls in Conflict: The Anglophone Crisis at a Glance

Over the past decade, the nature of violent conflict between state and nonstate actors has evolved as borders, country demographics, and geopolitical reality changes.

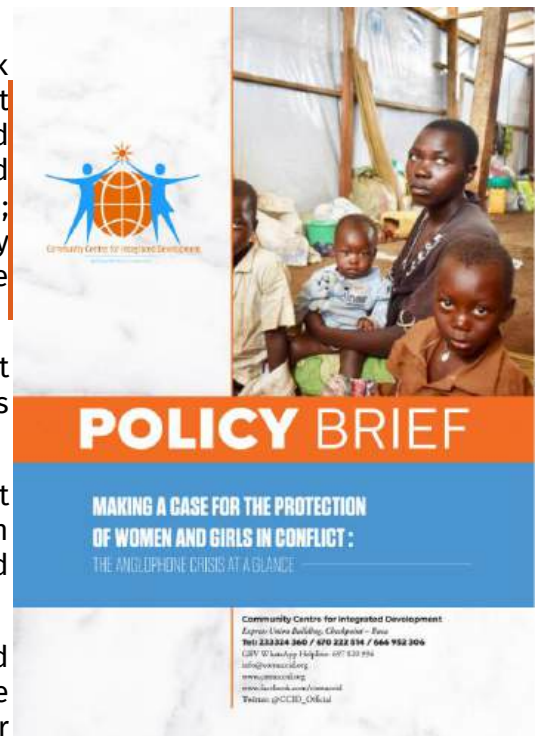
This paper examines the impact of armed conflict and, specifically, systemic rape and sexual violence on women and girls in war-torn civilisations.

It begins by considering the evolution of conflict itself from a framework of international relations to sectarian strife between guerilla forces. It then transitions into a broader consideration of the impact of armed conflict on women and girls by considering forced migration and displacement; the difficulties of life in a refugee camp; all areas of health; lack of access to resources; and forced prostitution which gravely endanger women's lives at rates many times higher than their male counterparts.

Section two assesses international humanitarian responses to the impact of armed conflict on women and girls and what plans exist to ensure this impact is mitigated to the extent it is possible.

The third section considers Cameroon's North West and South West regions concerning the Anglophone conflict outbreak and its effect on women in the region, particularly internally displaced persons and refugee women.

Finally, the fourth section considers the Community Centre for Integrated Development's (CCID) support for the recommendations expressed by the Women's International League for Peace and Freedom (WILPF) in their "Gender Conflict Analysis in Cameroon" report without reservation.





2.7 Policy Brief: The Protection of Workers' Rights in the Informal Economy

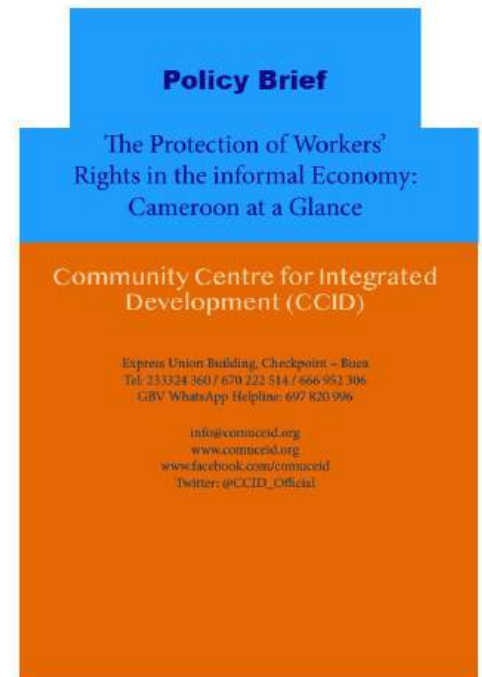
Workers in the informal economy comprise a broad section of workers engaged in different kinds of productive activities and employment.

Though the sector is largely unregulated in Cameroon, it undoubtedly has an influence on economic growth as well as providing jobs to different age groups who face barriers to accessing employment in the formal economy. Incumbent in the informal economy are work-related and non-work-related human rights abuses experienced by workers particularly vulnerable groups (women and children).

The rationale of this policy brief is to assist lawmakers, workers and workers rights' organizations in Cameroon in understanding, identifying and addressing the injustices and decent work deficits associated with employment in the informal economy.

It provides information and proposes strategies that can be used to organize, protect and promote the rights and interests of informal sector economy workers in Cameroon.

It is produced following a critical appraisal of Cameroon's main national law regulating work relationships between employers and employees (the 1992 Labour Code) as well as Recommendations and Conventions drafted by the International Labour Organisation (ILO) of the United Nations.





2.8 Study: The Impact of the Anglophone Crisis on the Realisation of Gender Equality and Equity

This research presents an overview of the impact of the Anglophone crisis on the realisation of gender equality and equity in Cameroon. The Cameroonian Government has opposed armed group separatists who seek the independence of the Anglophone regions (Northwest and Southwest regions of Cameroon) since 2016.

Indeed, the current conflict is an extension of historical colonial circumstances that led to the perception and resistance of exclusion for the Anglophone population. The crisis escalated to become a full-scale conflict between Cameroon's central government and Anglophone separatist groups that declared the independence of the Republic of Ambazonia on 1 October 2017. In this context, this study underlines the effect of the crisis on the women interviewed, more explicitly regarding GBV.

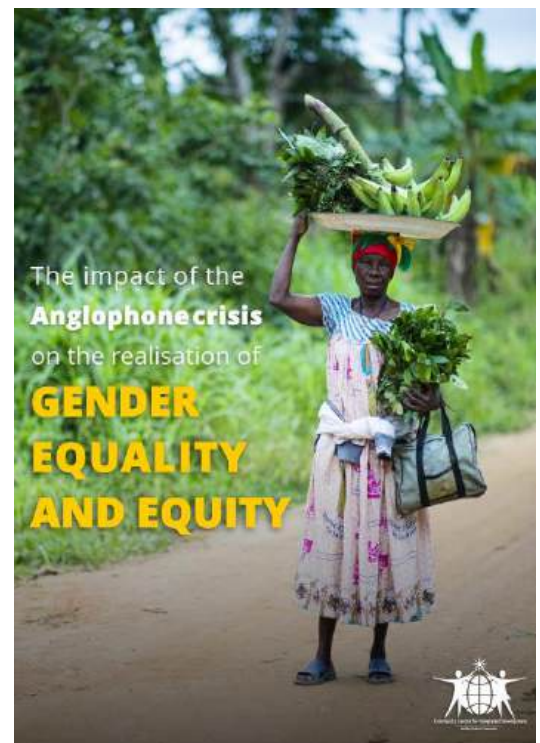
Generally, the insecurities due to the conflict and the outbreak of COVID-19 in the country, has led to an increase of GBV and a rise of impediments faced by women in political, economic and social situations.

To bring an end to the disastrous humanitarian situation, especially the gender-based inequalities, we presented detailed recommendations to the Government of the Republic of Cameroon, the armed separatist groups, and social and political stakeholders (e.g. NGOs and international agencies).

Apart from engaging in a comprehensive peace process, we encourage each party to present preventive intervention and awareness programs to the conflict's actors about gender inequality and gender-based issues.

We also urge all stakeholders to provide adequate medical, psychological, legal and economic assistance and remedies to victims of gender-based inequalities and survivors of SGBV.

An abbreviated version of the published study highlighting the abstract has been reproduced here.





2.9 Manual: GBV: Healthcare, Educational, Police and Judiciary Field - Training Manual

The training manual is for personnel to use the information provided to incorporate gender-based violence prevention and mitigation strategies into the design, implementation, monitoring and evaluation of their sector-specific interventions. However, the guidelines found throughout this training manual can also be used as a reference and advocacy tool. It can help facilitate inter-agency planning and coordination, ensure sufficient resources allocation and work to reform national, local and agency policies and national laws that may directly or indirectly contribute to gender-based violence. The manual's training of trainers (ToT) approach will enable trainers to coach peers and create a wider potential for replication beyond the originally targeted individuals listed in this manual.

The professionals will thus further develop their skills and knowledge about: (i) their specific statutory role in child protection, (ii) child safeguarding methods and (iii) specific issues around gender-based violence against children. The professionals will serve as multipliers and role models within their profession. Course objectives include:

- Understanding the legal definitions, frameworks and legal obligations regarding the prevention of gender-based violence, protection of victims and the fight against gender-based violence.
- Building the capacity to identify and address the impact of gender-based violence amongst children and young people.
- Developing skills and materials for the deliverance of training in their project community.
- Supporting and guiding victims dealing with situations of sexual and gender-based violence, sexual harassment and sexual acts.
- Providing expertise within the framework of social dialogue and contributing to the development of a prevention policy for sexual and gender-based violence.

As personnel go through the manual, follow the stories, practice exercises and interact within a group, they will explore the understandings of trauma and practice ways of dealing with trauma-related reactions. The overall aim is to enable helpers to apply practically the skills, approaches and attitudes they learn during training, whether they work with survivors over long periods or work with them briefly.





**16 DAYS OF ACTIVISM AGAINST
THEM: Orange the world
women**

Events & Social Media



3.1 International Days of Activism

25th November is observed as the International Day for the Elimination of Violence Against Women, the period between November 25th to December 10th is observed as “16 Days of Activism” across the world. During this time frame, across the globe, there is amplified advocacy to sensitise, collaborate and eliminate violence against women with the collaborative endeavour being celebrated with the theme of “**Orange the World; End Violence against Women Now!**”.



Talking to players about violence against women / CCID Images

Following colleagues and allies around the world, for the first time in history, the Regional Delegation for Women Empowerment and the Family, brought together several NGOs to energise and launch activities for the South-West region of Cameroon. Through this strategic initiative, CCID was able to partake and demonstrate the critical need to address GBV through a diversified set of activities across many days.

Community Centre for Integrated Development on its part kick-started sensitisation campaigns on 28th November by organising a football match. Players were given a customized jersey bearing the message “*End Violence against Women Now*”. During this activity, CCID delivered a talk on the concept of violence against women, the forms of violence and why there is a need for men to become allies in the fight against violence against women.

World AIDS Day (1st December)

On World AIDS Day (1st December) carried out large-scale sensitisation campaigns. At Buea (Checkpoint), CCID organised an educational and free screening for HIV/AIDS for over 190 people and distributed condoms and lubricants to over 130 people.

On 7th December, CCID in collaboration with the Department of Women and Gender Studies, University of Buea, Regional Delegation of Women Empowerment and the Family and Leap Girl Africa, organised a sensitisation march on University of Buea's campus against sexual harassment and sexual violence



On 8th December, CCID organised a one-day symposium in collaboration with the Department of Women and Gender Studies, Ministry of Women Empowerment and the Family, Leap Girl Africa and the American Corner. The symposium covered a variety of topics and the areas of collaboration between the University, the National Women Machinery and the newly created gender desk at the police station.

The symposium marked the first one time that a congregation of diversified experts and young advocates were able to gather together to mutually engage and work towards addressing GBV. In addition to the discussions and dialogues, a play was also organised to highlight and convey the disturbing circumstances of domestic violence.



Symposium attendees at University of Buea / CCID Images

Human Rights Day (10th December)

Finally, on the last day of activism, billboards consisting of sensitisation messages were placed across the three principal towns in Fako i.e. Buea, Tiko and Limbe under the GBV Resilience project.



Awareness billboards in Tiko and Limbe / CCID Images



3.2 International Day of the Girl Child

To celebrate and mark the occasion of International Day of the Girl Child, a webinar was organised on 12th October, 2021 at 11:00 am (GMT +1) and sought to commemorate the occasion, with the theme being **“Digital Generation, Our Generation”**.

The online event was held over Zoom, with over 23 participants. The speaker for the event was Ms. Ida Delphine from University of Bamenda, Cameroon, with the event being facilitated by Ms. Nzometiah Nervis, Founder/CEO of Nervtek and Ambassador of Cyber Security, Ministry of Posts and Telecommunications.

Ida, a deeply passionate individual about technology and getting more women and young girls involved in it, sought to share her motivation and encouragement with the audience. As an Engineering student that leads the Google Development Student Clubs (GDSC) chapter of her University, Ida shared with the audience and us, her experience as a programmer and developer, and the amazing opportunities that the field has for women and girls, to encourage more women to take up STEM as a prospective career.



Webinar flyer / CCID Graphics



3.3 Social Media

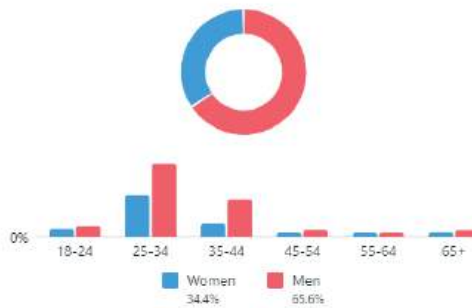
The aspect of social media remains a pivotal one towards not just dissemination of information but also from the perspectives of advocacy, education and spreading awareness towards the activities, interests and values of CCID.

In 2021, our social media engagement observed healthy uptake, with increased page visits, likes and conversations taking place across Facebook, Instagram and Twitter.

Facebook Page likes

6,181

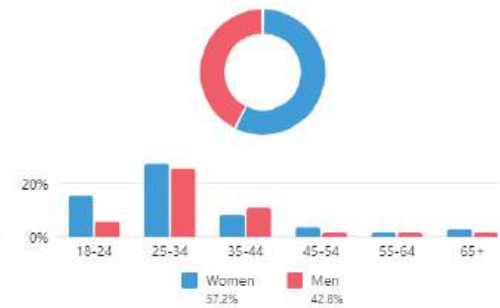
Age & gender



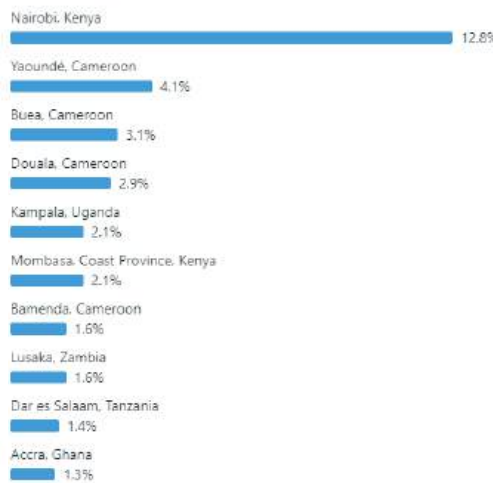
Instagram followers

161

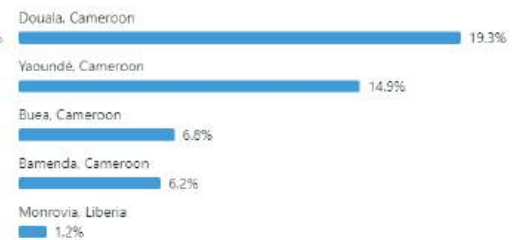
Age & gender



Top towns/cities



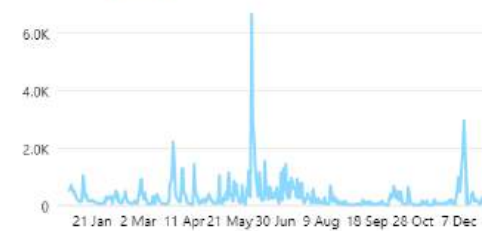
Top towns/cities



Reach

Facebook Page reach

59,254 ↓ 14.4%

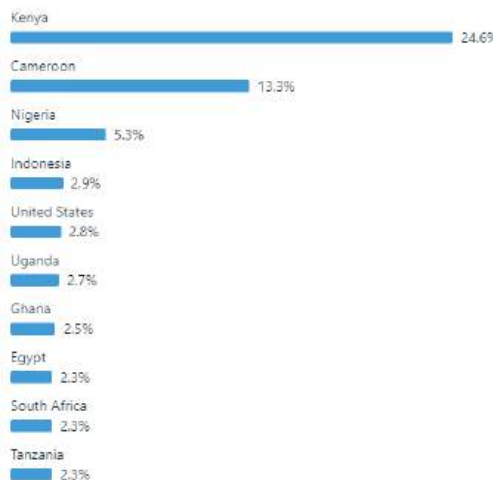


Instagram reach

6,594 ↑ 10.4K%



Top countries



Top countries





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