


# Fund for Gender Equality

GENERAL PROGRAMME INFORMATION				
Project Information				Cameroon
<b>Project Name</b>	The Socio-judicial Revaluation of Domestic Employment in Cameroon			<b>Programme Type:</b> Catalytic
<b>Lead Org</b>	Horizons Femmes			<b>Grant ID:</b> 2573
<b>Co-lead Org</b>				
<b>Thematic Area(s)</b>	Economic Empowerment			
<b>Thematic Sub Area(s)</b>	Improve women's economic conditions; Gender- sensitive response to sectoral policy (unemployment); improve domestic worker's rights			
<b>Grant Amount</b>	\$368,750	<b>Grant Start Date</b>	December 18, 2009	
<b>Additional Gov't Funding</b>		<b>Grant End Date</b>	December 31, 2011	
<b>Total Budget</b>	\$368,750			

Partner Agencies	
<b>Government</b>	Ministry for Women and Family; Ministry of Labor and Social Security ; National Statistics Institute
<b>Civil Society</b>	Horizons Femme; Nouveaux Droits de l'Homme (NDH); Forum Camerounais de Psychologie (FOCAP)

Programme Summary
The programme seeks to improve the conditions of domestic workers, who often endure systematic and socially-accepted abuse, exploitation and stigmatization. Through empowerment, mobilization, awareness-raising and legislative advocacy, the programme aims for stronger legal protections for this particularly marginalized group of women, who as a more unified and mobilized force will be better positioned to claim their rights and advocate on their own behalf.

DETAILED PROGRAMME INFORMATION				
Contribution to Law(s)				
Name of Law	Law Type	Year Implemented	Type of Contribution	Expected Level of Contribution (High or Low)
Federal Decree on domestic work (1968) and Unemployment Policies	Federal Decree To be converted in law	1968	Creation of a Law, Gender Mainstreaming in existing Policies	High

General Programme Goal
Domestic workers in Cameroon receive a greater consideration of their social and economic rights by the employers by 2012.

Expected Programme Outcomes
Outcome 1: Beginning in 2012, at least 1 of 3 key Ministries (the Ministry for the Advancement of Women and Families; Ministry of Labor and Social Security; the Ministry of Employment and Vocational Training) adopts data that is specific to the domestic work agenda in the development of government policies to address unemployment and the underemployment of women.
Outcome 2: In the first year of programming, a permanent network of key stakeholders (Ministry for the Advancement of Women and Families; Ministry of Labor and Social Security; the Ministry of Employment and Vocational Training, Parliamentarians, and NGOs focused on domestic workers rights) is established, consulting with members and focused on the issue of domestic workers in Cameroon.
Outcome 3: By the programme's end in 2011, there is a notable reduction in the conflicts/tensions that exist between domestic workers and their employers.
Outcome 4: The 1968 Federal Decree on domestic work has been modified to align with Cameroon's Labor Code by 2012.

## Main Achievements

To date, Horizons Femmes has made significant advances with respect to its first and second outcomes. The organization's primary efforts have allowed it to collect accurate baseline data on the status of domestic workers in Cameroon in order to ensure that any future legislation in the country is grounded in and responsive to the current conditions and challenges facing domestic workers in Cameroon.

Furthermore, the organization has been quite successful in gaining the commitment of key allies, gatekeepers and other stakeholders (i.e. governmental entities and CSOs) in order to ensure that a sustainable network of organizations, focused on the domestic worker's agenda, exists in Cameroon. Moreover, Horizons Femmes has supported the establishment of a resource centre as a central location for service provision to domestic laborers. In order to do so, the organization has:

- Signed a widely-publicized accord with the Ministry for the Promotion of Women and Children's Rights and obtained a preliminary agreement with the Ministry of Labor and Social Security to sign an accord.
- Identified 50 NGOs across 10 regions in Cameroon that will participate in a permanent network of organizations fighting for domestic worker's rights.
- Created a Technical Monitoring Committee that will provide capacity-building to all domestic worker NGOs in the permanent consultation network
- Created a website dedicated to the dissemination of the national baseline study results ([www.emploi-domestique.org](http://www.emploi-domestique.org)) – the result of highly participatory research in 10 regions of Cameroon which identified the priorities of the domestic worker agenda and reviewed juridical texts and legal rulings on domestic work in Cameroon.

## Key Highlights

Creation of a Technical Monitoring Committee (composed of all sectors of public administration that will participate in the programme as well a representative of United Nations entities who will provide capacity building in support of programme implementation).