



EMPOWERING CAMEROONIAN WOMEN FOR SUSTAINABLE LANDSCAPE MANAGEMENT

INTERVENTION METHODOLOGY

The "Empowering Cameroonian women for sustainable landscape management" project, through new funding from Estee Lauder, will help improve women's land rights and decision-making power in two landscapes in the West Highlands of Cameroon and empower them by developing low-carbon businesses, leading to higher returns and higher incomes and better incomes for women and the community in its together. To do this, two main activities are to be carried out by SAPED:

1. Facilitate the development of a gender and social inclusion strategy for the management bodies of the two landscapes
2. Continue monitoring and coaching/coaching women in CSOs and landscape management structures.

In view of the above-mentioned activities, this methodology proposes to describe the 03 main steps that will lead to the expected deliverable.

✓ Step 1: Start of the process and methodological framework

At the start of the process, a literature review is conducted, including the project document, the logical framework and the budget framework, in order to better understand the expected results. In addition, the reports of activities related to gender integration within the framework of the **Women in COBALAM** project were used and give us elements that we will capitalize on in the development of the strategy. We can enumerate:

- **The analysis report on issues sensitive to gender and youth in the Bamboutos Mountains:** Indeed, this report analyzes the level of awareness and acceptance of the importance and benefits of the participation of women and young people in the community management of the ecologically sustainable landscape, of their economic role and their social rights, by the main stakeholders in the 06 groups covered by the project in the Bamboutos Mountains landscape. It emerges from the findings and analyzes that "man is the head of the family, guardian and master of the land since the dawn of time", hence the importance of involving both sexes in the implementation of any project even when the implementation of activities mainly targets women. This report thus guides us in the need to involve both men and women in the development of the strategy.
- **The deliverable on the design of the leadership program for women participating in Landscape Management Committees (LMB) and women entrepreneurs, including young women.** This program, designed to strengthen the capacities of women in the qualities and skills of a good leader and to promote in them the spirit of leadership to take initiatives in their lives and in decision-making, gives us elements and techniques to



capitalize on when coaching women members of LMBs and OCBs, notably self-confidence, public speaking or personal leadership among others.

- **The deliverable on the integration of gender in organizational structures and their development interventions.** This report traces the gender integration process within the 10 Basic Community Organizations (CBOs) supported by SAPED as part of the **Women in COBALAM** project. It gives us an overview of gender perception within CBOs but also an experience on the analysis of resources as part of the implementation of the gender strategy.

As SAPED is familiar with the context of the mission, the mastery of the subject becomes quite digestible. Subsequently, a briefing session is organized to:

- Harmonization of project understanding (SAPED and RA)
- The elaboration of the first draft of the methodology (Christelle, SAPED)
- Sharing and validation of the methodology (Christelle, Samrawit and Joky)
- Presentation of the GESI methodology to LMBs at the meeting organized by RA on March 26, 27 in the commune of Babadjou and on March 28, 2024 in the commune of Bangou (Christelle, Jacques)
- Elaboration and validation of the coaching/accompaniment calendar (Christelle, Gervais, Jacques)

✓ Step 2: Data collection

Data collection is based on a largely participatory, inclusive and iterative approach involving all project stakeholders. The collection techniques will mainly be semi-structured interviews during coaching/coaching and group discussions + brainstorming with regard to the development of the GESI. Elements will include:

- **The Gender Audit of each LMB**

The objective of the gender audit is to understand the norms and practices, opinions, attitudes, experiences and perceptions of stakeholders within the 2 LMBs with a view to proposing a gender strategy that can effectively integrate equality and inclusion in the 2 LMBs. Each LMB is made up of both men and women, various entities such as representatives of municipalities, traditional chiefdoms, socio-professional groups (farmers, breeders, etc.), leaders of women's associations, community organizations. civil society, the private sector, local elected officials, Mbororo populations and active elites. The development of the strategy is therefore inclusive at all levels.

- **The SWOT Analysis of each LMB**

It will identify the major gaps and challenges, brakes and obstacles to gender mainstreaming in the two LMBs while describing good practices aimed at achieving gender equality and social



inclusion. In addition, it will allow us to evaluate the resources of the LMBs on the material, human, time and financial levels in order to implement the strategy. This will allow us to develop a realistic action plan in line with available resources.

- Identification of specific needs

The identification of specific needs in terms of gender mainstreaming in the 2 LMBs will consist of brainstorming the needs and then classifying them and prioritizing them to finally establish an action plan.

- Action Plan

The strategy will be implemented over a period of 3 to 5 years. The development of an action plan will make it possible to define the strategic axes of the GESI and to draw from them the actions to be carried out on a schedule established during the period of the strategy chosen at the end of the consultations and consultations with the LMBs.

- Coaching/Accompaniment of women

This action will be carried out transversally with 16 women members of the LMBs and 10 women members of the CSOs to reconnect with the learning received in terms of leadership, gender approach, self-confidence, public speaking, advocacy, etc. but also to fill the gaps still perceptible by certain members of LMBs and CSOs. Coaching will be done individually with women and the promotion of horizontal learning promoted between women from the same entity and from different entities as well.

✓ Step 3: Develop and finalize deliverables.

3.1 General planning for the development of the GESI strategy

Description	Deliverable	Timeline
Deliverable 1	Methodology of the Gender Equality and Social Inclusion Strategy (GESI) for the two landscapes	March 20, 2024
Deliverable 2	A technical report including the results of the coaching of women leaders in CBOs and landscape management structures and including as an annex the Gender Equality and Social Inclusion (GESI) strategy for the two landscape management committees	July 15, 2024

3.2 Finalization of deliverables

Once the data is collected, a draft of the deliverable will be produced and shared with RA for inputs. Subsequently, the inputs will be integrated at a first level and then the narrative report will also be completed. A workshop to present the GESI will be organized where stakeholders will



be able to make their inputs, comments and observations and finally the final deliverable will be produced.

✚ The detailed schedule is presented in the table below:



List of women concerned by Coaching

LMB BAMBOUTOS					
Number	Affiliate title	Name and Surname	Representation	Municipality concerned	Adress
1	President	Mme TSAGUE GISELE	Mayor	Babadjou	
2	Member	Mme MEZAZEM Madeleine	Socio-professional group	Nkong - Zem	
3	Member	Mme SOCPA Agnes	Socio-professional group	Babadjou	
4	Member	Mme SAHO Françoise	Leader female union	Batcham	
5	Member	Mme KENFOU Marie Albertine	Leader female union	Babadjou	
6	Member	Mme KENFACK Georgette	Civil Society Organisation	Fongo - Tongo	
7	Member	Mme Jokeng Rose	Local Choice of landscape	Fongo - Tongo	
8	Member	Mme Ahi Djamilatou	Community of Mborobos	Batcham	

LMB BANA-BAGANGTE - BANGOU					
Number	Affiliate title	Name and Surname	Representation	Municipality concerned	Adress
1	Member	Mme KEPNANG K. Marie Antoinette	Local Choice of landscape	Bangangté	
2	Member	Mme KOUEMENI Lysette	CCGP	Bana	
3	Member	Mme YOUSSEU Florence	CCGP	Bangangté	
4	Member	Mme NOULAGHUE Pauline	Socio-professional group	Bana	
5	Member	Mme TCHIENGANG Marie Madeleine	Socio-professional group	Bangangté	
6	Member	Mme TCHEUMENI Monique	Leader female union	Bana	
7	Member	Mme NKOUAKEP Flotide	Leader female union	Bangou	
8		Mme FADIMATOU	Community of Mborobos	Banan	