



SWO SUSTAINABLE WOMEN ORGANIZATION

Motto: Building bridges saving lives

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ANNUAL NARRATIVE REPORT



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LIST OF ABBREVIATIONS/ACRONYMS

SWO.....	Sustainable Women Organization
RUGBWA.....	Rural and Urban Grassroots Business Women Association (RUGBWA) and Association
AGYW.....	Adolescent Girls and Young Women
HIV.....	Human Immune Virus
HER.....	HIV Epidemic Response
SRHR.....	Sexual Reproductive Health and Rights
GBV.....	Gender Based Violence
AIDS.....	Acquired Immune Deficiency Syndrome
MHD	Menstrual Hygiene Day
COMAGEND.....	Common Action for Gender Development
REWOCAM.....	Rescue Women Cameroon
STIs.....	Sexual Transmittable Infections
WASH	Water Hygiene an Sanitation
CHOI	Cameroon Humanitarian Organization Initiative
OWED.....	Organization for Women Empowerment and Development
UNDP.....	United Nation Development Program
MINPROF.....	Ministry of Women Empowerment and the Family
MINJEC	Ministry of Youth Affairs and Civic Education
CSOs.....	Civil Society Organizations

1. Words of Gratitude from the Executive Director



2023 in the life of Sustainable Women Organization was that remarkable year where we realised real transformational empowerment in the lives of adolescent girls and young women, restructuring and shaping the organization to provide a safe and serene environment that breeds love respect, empathy, transparency, accountability and growth for all. The year 2023, marked SWO five years of existence. With the much enthusiasm and anticipation for the year, members of the team were more

zealous, eager and ready to work and meet the goals of the organization. In all that we were able to achieve in 2023, we could not have made it possible without our trusted and lasting partnership with our funders.

We want to use this medium to give gratitude to HER VOICE FUND, for their continuous financial, technical and mentorship support to grow SWO up from 2020 till date, taking SWO from the baby we were from creation. We heartily extend our words of appreciation to Global Fund, ViiV HealthCare Positive Action and Y+Global for their continuous support to the HER Voice Fund project. A project whose focus is to promote meaningful engagement, participation and Leadership of adolescent girls and young women in decision-making platforms, to reduce their exposure to HIV infections. Through the HER Voice Fund in 2023 and with the additional funds provided to SWO in February 2024, our activities to support the empowerment of adolescent girls was funded to the amount of

8000 Euros making us reached 1077 persons directly, with 82% being adolescent girls and young women. These funds helped us carried out activities on

- Capacity building of 10 AGYW for data collection, data entry and data analysis.
- Research to provide evidence on AGYW advocacy to improve sociocultural environment and development of advocacy policy brief.
- Held in-person institutional meetings with strategic policy makers to advocate for the improvement of social, cultural, economic and legal environment for AGYW that promote equality, social and economic justice.
- Participated in AGYW In-country submit with all grantees organizations in Cameroon
- Supported skits production on social media.



- Lastly, engage Muslim leaders, Muslim girls in community dialogue to challenge barriers hindering girls participation in decision making.

We also want to use this opportunity to extend our gratitude to MenEngage Alliance Africa network through Sonke Gender Justice

and Reach Out Cameroon, for their technical, financial support together with travel opportunities given to SWO. Through the MenEngage network, we were able to prevent and respond to gender based violence, toxic masculinity and negative social norms by directly engaging 487 persons who were men and boys, traditional, religious and youths leaders through community dialogues, group sensitization and hiking boot camp.

Magic to the World Germany-MttW, we are also giving you our gratitude. You have been with SWO from creation, providing consistent funding

support for the economic and financial empowerment of single mothers and girls dropped out from school in Cameroon. This year, we appreciate your support for the skills empowerment and start-up capital you gave us that supported 10 single mothers and survivors of gender-based violence. This boosted the businesses of the young women and enhanced their skills on daily record keeping and business tracking with the record books they received from the project.

Rescue Women Cameroon-REWOCAM. You spiced the year 2023 for SWO, with the joined funding given to SWO and other change makers together with survivors of gender based violence to create awareness, break the silence and reduce the culture of rape amongst girls in vocational training centers in Bamenda, I, II and III Sub Divisions. REWOCAM, your funds to us enable us reached out to; 15 Vocational training centres, Sensitized 210 girls, Create a safe space on whatsapp that regularly enhance knowledge on rape for 65 survivors, Improve knowledge of 15 proprietor on rape and how to understand early signs of rape amongst their trainees.

To our stakeholders, Such as the Regional Delegation Of Women Empowerment and the Family (MINPFROF), the Regional Delegation of Youth Affairs and Civic Education (MINJEC) The Regional Delegation of Public Health, Bamenda District Hospital, for always supporting, recommending and answering present during our event.

Not Forgetting the United Nation Development Program (UNDP) for providing SWO with a brand new Dell Laptop on which these report is developed on.

The year couldn't have been successful without the support and collaboration of the Cameroon Humanitarian Organization Initiative (C.H.O.I) and her members and some sister organizations like Common Action For Gender Development (COMAGEND), Organization for Women Empowerment and Development (OWED). We say thank you for all we were able to plan and achieve together during International Day of the Girl Child.

To the tireless, dynamic and ever ready team of SWO and all adolescent girls and young women who always answer present, we say thank you. Let's keep our heads high as we look forward to a more impactful and transformational 2024.



2. About SWO

Sustainable Women organization-SWO is a women-led, community-based organization founded and legalized in 2018 under registration No. 77/E.29/1111/VOL.8/ALPAS by Tebi Honourine Azoh with head office in Bamenda, North West Region of Cameroon. SWO is a platform that prevent and respond to gender-based violence, promote economic empowerment, female leadership and meaningful participation of underprivileged adolescent girls, young women in decision-making platforms.

3. Vision



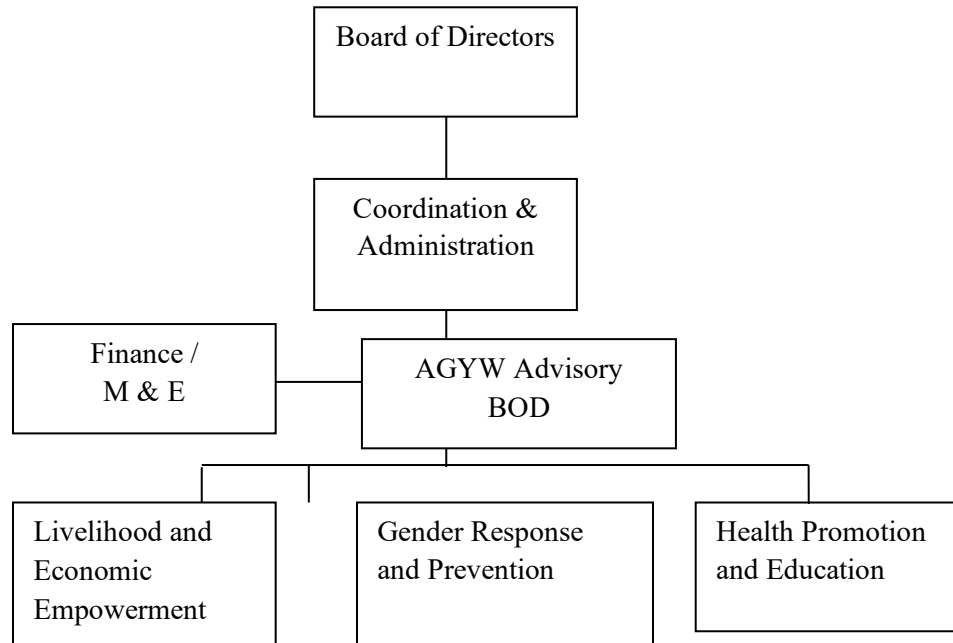
An equal society free from stigma, stereotypes and discrimination.

4. Mission



Organization prevent, based violence, economic and health for adolescent girls and young women. Empower women to meaningfully influence their rights and

5. Organigram of SWO



6. Key Component

6.1 GENDER RESPONDS AND PREVENTION

Gender based violence; gender inequalities constitute a major obstacle that affects the development of all gender. Over the years, SWO carried out most activities engaging traditional and religious leaders, adolescent girls and young women, women and youth leaders, and relevant government ministries, assessing best strategies to address gender based violence, inequalities and toxic masculinity. SWO seeks to educate and raise awareness on gender based violence using gender transformative approaches, advocacy for social change transformation, that is educating our targets, individuals, parents and communities, about the concepts, different forms, impacts, causes and the importance of consent and respectful relationship.

Our responds and prevention of gender based violence and inequalities focuses on;

- Supporting and establishing economic empowerment and income generating activities for survivors to protect them from further violence and to non-survivors to reduce vulnerability to gender based violence.
- Challenging harmful gender stereotypes and promoting gender equality
- Engaging men and boys as allies in the prevention of gender based violence by promoting positive masculinity, encouraging men to speak out against violence, educate them on consent for healthy relationship
- Addressing root causes of GBV such as unequal power dynamics, social norms, cultural and religious beliefs.

- Utilizing media and technology to raise awareness and promote positive messages about gender equality, exemplary and responsible parenting and respectful relationship
- Incorporate comprehensive sex education in schools with focus on consent, healthy relationships, body autonomy, friendly environment and equality.
- Set up community dialogue platforms for men and boys
- Support Women's participation in places of decision making

6.2 LIVELIHOOD AND ECONOMIC EMPOWERMENT

This component is aimed at improving livelihood and economic status of women and girls, to enhance financial wellbeing and to achieve sustained economic growth. We provide necessary resources, skills and opportunities that supports income generation and quality of life. This component focuses on

- Supporting entrepreneurship and small and medium enterprises (SMSs),
- Equipping individuals with relevant skills for wealth creation and investing in education and vocational training programs
- Training on the production of household needs such as soup, body lotion, pastries
- Facilitate the organization of functional income generation and empowerment groups for women
- Set up functional vocational training center that provides skills and financial support services
- Link Women and girls to financial opportunities and institutions.

- Support with start up / seed capital for petite businesses traders and entrepreneurs.

6.3 HEALTH

From creation, the health component seeks to promote access to quality health services, support education and meaningful participation of adolescent girls and young women in HIV and Sexual Reproductive Health Right decision-making spaces and advocacy. By promoting access and quality health services, SWO involves traditional, religious and community leaders in removing barriers that prevent girls and women seeking and receiving appropriate healthcare.

- Raising awareness of adolescent girls and young women on HIV and SRHR, prevention through use of contraceptive methods.
- We address social norms and gender stereotypes hindering access to HIV and SRHR services for women and girls through community dialogues and engagement of men and boys
- Carry out advocacy at the level of delegation of Public health for the establishment of adolescent center that manages adolescent separately.
- Sensitize on malaria prevention, menstrual hygiene, sanitation and management and WASH services.
- Sensitize on Importance of Anti-natal and post-natal consultations.
- Set up a digital platform that raises awareness on unhealthy behaviors and practices that exposes adolescent HIV and STIs
- Reducing financial barriers through economic empowerment

6.4 SWO FINANCIAL AND OPERATIONAL DEVELOPMENT

This component aims to strengthen SWO's effectiveness and functional capacity. For SWO's strategic activities to be achieved in a Region characterized mainly by hardship, the board and staff took the commitment to ensure a number of internal improvements in order to better deliver its 2024-2028 strategic plan. SWO will increase efforts in developing sustainable self-financing mechanisms in order to cope with the dwindling international aid to developing countries and also the development of policies that meet international standards.

7.0 Core Values.



ACCOUNTABILITY AND TRANSPARENCY

We are accountable and transparent to our beneficiaries, stakeholders, partners, funders and to ourselves

SWO puts herself in the shoes of her beneficiaries, to understand and share their feelings, emotions and experience hence enabling us to be conscious of the actions we take not to further cause harm.



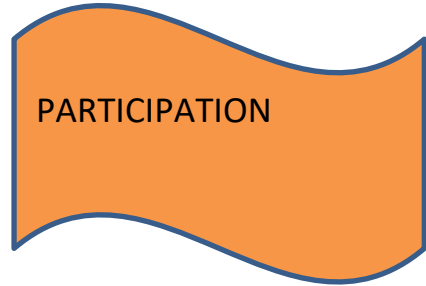
EMPATHY






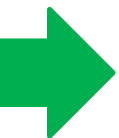
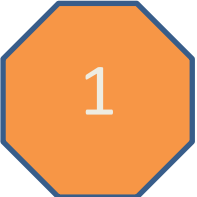

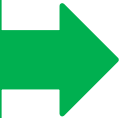


PASSION

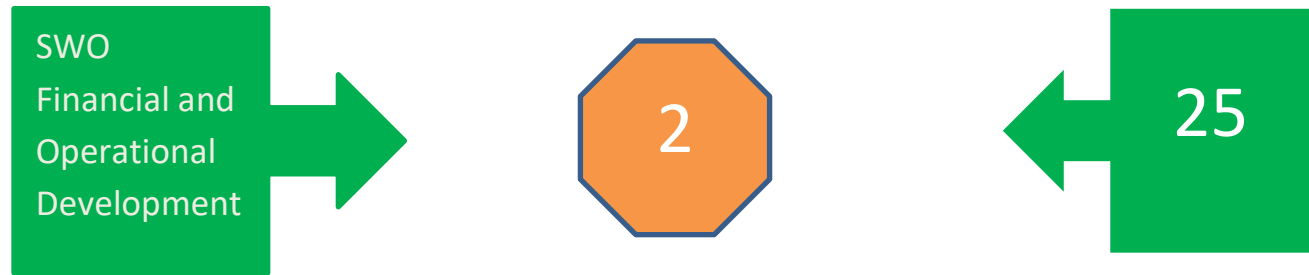
Birth out of the passion and story of an individual, SWO works with team of passionate, resilient, energetic and dynamic young women and girls with creative minds together with young boys and men as catalyst to what we do. We all love what we do for the transformation and impact we create in the society.

SWO belief and commit to the active involvement of our beneficiaries in the design, implementation evaluation and celebration of our activities and successes. We value the inputs and engagement in decision-making processes.



8.0 Highlights of project Implemented in 2023 and Targets Reached

Components	No. of Projects/Activities	Target Reached Directly
Gender Responds and Prevention 	5 	1757 
Livelihood & Economic Empowerment 	1 	10 
Health 	3 	1132 



9.0 ACTIVITIES AND PROJECTS CARRIED OUT

9.1. GENDER BASED VIOLENCE RESPONSE AND PREVENTION.



Project No 1. The Accountability to Promote the Sustainable Development Goals: A Human Rights and Gender Justice for MenEngage Africa. Community Dialogue/Sensitization,

Funded by MenEngage Global SIDA grant through Sonke Gender Justice.

Within the project, SWO was sub

granted to

1. Lead community dialogue to engage at least 200 religious and traditional leaders in the promotion of children's right and gender equality, fight against gender based violence in rural and semi –urban areas of the North West and West region of Cameroon
2. Mobilised and sensitized at least 3 religious /cultural associations on children's rights and gender equality.

These activity was implemented was funded by MenEngage Africa through Reach Out Cameroon were Sustianable Women Organization was the direct recipient collaborating with Rural and Urban Grassroot Business

Women Association (RUBGWA) based in the North West Region and Association Horizon Jeune in the West Region.

Project Reached

Number of community dialogue held		Number of community sensitization	No. Reached
SWO	3	2	198
RUGBWA	4	2	106
Horizon Jeune	2	2	113
Total	9	6	417

Key Achievements

1. Sensitized traditional Leaders and Women Leaders in Bessi Cultural and Development Association- Tawa Street, enhancing knowledge on gender based violence, toxic masculinities and child's right.
2. Knowledge of Bororo leaders in Sabga and traditional Leaders from Kedjom Ketingoh enhanced on forms of gender-based violence, causes, impacts and the importance of consent through community dialogue.
3. Youths both boys and girls at Saint Padrio Mission Station Nitom IV, Mancho Street I and II understood their role as young persons in the promotion of gender equality and child's rights in their communities.
4. SWO enhanced the knowledge of 417 participants in their diversities on human rights, child's rights, and gender based violence and equality.
5. Participants were able to identify existing gender roles, and stereotypes from their community from early childhood that hinders gender equality and promotes gender based violence.

GENDER BASED VIOLENCE RESPONSE AND PREVENTION.



Project No 2.

Community Dialogue with Boys and Girls Countering Violence Extremism and promote gender equality

Funded by MenEngage Africa

In a dialogue with young boys and girls we discovered some triggers of violence extremism looking at existing grievances ideological disparities, trauma etc. During discussions, we identified issues around beliefs, pushed by the society, individual values and upbringing, discrimination, jealousy, greed etc causing individuals to engage in violent actions. To remedy this situation, participants indicated the need for more comprehensive peace programs carried out engaging men and women, boys and girls.

Key Achievements.

- Knowledge on violence, extremism, and conflict enhanced for 20 young boys and girls.
- Issues around traditional beliefs, cultural and social norms promoting violence extremism amongst internally displaced people identified

GENDER BASED VIOLENCE RESPONSE AND PREVENTION.

Project No 3. Creating Awareness, Breaking the silence and reducing the culture of Rape among Girls in Vocational Training centers in Bamenda I, II and III Sub Division.

Funded by Rescue Women Cameroon



This project was carried out by five beneficiaries of the SUVAR 2023 program, which took place in Limbe in April 2023, where SWO Executive Director- Tebi Honourine was the Project lead. The team included; Change

makers and survivors of rape. The activities carried out included: identifying 20

vocational training centers

Activities	Description	Target Girls Reach
1. Identification and Sensitization of 200 Girls in 20 Vocational Training centers.	15 Vocational centers reached	210
Creation of a safe space on whats app for the Girls.	Whats-app group created as a safe space that continue to feed girls with educational on rape using the survivor centered approached.	65
Workshop with Proprietors of Vocational Training Centers.	One day training for proprietors/Directors of vocational training centers to identify early signs on their trainees and enhance their knowledge on rape	15

	and other forms of GBV.	
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with at least 5 trainees, hold 20 awareness sessions in the 20 identified training center, design and print customized messages about rape, and organize a one day training for proprietors/Directors of vocational training centers to transfer the knowledge on rape to enhance their capacity, prevent and respond to rape. Sensitization was carried out at hospital roundabout, Old Church Azire, Ntarinkon, Che street, Upstation, Foncha Junction, Mile 2 Nkwen and at Commercial avenue Bamenda

Key Achievement.

GENDER BASED VIOLENCE RESPONSE AND PREVENTION.

Project No.4

16 Days of Activism against Gender Based Violence.

Funder MenEngage Africa

Public Sensitization at the Bamenda Food Market and a Sillo Walk At Wosin-Bali.



SWO carried out a public sensitization campaign in Bamenda food market educating women and men, boys and girls on the dangers of GBV. In the course of this activity, many shared heart touching stories and listening to these stories, it's evident that most people go through torture, emotional and psychological violence and do not even have the courage to speak out for fear of societal norms and stereotypes.

In continuation of the celebration, in a hiking boot camp, SWO had a moment of Sillo walk, reflecting on the causes and effect of GBV and how

to put a stop to this ill which has greatly affected our society. In Wosing community in Bali, religious leaders, community leaders, men/boys, women/girls were all involved in the fight against GBV as each person had a moment of deep reflection, searching their hearts for possible ways to put an end to all violent situation.

Key Achievements.

1. Over 1000 persons at the Bamenda Food market enhanced knowledge on gender based violence, causes and consequences and the importance of a collective effort to put an end to GBV
2. 50 Traditional and religious Leaders, women, youths and men of the community of Wosin in Bali, improved their understanding and awareness on gender based violence and its consequences on women, girls and the community.
3. Women and girls had the opportunity to speak out during the silo walk session, highlighting realities of GBV such as rape, widowhood rights, forced and early marriages.

GENDER BASED VIOLENCE RESPONSE AND PREVENTION.

INTERNATIONAL DAY OF THE GIRL CHILD (IDGC);



Invest in Girls Rights: Our Leadership, Our Well-being

Funder by Sustainable Women Organization

Every October 11, the rights of the girl child are being projected significantly around the world. The reason for allocating this day as the IDGC was adopted with the goal of

promoting gender equality and empowerment of for girls worldwide. This day aims at raising awareness on the importance of girl rights. It should be noted that most girls are unaware of these rights and could be as a result of social norms that shaped their growth.

On this day, girls are encouraged to take up leadership positions in their schools and communities, know their basic human rights, invest in their wellbeing and create a supportive and friendly environment so that they can explore their full potentials. This day equally focuses on celebrating and advocating for girls rights by giving them equal opportunities to lead and amplify their voices, respond to their needs and put them in decision making spaces

In commemoration of the IDGC, Sustainable Women Organization implemented series of activities in bamenda 2 sub division and also on social media.

Key Achievements

Activities	Description	Target Reached
Social media sensitization campaign	Each AGYW of SWO made a significant write up projecting the rights and importance of the girls child on social media (Facebook). This is to show their enthusiasm	115

	<p>and the level at which young girls are ready to take up leadership and become meaning in the society.</p> <p>THEY WROTE:</p> <p><i>“Now is our time, our time as girls to take over duties and responsibilities, to bring changes to our societies for the future is ours. Empower a girl today and watch her become a strong woman tomorrow”</i></p>	
<p>Sensitization in Vocational Training Centers:</p>	<p>organized sensitization sessions in 5 vocational training centers in Bamenda 2 sub-division. These sessions aimed to</p>	

	<p>educate girls about their rights, promote gender equality and empowerment, highlight the disadvantages of early marriage</p>	
<p>Round Table Discussion with selected girls from the training centers</p>	<p>A round table discussion was organized bringing together girls from the vocational training centers, SWO girl advocates, and SWO staff. The objective of this discussion was to provide a safe space for girls to share their experiences, concerns, and perspectives while collectively brainstorming solutions. The structured forum fostered inclusive dialogue and</p>	<p>15</p>

	encouraged the active participation of all attendees.	
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“Unlock the boundless potentials of girls by investing in them. With their leadership and wellbeing at the forefront, watch as they soar to unimaginable heights, transform our world with their brilliance”

“Investing in girls rights isn’t being fair, its being just. Educating and empowering a girl child is building a healthy, equal and economically stable society

9.2 LIVELIHOOD AND ECONOMIC EMPOWERMENT



Project No 1.

Teen/Single Mom Economic Justice For Peace Project

Funder: Magic To the World-Germany.

Under the sponsorship of Magic to the World, SWO carried out an economic empowerment project on closing gender gaps by increasing financial autonomy of single mothers and women. 10 girls were direct beneficiaries who had their capacity built on business management, financial record keeping and entrepreneurship. They are into traditional hand dress marking, hair dressing, fashion designing and trading in kid wears. In order to endure sustainability and proper management of the business material, the SWO monitoring team visited each beneficiary at their various business sites to ensure effective management of their businesses and challenges they encounter.

Key Achievement

1. Increased daily sales due to the additional materials and capital they received from SWO.
2. Knowledge on financial management, record keeping, customers management enhanced for 10 direct beneficiaries.
3. 10 beneficiaries received 150 pages of ledger book for record keeping. This help improve their daily business tracking and ensure business accountability.

4. Enhanced knowledge on how to separate personal finances from business finance

9.3 HEALTH

9.3.1. HIV and SEXUAL REPRODUCTIVE HEALTH RIGHTS



Project No.1 Improve Social and Cultural environment for AGYW by creating awareness about the existing gender stereotypes, discrimination and socio-economic injustice that promote gender inequalities and predisposes AGYW to gender based violence and HIV infections.

Funder: HER Voice Fund.

Key Achievements.

Activities	Description	Target Reach
Capacity building of 10 AGYW for data collection	Lead by the consultant recruited for this project, AGYW selected from North West, South West and West Region of Cameroon had training on data collection and how to conduct interviews using the sample questionnaire prepared for this project with the use of	10

	the kobo collect data collection tool. They were also trained on data entry and analysis.	
Conducting Research to provide evidence on AGYW advocacy to improve sociocultural environment and development of advocacy policy brief.	10 AGYW lead by the consultant conducted evidence on decision-making challenges faced by adolescent girls and young women (AGYW) in Cameroon, particularly in the areas of gender inequality, injustice, gender-based violence, and HIV to influence AGYW advocacy with policy makers.	935
Hold in-persons institutional meetings with strategic policy makers to advocate for the improvement of social, cultural, economic and legal environment for AGYW that promotes equality, social and economic justice.	5 In-person advocacy visits conducted at the Regional Delegation of Youth affairs and Civic Education, Divisional Delegation of Women Empowerment and the Family. Visited Traditional institutions such as the Chair Person/Quarter head of Bafoukum in Tubah Division, Quarter head of Ntarinkon, and the Muslim religious Leader. In all the visits, AGYW pushed for the key ASK while taking commitments made by the various stakeholders.	5
Skits to promote social and cultural barriers in communities that hinders AGYW participation in decision-making	Adolescent girls and young women carried out skits on facebook	3

Key Research Results/Achievements.

Barriers That Prevent Equal Access Of Adolescent Girls And Young Women In Present Day Decision Making.

Table 1: Tabulation of the level of female education (social empowerment)

Highest academic degree	Survey region				percentage (%)
	Northwest	Southwest	West	Total	
No degree	38	3	0	41	4.385027
CEP/CEPE/FSLC	76	2	19	97	10.37433
BEPC/CAP/GCE OL	102	19	72	193	20.64171
BAC/BEP/GCEAL	167	21	66	254	27.16578
BTS/DUT/DEUG/HND	115	44	10	169	18.07487
Licence/ Bachelor Degree	123	8	24	155	16.57754
Maitrise/DEA/Masters/MB A	21	1	2	24	2.566845
Doctorat/Ph.D	1	0	1	2	0.213904
Total	643	98	194	935	100

Source: Authors' computation

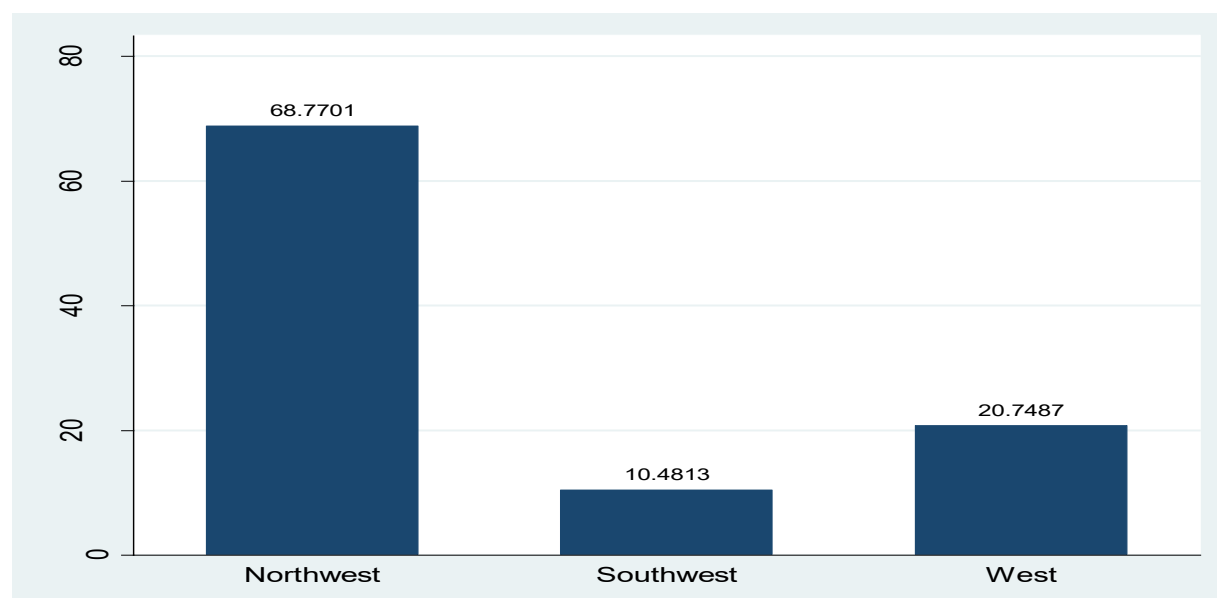


Figure 1: Sample representation per region (values in %)

Figure 1 depicts that 68.7% of the studied sample (AGYW) are from the Northwest region, 10.4813% from the Southwest and 20.74% from the West region. These three regions remain the main target of this study and represent the areas of interest for the present women empowerment group.

Participation in decision-making processes

Table 2: Tabulation of decision-making participation

Age groups	Decision making participation		
	Participant (%)	Non-participant (%)	Total
Middle adolescence 15-18	59%	41%	100
Late adolescence 19-25	75.08%	24.9%	297
Early adulthood 25-35	83.33%	16.66%	528
Middle adulthood 35-55	90%	10%	10
Total	78.18%	21.81%	935

Source: Author's computation

Table 2 depicts the response rate of 59% of middle adolescent girls aged 15-18 partaking in decision-making processes and 41% representing non-participants. In addition, the middle adulthood (35-55) group remains the most active in decision-making participation (90%), followed by the early adulthood (83.33%) and the late adolescence (75.08%) groups. The displayed statistics depict that the AGYW participation in decision-making processes increases with age and responsibilities. The statistics align with the feminist model that women turn to take more responsibilities and autonomy as their life cycle advances and become mindful of how their actions inform the opinions of all people involved in different ways to bring about change. The participation rates are further displayed in Figure 2, indicating the total observations of age groupings, the participation and the non-participation response rate.

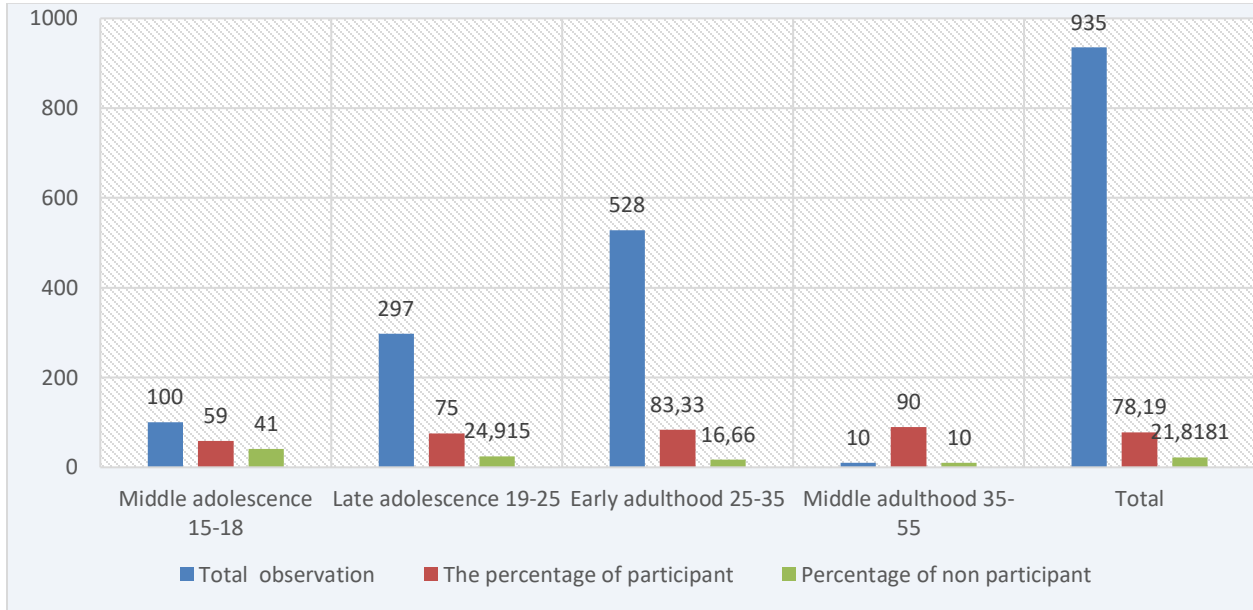


Figure 2: Decision-making participation across the different age groups

The represented sample groups in Figure 2 show 100, 297, 528 and 90 individuals for middle adolescence (15-18), late adolescence (19-25), early adulthood (25-35) and middle adulthood (35-55) respectively, making up a total of 935 population in the represented regions. In representing the responses per the different regions, in our sample, Figure 3 indicates that the AGYW participation in decision-making processes in the Northwest region at all age groups is higher than that of the Southwest and the West regions except for the middle adulthood aged 35-45.

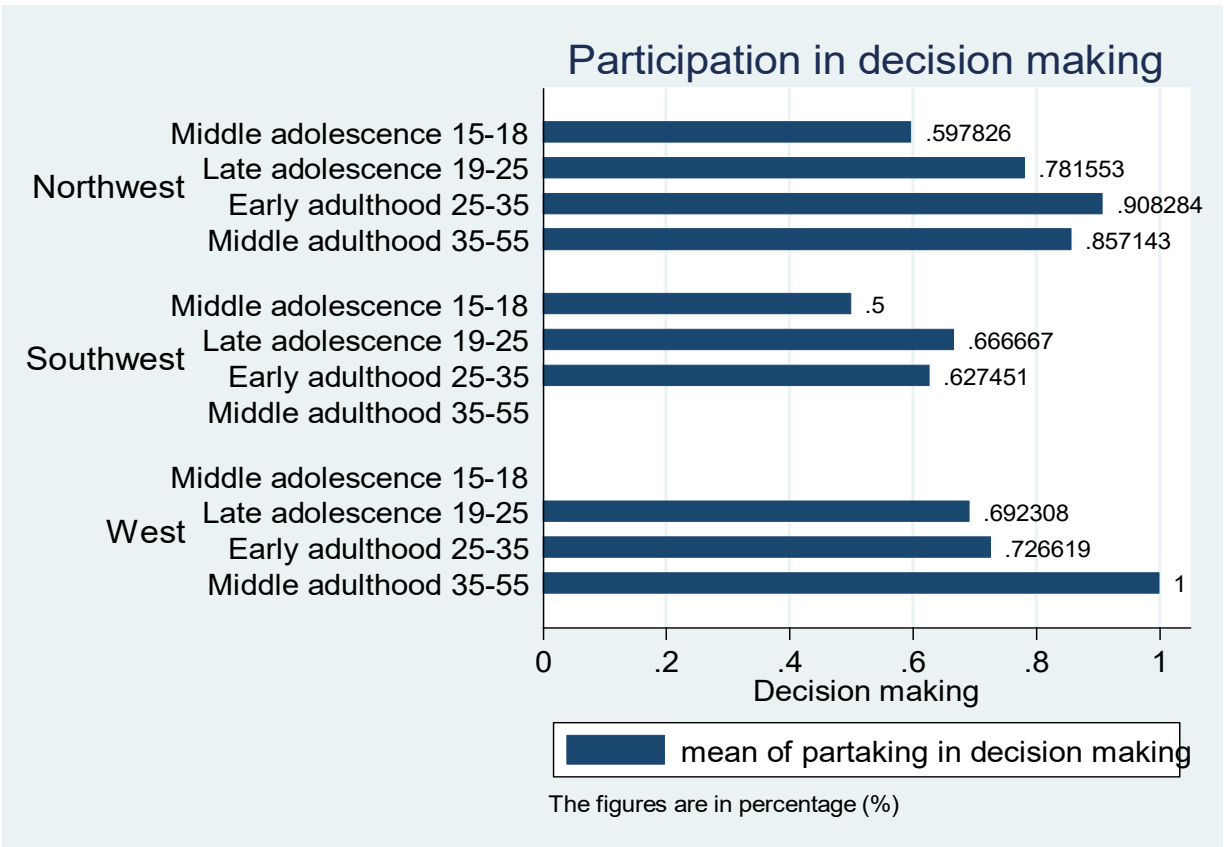


Figure 3: Decision-making participation across the different regions

Figure 3 shows the participation rate of 59.7%, 78.15%, 90% and 85.7% for the middle adolescence, late adolescence, and early and middle adulthood groups for the Northwest region. In the Southwest region, the participation rates of 50%, 66% and 62% in decision making for the middle and the late adolescence, and the early adulthood are relatively lower than that of the Northwest. The West region’s AGYW presents a participation rate higher than the Southwest region but remains lower than that of the Northwest region except for the middle adulthood (35-55) which presents a 100% response of partaking in policy decision-making processes.

Barriers to Participating in Decision Making

Table 3: Tabulation of Stereotypical narratives/Barriers to equal access in decision making

Variable	Obs	Barriers (%)	Non- Barriers (%)	(2-3)
<u>Social/Cultural Barriers and stereotypes</u>				
Exclusion of women in peace processes and talks	935	.769	0.231	0.538
Retrogressive cultural practices on leadership	935	.876	0.124	0.752
The lack of knowledge about leadership/organization	935	.918	0.082	0.836
Lack of support from the family	935	.882	0.118	0.764
Gender bias	935	.66	0.34	0.32
Masculine traits such as women's lack of strength and confidence	935	.749	0.251	0.498
The benevolence bias (Associating women with vulnerability)	935	.768	0.232	0.536
The perception of women regarding their roles as housewives	935	.611	0.389	0.222
Ordinary sexism as a hindrance	935	.677	0.323	0.354
Lack of confidence	935	.84	0.16	0.68
Lack of leadership support	935	.872	0.128	0.744
Lack of partner support	935	.863	0.137	0.726
<u>Legal and perceived barriers/stereotypes</u>				
Female circumcision	935	.549	0.451	0.098
Women have few rights to serve in top administrative positions	935	.65	0.35	0.3
Lack of gender-based job restrictions	646	.622	0.378	0.244
Lack of workplace protections and leave benefits	935	.701	0.299	0.402
The perception that men are more suitable to lead	935	.63	0.37	0.26
Women don't care about participating in important decision-making	935	.462	0.538	-
Women take leadership roles only when men are absent	935	.624	0.376	0.248
Women are considered weak, untrustworthy and incompetent	935	.473	0.527	-

Women leaders are best suited to lead only their fellow women	935	.585	0.415	0.17
Men can make better decisions than women.	935	.443	0.557	- 0.114
Author's computation				

Table 4: Tabulation of Barriers indexes

Variable	Obs	Mean	Std. Dev.	Min	Max
Social Barriers	935	.861	.233	0	1
Cultural Barriers	935	.755	.27	0	1
Legal Barriers	646	.552	.378	0	1
Perceived Barriers	646	.587	.303	0	1

Source: Authors' computation

Table 4 indicates that the sociocultural factors and stereotypes stand out with mean values of 0.861 and 0.755 considered the most significant barriers to decision making than the legal and perceived factors with 0.552 and 0.587 respectively.

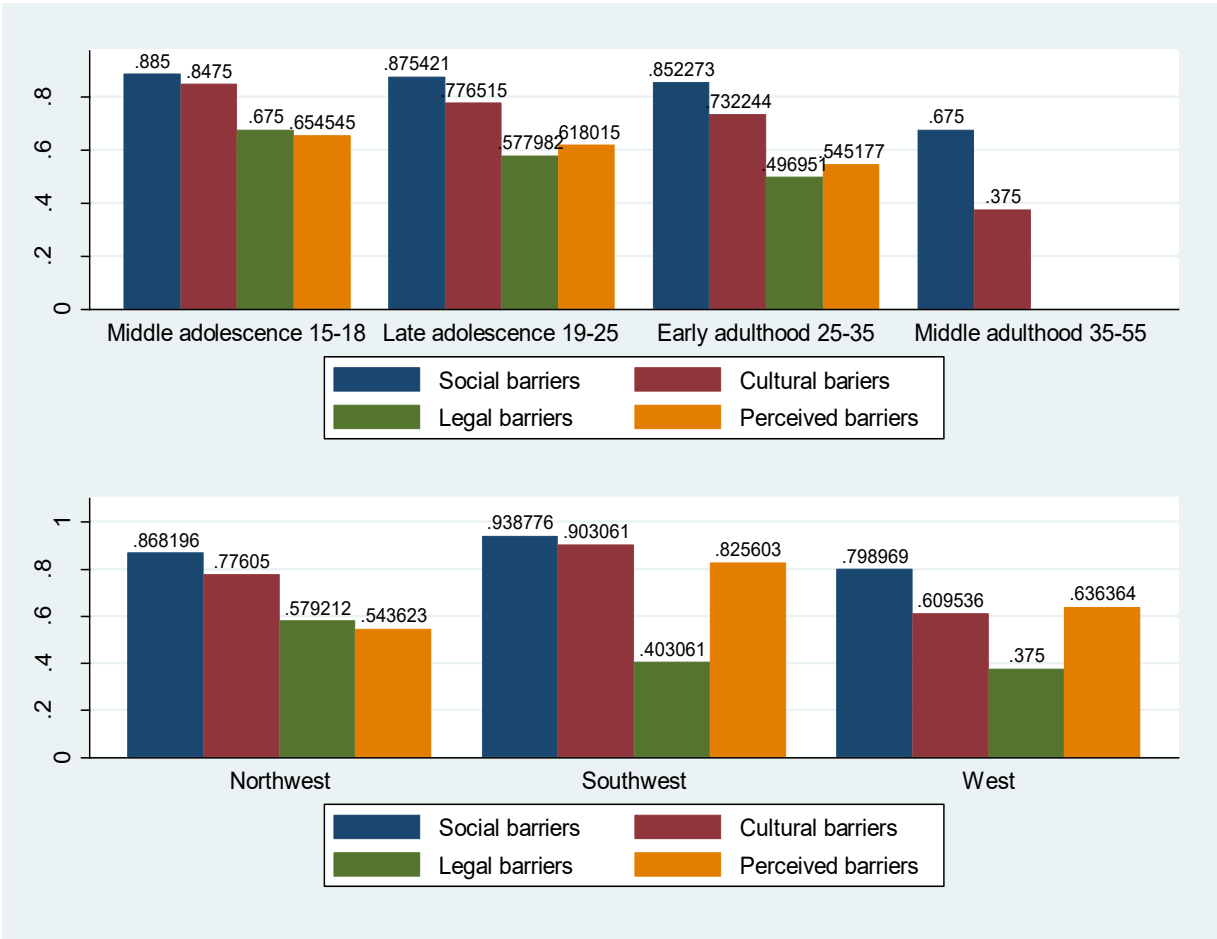


Figure 4: Barriers to participating in decision-making

Table 5: Description and the importance of strategies that improve the social, cultural and political environment

Variable	Obs	Strategy (2)	Non-essential strategy (%) (3)	(2-3)
<u>Socio-economic and cultural strategies</u>				
The inclusion of women in peace-building processes	935	.968	0.032	0.936
Strengthening the capacity of women and their organizations	935	.958	0.042	0.916
Inequality resolution should be promoted to reduce discrimination	935	.956	0.044	0.912

Social empowerment (Enhancing women's education)	935	.959	0.041	0.918
Delimiting cultural practices and promoting political empowerment	935	.926	0.074	0.852
Attaining at least the literacy levels of education	935	.945	0.055	0.89
Support from the family should be encouraged	935	.955	0.045	0.91
Women's opinions should be valued in the community	935	.95	0.05	0.9
<u>Political and administrative policies</u>				
Ensuring equal representation in policy suggestions	935	.945	0.055	0.89
Women should be given the confidence to be relied upon	935	.947	0.053	0.894
Gender equality in opportunities (equal representation)	935	.973	0.027	0.946
Increasing women's representation in leadership	935	.964	0.036	0.928
Empower women smallholders schemes	646	.952	0.048	0.904
Fund organizations that are aimed at promoting women's interest	935	.965	0.035	0.93
Promote women in top administrative positions	935	.97	0.03	0.94
Communicate the importance of women's participation in decision-making	935	.968	0.032	0.936
Creation of women empowerment groups and campaigns	935	.974	0.026	0.948

NB: All figures are in percentage except for the Obs (observation) column.

Source: Authors' computation

Table 6: Descriptive Statistics of Injustice

Variable	Observations	Injustice victims (%)	Non-victims (%)
Home injustice	935	0.642	0.358
Injustice at work	935	0.66	0.333

Community injustice	935	0.639	0.361
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Source: Author's computation

Fehler! Verweisquelle konnte nicht gefunden werden..

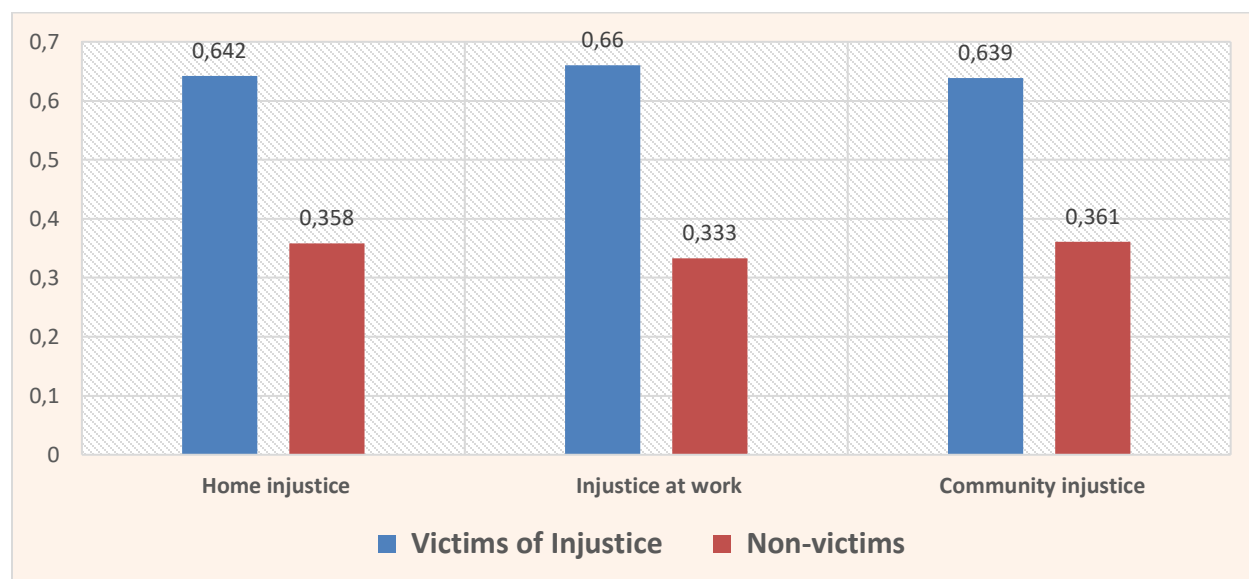


Table 7: Descriptive Statistics of Violence

Variable	Observation	Victims of violence (%)	Non-victims (%)
Exposures to HIV	935	0.536	0.464
Home violence	935	0.486	0.514
Violence at work	935	0.404	0.596

Source: Authors' computation

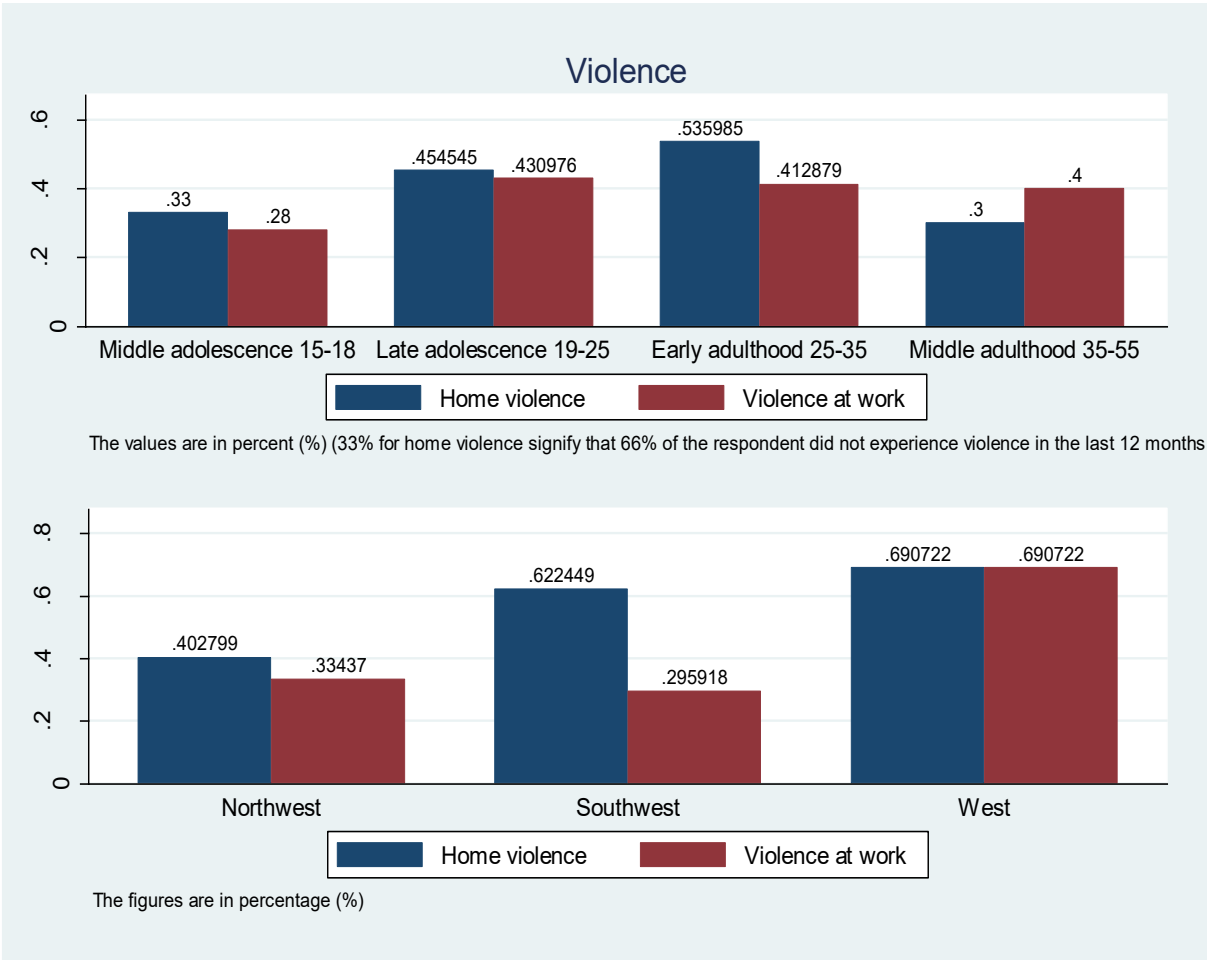


Figure 6: The percentage of people who experienced Violence

Exposure to HIV infection and sexual abuses

Table 8: Descriptive Statistics of Exposition to HIV and Sexual Abuses

Variable	Observations	Percentage exposed (%)	Not exposed (%)
Exposure to rape	935	.598	.401
Exposed to sexual abuse by relatives	935	.649	.350
Exposition to sexual abuse by HIV-infected persons	935	.636	.365

Source: Authors' computation

Figure presents the degree of exposure to sexual abuse in different age groups and regions.

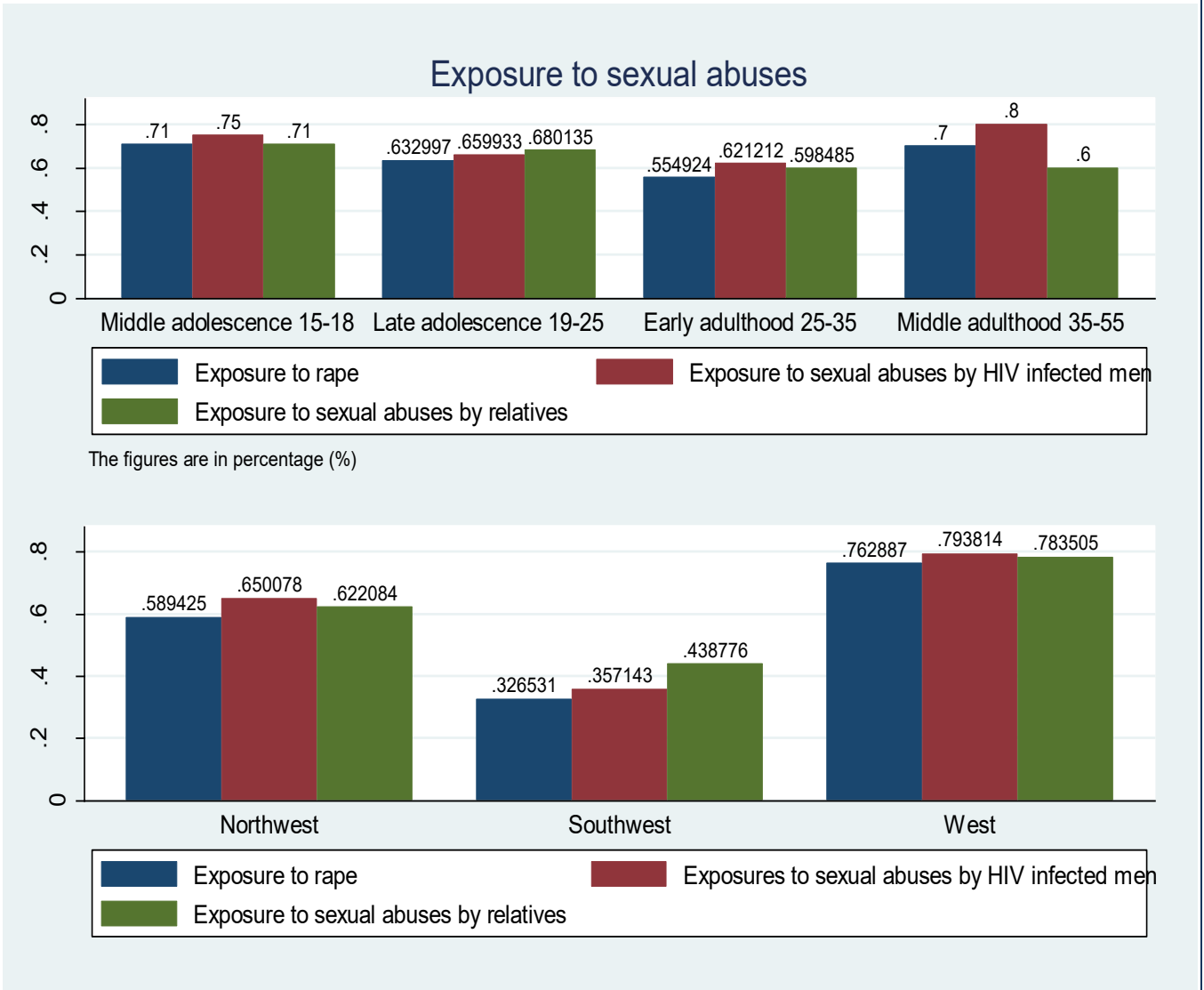


Figure 7: The percentage of people who experienced Sexual abuse

Table 9: Factors influencing Injustice and gender based-inequality in Cameroon

VARIABLES	(4) Home Injustice and gender inequality	(5) Injustice at work and gender inequality	(6) Community injustice and inequality

Progressive cultural policies	-0.889*** (0.171)	-0.902*** (0.187)	-0.575*** (0.162)
Education on women rights	-0.0122 (0.0505)	-0.146*** (0.0525)	-0.101** (0.0507)
Adulthood	-0.255*** (0.0977)	-0.290*** (0.0995)	0.0210 (0.0960)
Women's economic empowerment (innovation and creativity)	-0.141*** (0.0313)	-0.189*** (0.0322)	-0.169*** (0.0311)
Family support and counselling	-0.337** (0.164)	-0.448*** (0.169)	-0.351** (0.162)
Women political empowerment (leadership support)	-0.142 (0.183)	-0.443** (0.201)	0.0886 (0.180)
Participation in decision making	-0.0890 (0.106)	-0.170 (0.109)	0.0830 (0.103)
Social empowerment group (promotion of women's interests and rights)	-0.173* (0.0918)	0.105 (0.0950)	-0.109 (0.0911)
Equal representation and societal protection for both genders	0.129 (0.285)	0.235 (0.289)	0.156 (0.287)
Income size	-0.0596*** (0.0212)	-0.107*** (0.0265)	-0.0360* (0.0201)
Constant	2.317*** (0.444)	3.570*** (0.484)	1.543*** (0.408)
Observations	935	935	935
Rank	13	13	13
chi2	83.96	117.5	68.22
r2_p	0.0821	0.139	0.0704

HEALTH

9.3.2 Menstrual Hygiene Day Commemoration

Making menstruation a normal fact of life by 2030

Funder: Sustainable Women Organization.



This day is usually celebrated on May 28 every year. This year, it was commemorated under the theme, Making Menstruation a normal fact of life by 2030. This is the days to break harmful taboos about periods and raise awareness about current gaps in policies around menstruation, advocate for subsidized menstrual products, carry out awareness programs. Around the

world, millions of girls are faced with stigma, exclusion and discrimination simply because of one perfectly natural body occurrence-their period. Negative attitudes and misinformation about periods limit women and girls potential.

SWO engaged men/boys, women/girls in participatory session of discussion on menstruation and menstrual hygiene and sanitation in Bamenda II. It was a participatory session as the men also got to know more about menstruation and what is expected of them.

Many questions were raised and doubts were clarified concerning issues surrounding menstruation.

Building synergies with local partners, SWO collaborated with COMAGEND Cameroon and 4 other Civil Society Organizations. The commemoration of the MHD was and idle one as partner organizations through the AGYW representative, took part in a mind blowing activities in celebration of this



day. Each partner organization sent in at least 2 AGYW to represent the organization with maximum support of their various organizations. In this light, SWO sent two of her AGYW as representative who brought report on how the day was celebrated.

9.3.3 WORLD AIDS DAY

CELEBRATION

This year was commemorated under the theme, Let communities lead. This is a day dedicated in raising awareness of the AIDS pandemic caused by



the spread of HIV infection. In the celebration of this day, activities such as awareness, HIV screening, caravan are lots more are usually carried out in Bamenda II sub division.

Sustainable Women organization joined the Regional technical Group and other civil society organization in a habitual matching caravan to raise awareness on the importance of HIV screening, prevention and treatment.

The day was also characterised by exhibition and visitation of stands by the representative of the governor of the NWR and his entourage.

9.4 SWO FINANCIAL AND OPERATIONAL DEVELOPMENT

SWO 2023-2026 Strategic Plan Workshop

SWO as a community based women- led organization has vision is to build a society where every woman/girl can live to their full potentials and capacities free from stereotypes, stigma, discrimination and boundaries. In the course of pursuing this great vision, the organization for the past years has been carrying out numerous impacting and live changing activities. With that being said, SWO decided to draft out 4 years strategic plan in order to meet up with its SMART objectives put in place in concordance with the key components of the organization. To this, community focal points, key ministries stakeholders, AGYW, CSOs were all invited to bring their ideas on the table for better decision making.



It was a very participatory and group working moment as participants were put in groups for brainstorming. Each group was to come with the problems and solutions faced in the societies as per each key component. Thereafter, they came up with SMART objectives, activities, output and outcomes.

10.0 CHALLENGES

- The organization main challenges has been limited skills and capacities in resource mobilization, proposal writing which in effects hinders the human resources of the organization.

11.0 RECOMMENDATION

- Collaborate with other organization and networks to enhance capacity of the organization on resource mobilization and proposal writing
- Recruit volunteers with competent skills in proposal writing and resource mobilization who could be of great help to the organization.

SUCCESS STORIES

My advocacy journey began in 2019. In 2020, I did a public disclosure of my HIV status. This to me was my own way of contributing to the fight against stigmatization and discrimination against persons living with HIV in our communities.



In 2021, I came in contact with Sustainable women organization in which it's a women led organization(SWO) advocating for the meaningful participation of adolescent girls and young women in HIV decision making space and working with persons living with and affected by HIV. This was of keen interest to me since the organization had programs on HIV and HIV related issues. They were aware of the fact that HIV affects more of AGYW in Cameroon and were putting in the effort to educate AGYW through advocacy and sensitization.

I was so excited to be part of SWO and got engaged as an AGYW Advocate. I participated in several capacity building workshops on HIV, communication and public speaking, advocacy, community mobilization and stakeholders engagement. During my time with SWO, Several workshops were organized with stakeholders in which our advocacy messages were presented to the appropriate quarters. Being a part SWO provided me with the opportunity to participate in so many capacity-building workshops. Through SWO, I was fortunate to be selected by UNESCO on HIV for adolescent girls' related program. This opportunity greatly elevated me as it opened doors for me to network with other AGYW from different parts of Africa. Personal coping stories shared by these AGYW on the progress of the fight against HIV, HIV stigmatization and discrimination in their countries gave me a lot of hope for my own country. This year 2024, through SWO, I applied and joined the Youth Reference Group to contribute and participate in the 8th edition of the international workshop on HIV, SRH, and Adolescence 2024. An inclusive summit for multidisciplinary experts including young people, clinicians, behavioral scientist, programmers, policy makers and implementers working with and for adolescents from Regions where HIV burden is high and SRH outcomes remain poor.. I believe and trust there is more to be achieved with SWO because of the dedicated and determined team who work tirelessly to ensure every AGYW grow to the best of their capacity and potentials. More is to come from SWO and we will be here to celebrate our successes.

Cinthia N.

I joined SWO in 2021 through a workshop I was invited to attend by a neighbor who happened to be a staff of the organization. All I heard from him was it will be a great experience and it could help a young girl like you. My parents were reluctant to let me attend the workshop but I was determined to.



I was eager to find out what the workshop held for me as a young girl, so I had to go despite all odds. In the workshop, we had discussions about HIV and the myths around it, GBV and so many other topics. It was an interactive session and I learnt a whole lot of things. My participation during that workshop paved the way for me to be re-invited by the Executive Director to be part of the AGYW in the organization. Through SWO programs, mentorship and guidance, I have gained valuable entrepreneurial knowledge that has helped grow my business which is striving very well. Their financial support allowed me to

invest in my venture and has taken it to new heights. All these assistance from SWO has strengthened my voice not only in my family but my community as well. The advocacy work of the organization has empowered me to be able to speak up on important issues. My voice is now considered among those making a difference in my community and the country at large. This is through my advocacy at Regional and National levels. I have had the opportunity to have talks with high profile persons such as the Minister of Secondary Education, The Regional Delegate of Youth Affairs and Civic Education, the Directors of Regional Technical group for HIV and SRH, the representative of the Governor of the Northwest Region, the Director of Regional hospital amongst other stakeholders.

Through active community engagement, I have been able to network with like-minded individuals and create a positive impact in the lives of others. I have organized and coordinated community dialogues with different stakeholders and adolescent girls on different societal setbacks which act as barriers to AGYW involvement in decision making spaces. Finally, I was graduated to a Senior AGYW in the organization. My first responsibility as a Senior AGYW was a facilitation role to strengthen the capacities and mentor the newly recruited AGYW's and/or volunteers of the organization. I am truly thankful for the support of this organization and the difference they have made in my journey. This is 2024 I am looking forward to doing more advocacies and community development works to continue to ignite change in my community. I also intend to amplify my voice and encourage others to make their voices heard. I pledge to continue acting as an ambassador of change amongst my peers.

Evidence K.

MORE PICTURES



HER Voice Fund Girls Summit, Bafoussam



16 days of Activism against GBV



Community sensitization on GBV, Human Rights and Childs



Menstrual Hygiene day celebration



Community Dialogue with Boys and Girls Countering Violence Extremism and promote gender equality

OUR FUNDERS FOR 2023

