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Progressive Public Policy Making by a Nongovernmental Organization to Assist Cameroonian Widows

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Walden University

College of Health Sciences and Public Policy

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Blaise Kengjise

has been found to be complete and satisfactory in all respects,
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Walden University
2024

Abstract

Progressive Public Policy Making by a Nongovernmental Organization to Assist

Cameroonian Widows

by

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MPA, Argosy University, 2015

BA, University of Yaounde 1, 2003

Professional Administrative Study Submitted in Partial Fulfillment

of the Requirements for the Degree of

Doctor of Public Administration

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Abstract

This research focused on empowerment of widows in Cameroon by a non-governmental organization. This research is important as gaps in community services were explored by identifying the organization's ability to address the unique issues of widows in Cameroon. The gap practice theory was used to analyze the existing strategies used by the organization and identify significant gaps in their programs and services that may hinder their efforts to assist widows in Bamenda, Cameroon. Semi-structured interviews with agency staff (n = 16 in Bamenda, Cameroon, including 3 board members and 1 executive) and clients (n = 14) were conducted to investigate the current strategies and possible gaps in their services to empower widowers. Findings indicated various problems faced by widows in Cameroon and a range of organizational issues that may help alleviate their unique issues. Findings indicated that there were limited options for educational and occupational advancement, obstacles in establishing property claims and inheritance, societal marginalization, and the burden of economic reliance on others. The implementation of gender-sensitive policies is crucial in promoting the economic empowerment, social inclusion, and general well-being of widows. By addressing the specific needs and challenges faced by widows, these policies provide a supportive environment that allows them to thrive. The research has also offered evidence-based policy recommendations for administrators and other policymakers to address the economic issues widows face in Cameroon. Potential positive social change includes initiatives for general administrative practice, program offerings, and support services.

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Section 1: Introduction

Research on female scholarship has changed in light of the present patterns in internationalization, which propose collective regulations, expertise, and roles (Aluh, 2021). Leaders of nations and governments must reassess their natural and financial resources to compete effectively with foreign entities. These changes, combined with the idea that women have different roles in various fields, emphasize the need to carefully evaluate and analyze all aspects that impact women's well-being to create and implement sustainable strategies. Societal values serve as a symbol for maintaining gendered social divisions. Meal superstitions, female genital mutilation, and widowhood ritual practices are just a few of these social customs. According to Aluh (2021), these practices harm women's health, physical health, and psychosocial growth while violating their human security rights. Further, Pemunta & Alubafi (2016) added that the conventions commemorating the United Nations (U.N.) decade for Women addressed gender-based violence issues and ultimately led to the designation of an International Widows Day. However, widowhood practices have stayed firmly rooted in the hegemonic social structure of most societies in Cameroon, including the Balengou, despite a robust feminist strategy.

Organization Background and Problem Statement

Widows in Cameroon are exposed to challenging lives in a patriarchal society characterized by low development levels and some social vices such as corruption that further exacerbate the environment in which Cameroonian widows live. The organization in this study will be referred by the pseudonym "Nkumuh" to maintain anonymity.

Nkumuh is a Cameroon-based nonprofit organization that works to empower vulnerable populations, including widows. It can potentially play a significant role in assisting widows in improving their economic futures. However, the organization lacked a comprehensive programmatic approach to addressing the financial issues faced by widows. According to findings of DiGiacomo et al. (2015), the lack of a holistic strategy posed a significant challenge to organization's ability to effectively assist widows in overcoming their financial difficulties. The results of this project may hold significance for similar organizations or the greater field of public administration. Designing progressive policies to create particular interventions for widows to overcome these barriers may alleviate the social problem of inadequate support for widows, who represent a significant portion of Cameroon's underserved population (Pemunta & Alubafi, 2016). The project may also serve as a guide for public administrators and policy makers in designing policies and programs that can effectively address economic issues faced by vulnerable people. By providing evidence-based strategies for improving economic outcomes for widows in Cameroon, this project may help other organizations and public administrators address vulnerable populations' economic issues more effectively.

Purpose

The aim of this professional administrative study was to analyse Nkumuh's current programs and services for widows in Cameroon. The study by Naybor et al. (2016) claimed that widows are more marginalized compared to other women. Further, Sahoo, (2014) added that the global context is fundamentally changing with megatrends

such as technology in service delivery and more focus on the environment informing public policy. For instance, Nkumuh can potentially mainstream Sustainable Development Goals provided by U.N in widow empowerment to quickly generate more grants than they would have before the Sustainable Development Goals were launched. I collected and analyzed qualitative data to assist Nkumuh leaders in understanding the gap between their current policies and services and what would be ideal revisions to their existing services or completely new programmatic offerings. Further, this study includes recommendations for assessing the current policy landscape and desired impacts on widow empowerment in Cameroon.

This study is significant because it may assist the leaders of the organization in determining a possible discrepancy between widowed women and other women in Cameroon and the drivers for any discrepancy. Having to work may be one factor. By isolating these factors for analysis, this study may help Nkumuh leaders to understand the potential gaps in their knowledge and services so that they can better meet the needs of, and empower, this specific population.

Summary of Data Sources and Analysis

I used a general qualitative research approach to organize and analyze the data. Qualitative methods, featuring individual, semistructured interviews, were used to gain a deeper understanding of the challenges widows face in Cameroon and the strategies that may be employed to assist them. Additional historical organizational data are reported in the narrative only for context and were not used to evaluate statistical significance between variables. I conducted the semistructured interviews with Nkumuh employees,

government officials, and widows in Cameroon to gain insights into the challenges widows face in the country. I wanted to better understand better the strategies that may be employed to assist widows in overcoming the economic barriers they face. I analyzed the current strategies used by Nkumuh leaders and identified any gaps in their programming that may be hindering their efforts to assist widows in the country. This project's results yielded evidence-based strategies for potentially improving the quality of life for widows in Cameroon. The findings and recommendations provide guidance for public administrators and policy makers in designing policies and programs that may effectively address economic issues faced by vulnerable populations. I sought to answer the following research questions (RQs):

RQ1. What are the gaps in Nkumuh's programs and services for Windows in Cameroon?

RQ2. What can Nkumuh do to reduce or eliminate the gaps?

Definitions

The definitions of the key terms that have been used in the study are as follows:

Cameroon: "A republic dominated by a strong presidency." (Seemndze, 2022, p. 185)

Evidence-based policy: "A discourse or set of methods which informs the policy process, rather than aiming to affect the eventual goals of the policy directly. It advocates a more rational, rigorous, and systematic approach" (Sutcliffe, 2005, p. 45).

Feminism: The advocacy of women's rights on the grounds of political, social, and economic equality to men.

Gap practice theory: A theory that focuses on “relating the knowledge acquired in academics and research work with practice” (Abdullahi et al., 2022, p. 27).

Gender-based violence: Any act of violence or abuse perpetrated against a person or group based on gender or sex.

Matrilineal: A system in which family membership and inheritance are traced through the mother’s line.

Nkumuh: “An international non-profit organization fighting to empower minorities, especially women, by promoting minority rights in Africa and other third world countries by helping them make their concerns heard at the international level.”

Patriarchy: A social system in which men hold primary power and predominate in roles of political leadership, moral authority, social privilege, and control of the property.

Patrilineal: A system in which family membership and inheritance are traced through the father’s line.

Widow: “A woman whose spouse has died” (Ogweno, 2010, p. 25).

Widowhood: A condition of partial or complete singlehood experienced by women and men due to the death of a partner.

Significance

The key stakeholders that this project include Nkumuh leaders, the widows of Cameroon, public administrators and policy makers, and the general public. Nkumuh may benefit from this project by gaining a better understanding of the economic challenges widows in Cameroon face and the strategies that they might use to assist

widows in overcoming these barriers. The results of this project yielded evidence-based strategies for potentially improving the lives of widows in Cameroon. Widows in Cameroon may benefit from this project by gaining access to improved economic opportunities and resources. By providing evidence-based strategies for improving economic outcomes for widows, this project may help alleviate some of the challenges this underserved population face. Public administrators and policy makers may benefit from this project by gaining guidance for designing policies and programs that can effectively address economic issues faced by vulnerable populations. This project may inform the design of more effective strategies and interventions for assisting vulnerable populations, such as widows in Cameroon, to improve their economic futures. The results of this project may also have broader implications for the field of public administration. By providing evidence-based strategies for improving economic outcomes for vulnerable populations, this project may help stakeholders to design more effective policies and interventions for assisting underserved populations. This project's potential implications for positive social change include assisting vulnerable populations and helping reduce inequality and poverty.

Summary

In this section, I provided an overview of the challenges faced by widows in Cameroon and the potential strategies that might be implemented to help them overcome these barriers. As I discussed, I used a qualitative research approach in which I conducted semistructured interviews to better understand the economic issues widows face in Cameroon. This project's results yielded evidence-based strategies for potentially

improving economic outcomes for widows in Cameroon; they provide guidance for public administrators and policy makers in designing policies and programs that may effectively address economic issues faced by vulnerable populations. The conceptual framework for the project was the gap practice theory, which I used to analyze the existing strategies used by Nkumuh leaders and identify any gaps in their programming that may be hindering their efforts to effectively assist widows in the country.

Section 2: Conceptual Framework and Relevant Literature

Introduction

The aim of this professional administrative study was to identify a gap in Nkumuh's current policies to serve widows in Cameroon. In conducting this project, I sought to answer two RQs: (a) What are the gaps in Nkumuh's programs and services for widows in Cameroon? (RQ1), and (b) What can Nkumuh do to reduce or eliminate the gaps? (RQ2). The conceptual framework for the project has been based on the gap practice theory, which has been used to analyze the existing strategies used by Nkumuh and identify any gaps in their programming that may be hindering their efforts to effectively assist widows in the country.

Literature Search Strategy

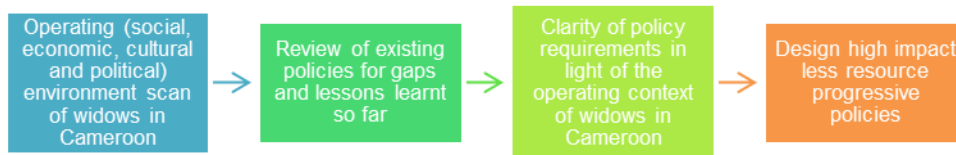
I used various databases and search engines to find research related to the practice problem. These included Google Scholar, PubMed, CINAHL, and Web of Science. The key search terms that were used, either individually or in combination, included *widows in Cameroon*, *economic issues faced by widows in Cameroon*, *strategies used by Nkumuh organization*, and *evidence-based policies to effectively address the economic issues faced by widows in Cameroon*. The scope of this review encompasses literature from the past 5 years, including peer-reviewed journal articles, reports, and books related to the practice problem. All retrieved literature have been critically evaluated for relevance and reliability to ensure that only the most up-to-date and valid research is included in the project.

Conceptual Framework

A conceptual framework clarifies the parameters, traits, and/or qualities of research. Typically, the conceptual model is created depending on the analysis of previous research on the subject and concepts that have been proposed (Hadar & Soffer, 2006; see Figure 1). For example, to comprehensively grasp the nonprofit organization's failure to meet widows' plight in Cameroon, it is crucial to describe widowhood practices in Cameroon. This provides a means of assessing why various nonprofit organizations exist in Cameroon but do not fully address the plight of widows in the country.

Figure 1

Conceptual Framework



The theory used in this study was the organizational planning theory, which asserts that scarce prioritization must be done with available prioritization of resources. The allocation must be done to those initiatives that deliver the most value (George et al. 2019). Recently, the concept acknowledged as the Pareto principle has gained fame, it recommends that firm leaders can accomplish 80% influence by concentrating on the most crucial 20% of factors (Harvey & Sotardi, 2018). In regard to this study, public policies on widow empowerment in Cameroon that seemed effective yesterday may deliver less value as the operating context changes. Thus, there is the need to revise such policies to ensure they provide maximum impact with reduced effort.

Adonis (2020) pointed out that widowhood is a component of the women's liberation initiative that still needs work in terms of developing policies and putting them into practice across Africa. Reports on the global Gender Parity Index still indicate a wider rift between males and females worldwide, with Africa and Asia in the lead (Jayachandran, 2015). Surprisingly, Africa still maintains such a notorious gender imbalance level, even with numerous organizations and other public institutions marshaling efforts to drive equality. With widows further marginalized than women as a whole, such a dynamic means things could be worse for them. To create a rapid improvement, high-impact progressive strategies must be drawn. I used the conceptual framework to design more effective, high-impact strategies for Nkumuh. I based my use of the framework on the operating context and lessons learned from the rollout of other policies.

Literature Review for the Study

Issues Faced by Women in Cameroon

The increased feminist movement within the U.N. framework, especially the conventions leading up to the U.N. Decade for Women, has brought attention to the plight of women on an international scale. Requests to abolish traditions that significantly infringe on women's rights culminated in this movement (Ebingbo et al., 2018). As a result, the abolition of these ancient traditions became a crucial area of focus for global capacity building and standards for democratic government, women's human rights, and economic assistance. Following this stance, numerous global, local, and federal treaties condemn gender-based violence in all its manifestations, for example, the Universal

Declaration of Human Rights. The mentioned gender-based practices comprise rituals associated with widowhood, aiming to protect widows from the perceived negative consequences supposed to be brought upon them by the death of their spouses (Ebimgbo et al., 2018).

Manala (2015) and Stamatopoulou (2018) mentioned the widow's rights. For instance, Article 2(1) (b) forbids discriminatory practices jeopardizing women's health and welfare. Additionally, Article 2(2) handles the abolition of detrimental conventional customs, and Articles 3 and 4—which address the rights to life, honesty, and security of person—assure that women, including widows, are respected. Despite these clauses, Articles 20 and 21(1) discuss widows' particular problems. Article 20 addresses circumstances where widows experience various forms of dehumanizing pain because of their widowhood. Additionally, it foresees and aims to avoid scenarios where widows are denied custody of their kids. Furthermore, the article acknowledges and addresses other unjust treatments, including coerced marriages and the inability of widows in some societies to remarry.

According to Ebimgbo et al. (2018), these treaties merely repeat the errors of their forebears: strong words without a clear interpretation. Some people even combine children's and women's rights, disregarding personal liberty and collaborative agency. Despite signing and ratifying the abovementioned treaties on gender equality, the Cameroonian Constitution is flawed, preventing the country from implementing meaningful initiatives to advance women's rights (Pemunta & Alubafi, 2016). Most of Cameroon dehumanizes widows and denies them their fundamental freedoms, such as the

right to inherit property. According to Cameroonian customary laws, a husband must support his children, wife, and the entire family, regardless of whether they have the means to support themselves (Ebimbo et al., 2018).

Nonetheless, inheritance laws do not adequately account for all intended recipients. For example, women who are not relatives are not among the heirs under the patrilineal succession scheme (Pemunta & Alubafi, 2016). In addition, Ngongkum (2016) stated customary law has also implemented the principle of succession mainly to people closest to the dead person, evidently under the power of earned laws. Even though the custom of denying women succession rights—based on group ownership of land—does not follow a consistent trend, it has created a space in Cameroon where the provision of gendered rules detrimental to women's rights is allowed. The rights protected by the Constitution are more explicit than precise, primarily because of the patriarchal ideology that constitutes the backbone of this legislation, even though international humanitarian law overrules it. Men are the lawmakers, and they control the social structure on all thresholds (Ngongkum, 2016).

As per Ebimbo et al. (2018), regardless of Cameroon's court structure defined by socially formalized male dominance, the African rule of law is classic and is conveyed via everyday cultural norms, ritual practices, and customs. Customary law and the established legal systems have lived alongside legal democratic values since colonialism. These laws' ongoing significance among Africans are evidence of the legal dichotomy that still exists in most African nations. Whereas, Ngongkum (2016) revealed that according to Cameroonian common law, only male family members receive state letters

of administration; the widow and her children do not. Eviction from the marital home is frequently a condition of being excluded from receiving inherited wealth, notably when a widow decides not to pay rent (Adonis, 2020). Most widows have reversionary rights to their deceased husband's assets because they cannot get rid of them and because they reside in the countryside.

Ngongkum (2016) claimed that a widow has only access privileges under the patriarchal legal system of Cameroon since she is regarded as a "possession." A widow can also not exercise her right to governance due to the fear of sorcery. She is only able to reclaim possessions via her son. Nevertheless, the simple reality that any son of the late man can inherit all of his assets worsens the situation. If she refuses to leave the marital home, the next of kin may displace her by seizing land for other purposes. In light of this economic analysis, son liking has evolved into a social welfare system that also threatens the rights and wellness of women's reproductive systems. Most women unintentionally feel pressured to have numerous children to gain direct connections to assets at the time of the man's passing. Additionally, obtaining male problems helps to solidify a woman's place in the marital home (Pemunta & Alubafi, 2016).

Dynamics of African Widowhood

Adonis (2020) pointed out that widowhood is a component of the women's liberation initiative that still needs much work in developing policies and putting them into practice across Africa. As previously mentioned, even in rural areas, where patriarchy's hold on gender parity is still strong, widowhood has seen significant changes in the overall pattern of female potential. Widowhood, described as a condition of partial

or complete singlehood experienced by women and men due to the death of a partner, has undergone significant changes due to all of this collaboration toward the destruction of patriarchy. Despite having more obligations than rights, one or both are witnessed to have shared desires in sustaining the difficulties that emerge with it. It is worth noting that despite the popularity of equitable fellowship, supported by Christian pedagogies, both men and women still have different aspirations and perspectives on widowhood. Even today, seeing women asphyxiating under the weight of strict widowhood traditions is still very prevalent. Just before the infiltration of the plethora of change agents, polygamy was practiced in Africa, and dogmas that gave men greater rights than women in widowhood were pervasive (Adonis, 2020).

'As pointed out by Tande (2009), municipal realities stand to refute this broad generalization regarding the power of African women before colonialism. Instead, there is a body of knowledge concerning the genuine efforts undertaken by primitive African women to operate their communities and the meaningful impact this had on the exercise of widowhood that has yet to be discovered. Most ancient African communities relied on farming or other agriculture to survive. Large households created circumstances where men could not support the whole family alone. Kids and women supplied the farms with the labor force they needed, and with the help of the batter trade, they could provide their households with food and other necessities. Even now, most communities still regarded women as being on par with lower animals, except for a few queen mothers who were intensely involved in matters of the customary regime. Women were subtly excluded

from private ownership arrangements, particularly those involving huge capital, title ships, or land holdings (Tande, 2009).

In these traditional settings, a woman's labor earnings from a farm that her spouse or father gave her initially to the man with legal authority to auction all or part of it. Most women only considered their bare personalities and good behavior as assets when getting married because everything related to asset ownership was meticulously kept out of the female population's reach. The deal of most African women in marital agreements was fragile because they had nothing to offer as a counteroffer, and the man boasted of raising reward money to bind the marriage and to have built structures for the estate. This primary factor made women's perceptions of widowhood depressing (Tande, 2009).

The Prevalence of Widowhood in Cameroon Grassfields

The Cameroon Grassfields exhibited a wealth of distinctive geopolitical facts, contributing to the region's distinctive creation and appreciation of women, specifically widows. This area was a mighty refuge where patriarchy functioned at its best before the invasion by the Germans ignited a set-up of transformation to the conventional birth of life. Women were frequently handled like property, so their respect was overstated while still consistent with other African political and social sense of worth.

Most grassfield traditions dictated that after marriage, the partner, who was in the past, held to own not just material possessions that made up the marriage heritage but also all the rights that emerged; it would quantify, grade, and place a woman in the context of family. This created a delicate precedent for women without subjecting men to a comparable social ostracization agony. The notion that ancient cultures appeared to

have abandoned any documented conventional establishments and frameworks that dealt with the rights and obligations of widows only served to highlight these sensitive accounts (Ngujede, 2016). The utter lack of such guidelines allowed widows' fates to roam in idiocies, many of which emerged from their predecessors. However, witty significance for women in their marriage sovereignties was still present in African beliefs and customs. In this case, it was kid ownership. Motherhood boosted women's status in the marital home, and its exclusion reduced married women to lowly servants.

The damage to the respected object of ancestors' worship assumed by the death of the woman's spouse at any occasion in the marriage loop makes sense if a woman's value is according to the socially approved standard based on her husband's. Widows from nearly all communities were treated with distaste, even though widowhood practices varied considerably from one society to the next. This despised treatment almost went undetected before the intrusion of religion with their subsequent colonization that varied in scope between matrilineal and patrilineal civilizations. It is essential to emphasize the societal expectations that came along with such miseries in addition to the enthusiastic and physical relics that widowed women remained to lose. These requirements were vastly different for men and women and between civilizations (Ngujede, 2016).

Polygamy was rampant in Africa, so widowers were not subject to the marginalization of widowhood being a condition for women. The aristocratic women stood out in this line of women's anguish with widowhood because they underwent widowed women's drawn-out and challenging procedures. When polygamy was prevalent, one man's death

typically left a substantial proportion of women widowed, in addition to the privileged release from one heavy task for her husband.

For men, widowhood rarely lasted longer than the 3 days of the customary grieving period, during which they were typically expected to refrain from performing public activities that would draw attention to themselves or their widows. Women were handled with all the contempt of a guilty person when they became widows, which was more like a novel sad vocation. Before the emergence of change, widowhood could last as long as the living family and the social humor deeply ingrained in the specific norms were inclined to maintain them in that servitude.

Policies Regarding the Empowerment of Widows in Cameroon

The policy review in Cameroon was centered on the themes emerging from the as-is assessment of the widow situation in the country. The main factors driving widow disempowerment in Cameroon are centered in and around cultural and patriarchal facets. Further, one of the main pieces of evidence presented by the literature review is the spatial distribution of widows in Cameroon. Enough evidence has been presented to indicate that Cameroonian widows are mainly found in rural areas, and the dehumanization level proliferates as one moves from the urban areas to the country's rural areas. Consequently, policies that help alleviate widows' issues should be in and around the current drivers of the social scourge.

One of the central actions of nongovernmental organizations (NGOs) is providing basic needs such as food and clothing. Meeting Cameroonian widows' basic needs is viewed as a pressing concern. Food and clothing are thus distributed as relief in

conjunction with other NGOs. Organizations like CAFENEC have run successful campaigns to ensure that Cameroonian widows are dressed and have enough to eat. However, a challenge for this policy remains how the required reach and financing level can be achieved. To reach and distribute relief, food, and clothing in underdeveloped countries must navigate the challenges of underdeveloped infrastructure and insecurities in some areas. With the vast tropical rainforests in Cameroon, it becomes challenging to access some areas to deliver relief food.

Further, there is a financing gap, with most relief being donated or funded from the West and other developed countries. Such an arrangement makes the relief offered volatile and dependent on global economic conditions and geopolitics. This also brings in the politicization possibility of aid extended to other countries.

Further, another policy deployed to ensure that widows' rights are enhanced has social movements that speak out on their behalf and drive lobbying. One such organization is Nkumuh, which advocates the rights of minorities such as widows. Firms, by stating the challenges widows face, it is vital to inform measures by relevant authorities to reduce the mistreatment of widows. For instance, through constant and persistent lobbying, NGOs have reduced the incidences of wife inheritance and driven back backward practices such as treating women as property. The rise of feminism, though without several controversies, has also led to the increased awareness of the global population on the need to safeguard women's rights and treat them as equals to their male peers. Due to technology, avid efforts on feminism can quickly be publicized and reach different continents easily.

A distinct policy that firms like CAFENEC have also deployed is education. Education can work in reducing the plights experienced by widows in two main ways. One such is by emancipating society in a way that treats women with dignity and extends to widows. Media campaigns on equality and billboards are some ways NGOs and government agencies have deployed to ensure that widows' and women's rights are respected. The usage of mass media is critical due to its reach and the kind of awareness it starts to create in society. For instance, by stating that women are equally abled as men, progressive policies can be deployed, including allowing women to view for political seats or occupy top corporate seats.

The other way education, as a policy, can enhance widow rights is by ensuring that they are trained on relevant skills that help them progress. For instance, teaching technical abilities such as knitting or tailoring can help generate meager but sufficient income for a widow. However, this form of education usage as a tactic falls short of the fact that it should handle a root cause and not an issue. Further, even if widows are converted to well-trained handywomen, their products must get markets to sell. There has been little success in doing the same, leaving widows with products that cannot be sold to the final consumer.

Summary

In conducting this research project, I sought to identify gaps in Nkumuh's current policies to serve widows in Cameroon and to provide evidence-based policy recommendations for NGOs such as Nkumuh to effectively address the economic issues widows face in Cameroon. The conceptual framework for the project has been based on

the gap practice theory, which has been used to analyze the existing strategies used by Nkumuh and identify any gaps in their programming that may be hindering their efforts to assist widows in the country effectively. In conducting the research, I have been working with a team of project collaborators, including experts in gender and minority rights, as well as members of the local community. The project team has provided input and advice on the research findings and recommendations and helped ensure that the research project is conducted ethically and responsibly.

Section 3: Data Collection Process and Analysis

Introduction

For this professional administrative study, I gathered data to help the target organization design more effective programs for the widows they serve. To do this, I conducted a detailed literature review on the current status of policies in Cameroon and the context in and around Cameroonian women. This context provided a basis for data analysis establishing the efficacy of current policies within the current context and informing gaps in need of progressive policies to address. In this section, I outline the methods I used to examine the efficacy of current policies and how shortcomings might be addressed.

As per Ngongkum, (2016), issues faced by women in Cameroon, particularly widows, are adverse, these issues include discriminatory practices that jeopardize women's health and welfare and traditional customs that deny widows their fundamental freedoms, such as the right to inherit property. Although Cameroon has signed and ratified various treaties on gender equality, the respect for its Constitution is flawed, preventing meaningful initiatives to advance women's rights. The African rule of law is then described as classic and conveyed through everyday cultural norms, ritual practices, and customs. I conclude this section by discussing how son-liking has evolved into a social welfare system that also threatens the rights and wellness of women's reproductive systems.

Practice-Focused Research Question and Research Design

The purpose of this professional administrative study was to identify a gap in Nkumuh's current policies to serve widows in Cameroon. I sought to answer two RQs: (a) What are the gaps in Nkumuh's programs and services for widows in Cameroon? (RQ1), and (b) What can Nkumuh do to reduce or eliminate the gaps? (RQ2). Qualitative research methodology was used to address the RQs. The conceptual framework for the project was based on the gap practice theory, which I used to analyze the existing strategies used by Nkumuh leaders and identify any gaps in their programming that may be hindering their efforts to assist widows in the country effectively. Widows, Cameroon, Nkumuh organization, economic outcomes, evidence-based policies, and gap practice theory were key operational aspects of the study.

Roles of the Researcher and Client Organization

Relevance to Public Organizations

The issue of women's rights, especially in the African context, has been a subject of much research and debate for many years, with the U.N. Decade for Women (1975–1985) bringing attention to the plight of women around the world and the need to abolish traditions that infringe on women's rights. This movement adopted several international conventions that condemned gender-based violence in all its forms, including widowhood practices (Arvonne, 2017). Despite ratifying these treaties, Cameroon's patriarchal legal system often hinders the implementation of meaningful initiatives to advance women's rights. In Cameroon, the lack of legal protections for widows and the prevalence of customs that violate women's rights has led to the disempowerment of widows. In

particular, women are not protected from widowhood practices such as forced marriages, eviction from the marital home, and exclusion from inheritance (Pemunta & Alubafi, 2016). In many African cultures, women's worth is measured by their husband's status, leading to the further marginalization of widows. As per Ngongkum (2016), the main strategies used to address the issue of female disempowerment in Cameroon have been to provide for basic needs such as food and clothing, advocacy for the rights of widows, and education. NGOs such as CAFENEC have provided relief to widows through food and clothing. In addition, organizations such as Nkumuh have advocated for the rights of minorities such as widows. Finally, education has been used to raise awareness about widows' plight and provide them with technical skills to help them generate income. However, these strategies have not successfully addressed the root causes of the problem.

Organization Background and Context

Nkumuh is a nonprofit organization dedicated to defending and promoting the rights of marginalized and disadvantaged communities worldwide. The organization works to protect and promote the rights of minority groups and women and ensure that all rights are respected and upheld. Nkumuh is committed to advocating for the rights of the most vulnerable and marginalized women in Cameroon, who are often victims of widowhood practices that violate their rights (Ngongkum, 2016). Nkumuh leaders work to address female disempowerment in Cameroon through various initiatives, including advocating for the rights of widows, providing relief in the form of food and clothing, and providing education on the plight of widows. The organization is also committed to working with local and international partners to ensure that all women in Cameroon are

treated with dignity, respect, and equality. To effectively address the issue of female disempowerment in Cameroon, Nkumuh leaders must understand the current legal and cultural context in which these practices occur. This includes understanding the laws and regulations related to widowhood practices, the cultural norms and values that perpetuate these practices, and the strategies and approaches used to address these issues in the past. This information may raise Nkumuh leaders' awareness of the best strategies to ensure that the rights of women and widows in Cameroon are respected and upheld.

Role of the Researcher

As part of my Doctor of Public Administration degree work, I conducted a research project for one NGO on the issue of female disempowerment in Cameroon. My role in this project was to conduct a comprehensive research study on the issue of female disempowerment in Cameroon and to provide Nkumuh leaders with evidence-based recommendations on how to effectively address this issue. I was motivated to conduct this research by my belief in gender equality and the right of all people to be treated with dignity and respect. I was also motivated by my belief that the issue of female disempowerment in Cameroon is a serious one that must be addressed. In conducting this research, I was aware of potential biases I might possess, such as my cultural and educational background. I took steps to address any potential biases to ensure that my research was impartial and objective. These steps included conducting a thorough literature review, consulting with international and local experts, and consulting with local community members.

Role of the Project Team

Although I worked with a project team on this research project, I was the only one who collected and analyzed the data. However, the project collaborators, who included experts in the field of gender and minority rights, as well as members of the local community, provided me with insight and expertise on the issue of female disempowerment in Cameroon and with evidence and information that I could use in my research. The project collaborators provided feedback on the research project results. They were presented with background information and evidence and asked to review it and provide comments and suggestions. The project team provided input and advice on the research findings and recommendations. In addition, the project team was responsible for helping to ensure that the research project was conducted ethically and responsibly. This included ensuring that all participants were treated with respect and dignity and that the research findings were accurately and respectfully communicated to the public. I asked my doctoral committee for recommendations on how to reduce potential partiality.

Methodology

This project relied on evidence to address the project questions. The primary evidence source has a thorough literature review of existing research and reports on the economic issues widows in Cameroon face, as well as strategies used by Nkumuh and other organizations to address these issues. Additionally, semistructured interviews with widows and Nkumuh staff were conducted to gain further insight into the current policies and identify gaps in practice. The data collected have been used to design evidence-based policies to address the economic issues widows in Cameroon face effectively. I collected

and analyzed this evidence to gain a comprehensive understanding of the issues faced by widows in Cameroon and the strategies used by Nkumuh to address these issues. Through this evidence-based approach, the project has been able to identify gaps in practice and develop policies to address the economic issues widows in Cameroon face effectively.

The primary data collection methods that have been used include semistructured interviews. The semistructured interviews have been conducted with both widows and Nkumuh staff members to gain insight into current policies and identify gaps in practice. The appendices contain samples of the organizational agreement, email invitation to participate for staff members, email invitation to participate for clients, and participant agreement and instructions (see Appendices A–D, respectively). The agreement was approved and signed by the executive of Nkumuh.

Procedures for Recruitment, Participation, and Data Collection

Participants

The participants have been included if they are older than eighteen so that they can provide informed consent. The inclusion criteria include the widows (over eighteen), present and new clients, present or old employees, board members, and executives of organizations. The research sample included 30y participants. These have involved one executive, three board members, five senior employees, seven new employees, 10 widows, and four established clients. These participants have been included as they are believed to be more familiar with the effectiveness of programs and policies for widows. The interviews have been 60 min, so detailed information can be extracted from participants. The timeline for data collection has been 6 months. This has required

efficiently interviewing all participants at their convenient time. I conducted interviews virtually and in person. This depended on the availability and convenience of the participants. The semistructured individual interview questions are included in Appendices E (staff members) and F (clients). Appendix G contains the semistructured focus group interview questions for clients.

I used the following inclusion criteria for widows and old clients. Participants must be legally recognized as widows by the Cameroonian government. Participants must reside in Cameroon. Participants must receive assistance from Nkumuh's progressive public policy program for widows. Participants have been selected based on their availability and ingress to participate in the interview. Participants have been selected from different regions in Cameroon to ensure that the results are representative of the population of widows receiving assistance from Nkumuh. Participants have been selected to ensure a diverse sample regarding age, socioeconomic status, education level, and length of time receiving assistance from Nkumuh.

In the case of employees, the following inclusion criteria have been adopted. Participants must be currently employed at the organization. Participants must have worked at the organization for at least 6 months. Participants were classified as either new employees (less than 1 year of service) or senior employees (more than 1 year). Participants have been selected based on their availability and have ingress to participate in the interview. Participants have been selected from different organizational departments or units to ensure the sample's representativeness. Participants have been

selected to ensure a diverse sample of age, education level, job position, and length of service at the organization.

I considered the following criteria for including board members and executives. Participants must currently serve as board members or executives at the organization. Participants must have served in their current position for at least 6 months. Participants have been selected based on their availability and have ingress to participate in the interview. Participants have been selected from different organizational departments or units to ensure the sample's representativeness. Participants have been selected to ensure a diverse sample of age, education level, job position, and length of service at the organization.

The primary participants for this study were widows in Cameroon and Nkumuh staff members who worked with widows. The number of participants have been determined by my budget and the number of individuals who could be reached. The participants have been selected based on their relevance to the project's RQs and their ability to provide meaningful insights into the issues faced by widows in Cameroon.

The widows who have received or are currently receiving assistance from the Nkumuh have the primary participants in the study. It is essential to ensure that the widows are at least 18 years of age to ensure that they can give informed consent. The staff members who worked directly with the widows, such as caseworkers, outreach coordinators, and support staff, participated in the study. This can include current employees and those who have recently left the organization. The concerned heads of organizations have been contacted to access the old employees. The executive director

and some of the Nkumuh board members have also been approached to participate in the study, as they have a broad understanding of the organization's policies and programs for assisting widows. The study included current clients of Nkumuh and former clients who no longer used their services. This has provided a more comprehensive view of the impact of the organization's programs and policies on widows over time. The research sample consists of thirty participants. These include 1 executive, 3 board members, 5 old employees, 7 new employees, 10 widows, and 4 old clients.

Procedures

A semistructured interview guide has been developed for the semistructured interviews to ensure that all relevant information is collected. The timeline for collecting primary data is estimated to take approximately 6 months. This includes the time needed to develop the semistructured interview guide, recruit participants, conduct the semistructured interviews, analyze the data, and develop evidence-based policies.

Strategy for Data Analysis

The data collected from the semistructured interviews have been recorded, tracked, organized, and analyzed using various systems. The data were recorded using a digital device like a smartphone for the semistructured interviews and then transcribed for further analysis. For the semistructured interviews, the data have been reviewed for accuracy and any potential errors to ensure that the data reflects the actual conversations. Data have been collected using semistructured interviews with staff, organization clients, or widows. The semistructured individual interview questions are included in Appendices E (staff members) and F (clients). Appendix G contains the semistructured focus group

interview questions for clients. The discussion has recorded and later analyzed to identify themes and patterns in the data. The data collected from the semistructured interviews have been analyzed using thematic analysis. The interviews have been transcribed verbatim into written text. I familiarized myself with the transcripts by reading and re-reading them multiple times. The meaningful information units within the transcripts have been identified and assigned codes. The codes have then been grouped into broader themes. I developed a list of themes that capture the essence of the data. The themes are then refined and defined, and subthemes have been identified. I interpreted the themes, considering the context of the data and the RQs, and written a detailed description of each theme. I have integrated the themes into a coherent, cohesive narrative representing the study's findings. For the semistructured interviews, the data have been coded and organized into themes to identify gaps in practice and develop evidence-based policies to address the economic issues widows in Cameroon face.

Issues of Trustworthiness

I also adopted approaches like triangulation, peer debriefing, prolonged engagement, member checks, thick description, audit trail, negative case analysis and reflexive journal to address the issue of trustworthiness and increase confidence in the research findings.

I adopted the member check method to increase confidence in the findings. I summarized the interview findings or other data sources to the participants. I invited the participants to review and provide feedback on the summary of the findings. I encouraged open and honest communication between myself and the participants and listened to their

perspectives and feedback. When revising the findings, I had to consider the participants' feedback and ensure their accuracy and representativeness. I strove to maintain the participants' confidentiality and the information they provide during the member checks. I documented the member check process, including the participant feedback, to demonstrate the steps taken to enhance the trustworthiness of the research. By following these steps, I engaged the participants in the research process, increased the transparency and credibility of the findings, and enhanced the research's trustworthiness.

I employed the triangulation method to increase confidence in the findings. I collected data from multiple sources to provide a more comprehensive and diverse understanding of the RQs. I used different data collection methods, such as semistructured interviews, to provide a range of perspectives and data sources. I involved multiple researchers in the data collection and analysis to provide different perspectives and reduce potential bias. I compared and contrasted the findings from the different data sources to identify inconsistencies or discrepancies and build a more robust understanding of the RQs. I integrated the findings from the different data sources to build a more comprehensive and trustworthy picture of the RQs. By following these steps, I increased the data sources' diversity and reliability, reduced the potential for bias, and enhanced the trustworthiness and confidence in the research findings.

I adopted the peer debriefing method to address the issue of trustworthiness. I identified a peer researcher who is knowledgeable and experienced in research and can provide an independent and critical perspective. I shared the research findings with the peer researcher and invited them to provide feedback and critique. I encouraged open and

honest feedback from the peer researcher and listens to their perspectives and suggestions for improvement. I had to consider the peer researcher's feedback when revising the findings and ensuring their accuracy and representativeness. I documented the peer debriefing process, including the feedback received from the peer researcher, to demonstrate the steps taken to enhance the trustworthiness of the research. By following these steps, I engaged independent and critical expertise in the research process, increased the transparency and credibility of the findings, and enhanced the trustworthiness of the research.

I adopted the prolonged engagement method to enhance confidence in the findings. I built rapport with the participants by spending time with them, listening to their perspectives, and developing a relationship of trust and understanding. I had to stay engaged with the participants over an extended period, such as several months or years, to gain a deeper understanding of the RQs and to collect more comprehensive and diverse data. I continuously reflected on the data collected and the relationships with the participants and made revisions as needed to ensure the accuracy and representativeness of the findings. I sought additional data sources, such as records or written materials, to complement and triangulate the data collected through prolonged engagement. I documented the prolonged engagement process, including the reflections and revisions made over time, to demonstrate the steps taken to enhance the trustworthiness of the research.

The presentation of the results includes thick descriptions to increase trust in the findings. I provided a detailed account of the research participants, their experiences, and

the context of the research. I used rich and descriptive language to capture the essence of the participants' experiences and to provide a comprehensive understanding of the RQs. I considered the cultural and historical context in which the research occurred and described the context and its influence on the participants' experiences. I include direct quotations from the participants to provide a voice to their experiences and enhance the findings' credibility and authenticity. I documented the process of thick description, including the descriptions and interpretations made, to demonstrate the steps taken to enhance the trustworthiness of the research.

The research has employed an audit trail to increase confidence in the research. I documented the entire research process, including the data collection, analysis, and interpretation, to create a clear and detailed record of the research journey. I kept detailed notes throughout the research process, including the rationale behind decisions made, the sources of data, and any changes made to the research design. I stored data securely and systematically to ensure its authenticity and integrity and make it accessible for future review and validation. The research allows for an external review of the data and research process, such as peer debriefing or triangulation, to assess the findings independently. I made the audit trail transparent by presenting it in a clear and accessible manner and sharing it with stakeholders to increase confidence in the research findings.

I performed a negative case analysis by identifying cases that challenged or contradicted the emerging findings of the research. I thoroughly investigated these negative cases by collecting additional data, seeking participant clarification, and revisiting the data collection and analysis processes. I considered alternative explanations

for the negative cases and explored their implications for the research findings. In the narrative, I have documented the negative case analysis process, including the cases identified, the data collected, and the steps taken to address the negative cases. I reevaluated the findings in light of the negative cases and adjusted the findings and interpretations to ensure their robustness and accuracy.

The research has also involved reflexive journaling. I recorded my thoughts, feelings, and reactions throughout the research process, including the data collection, analysis, and interpretation. I reflected on personal biases, assumptions, and preconceptions that might affect the research and identify strategies to minimize their influence. I documented the decisions made during the research process and their rationale. I considered alternative perspectives and interpretations of the data and reflected on their implications for the research findings. Also, I reexamined and revised the research findings in light of the reflexive journaling process and adjusted the findings and interpretations to ensure their robustness and accuracy.

Ethical Procedures

Considerations around ethics were very critical before beginning any data collection in this study. Walden University IRB approval was acquired to ensure the compliance with ethical principles (IRB NUMBER IS 06-22-23-0515107). This critical step in the research process is a big commitment to ensuring that participant rights and also interests are respected. The ethical concept applied to the study design and also data collection procedures has been approved, addressing any potentially anticipated threats

for participants. The use of the IRB approval number acts as a signal that the ethical review and adherence to protocols were acknowledged.

Respondents have to be informed of informed consent, which states that research participants have the right to be briefed on their participation's existence, objectives, and ramifications and to make an informed decision regarding whether or not to participate. They have also been alerted that they can withdraw from the study at any moment and not actively disengage. I used pseudonyms to mask personal details that might reveal a participant's identity. Furthermore, the locations where the interviews took place are not revealed. In addition to informed consent and confidentiality, the research has also considered voluntary participation.

When a respondent exercises their right to free choice, they are said to participate voluntarily. Governmental, global, and scientific community rules of ethics protect this right. Special consideration has been given to the economic status of the respondents when evaluating whether participation is voluntary and what security measures should be designed to safeguard the act of free have. The amount of work required to define voluntary nature is variable. It depends on several factors, like participants' capacity to withstand pressure from outside sources like financial incentives, people in authority, or other persuasion techniques. As such, extra caution has been taken to prevent excessive pressure when study participants cannot object.

Before collecting data, I obtained informed consent from prospective participants by explaining the purpose of the research, the interview process, and their right to decline or withdraw at any time. I assured the widows that their participation would be

confidential and that their information would not be shared without their permission. A key aim of mine was to ensure that the participants felt comfortable and that the interviews were conducted in a private and nonthreatening location. I had to be empathic, understanding, and respectful of participants' feelings, experiences, and cultural background. Additionally, I offered support and resources if needed and let the widows know that they could contact me if they had any questions or concerns. By taking these actions, I sought to create a supportive and inclusive environment that helped the participating widows feel comfortable engaging in the research.

Summary

Primary data were collected through semistructured interviews with widows and Nkumuh staff members to answer the RQs. The data have been analyzed using thematic analysis and have been used to identify any gaps in practice and develop evidence-based policies to address the economic issues faced by widows in Cameroon. The project has also relied on a thorough literature review of existing research. It reports on the economic issues faced by widows in Cameroon, as well as strategies used by Nkumuh and other organizations to address these issues. The project used various databases and search engines to find outcomes and research related to the practice problem. This review's scope includes literature and sources from the past 5 years, as well as peer-reviewed journal articles, reports, and books. This evidence-based approach may enable researchers and policy makers to comprehensively understand the issues faced by widows in Cameroon and develop effective policies to address these issues.

Section 4: Results and Recommendations

Introduction

In Section 4, I present a comprehensive qualitative examination of the data collected. The data for the analysis were gathered from eight staff members, one executive, one board member, six clients, and four widows. The data collected were interpreted through thematic analysis, with careful adherence to the research objectives throughout all stages of the analysis process.

Data Collection

Data collection plays a crucial role in a research study as it validates the issues identified in the literature gap (Feng et al., 2021). Mazhar et al. (2021) further elaborated that utilizing available information about a research topic empowers the investigator to make informed decisions. Additionally, it aids the researcher in evaluating the value of information for subsequent investigations. The commonly utilized data collection methods in research include case studies, focus groups, observations, surveys, open-ended questionnaires, and semistructured interviews (Mwita, 2022). In the current research study, I conducted semistructured interviews to collect qualitative data regarding the research concepts from widows, executives, staff, and board members. As Paradis et al. (2016) noted, semistructured interviews are widely acknowledged as a valuable approach for gathering data when researchers aim to investigate research participants' feelings, beliefs, and thoughts about a particular subject matter.

Semistructured interviews are valuable for researchers because they encompass open-ended questioning techniques. According to Adeoye-Olatunde and Olenik (2021),

semistructured interviews allow the researcher to thoroughly investigate the research problem. Semistructured interviews yield qualitative data that aid researchers in comparing past information with current data. Kallio et al. (2016) highlighted that semistructured interviews are a reliable data collection method due to their ability to yield substantial data. One of the primary benefits of utilizing semistructured interviews for data collection is the ease and efficiency with which the gathered data can be analyzed relatively quickly (Adeoye-Olatunde & Olenik, 2021). For these reasons, I conducted semistructured interviews to gather data regarding challenges faced while implementing Nkumuh's public policy for widows in Cameroon.

Data Analysis

The examination and interpretation of gathered data are considered fundamental and significant elements of a research investigation (Vaismoradi et al., 2016). Moreover, Castleberry and Nolen (2018) stated that a qualitative research study involves collecting and analyzing textual, auditory, or visual data (nonnumeric) to comprehend the various experiences, opinions, and concepts about a specific research problem. Utilizing qualitative data analysis tools enables the researcher to identify significant relationships, patterns, and categories through discovery. Many qualitative data analysis techniques exist, including thematic, content, narrative, and discourse analysis (Javadi & Zarea, 2016). In this study, I employed thematic data analysis to examine how progressive public policy assists widows implemented by the Nkumuh in Cameroon. An overview of the research participants can be found in Table 1.

Table 1*Participant Characteristics*

Assigned code	Gender	Designation	Work experience
SM-1	Male	Staff member	More than 5 years
SM-2	Male	Staff member	3 years
SM-3	Female	Staff member	5 years
SM-4	Male	Staff member	More than 5 years
SM-5	Male	Staff member	2 years
SM-6	Male	Staff member	More than 5 years
SM-7	Male	Staff member	4 years
SM-8	Female	Staff member	More than 5 years
E-1	Male	Executive	More than 5 years
BM-1	Male	Board member	3 years
C-1	Female	Client	NA
C-2	Female	Client	NA
C-3	Female	Client	NA
C-4	Female	Client	NA
C-5	Female	Client	NA
C-6	Female	Client	NA
W-1	Female	Widow	NA
W-2	Female	Widow	NA
W-3	Female	Widow	NA
W-4	Female	Widow	NA

Note. NA = not applicable.

According to Castleberry and Nolen (2018), thematic analysis pertains to a qualitative research methodology employed for the comprehensive, careful, and systematic examination of data. In the present research, I employed thematic analysis as a methodological approach to interpret the data acquired from semistructured interviews. As per Vaismoradi et al. (2016) noted, thematic analysis facilitates the researcher's access to extensive information through the organization of the data into primary categories. Moreover, Javadi and Zarea (2016) highlighted that thematic data analysis is a systematic

procedure involving the examination and comprehension of qualitative data from interviews, transcripts, or textual sources.

The process of thematic analysis encompasses six distinct phases: data familiarization, the formulation of initial codes, the search for themes, the finalization of themes, the naming and definition of themes, , and the final report write-up. While conducting thematic analysis, upon extensive analysis of the collected data, a significant correlation in the study's variables has been ascertained. Furthermore, the pertinent data and information about the variables under investigation in the current research study were organized and presented in a tabulated format. Following a systematic and rational examination of the pertinent data, themes were subsequently derived. The following section provides a comprehensive account of the individual stages involved in the execution of the thematic analysis.

Familiarization With Data

In the initial phase of the research process, it is vital to engage in data familiarization (Vaismoradi et al., 2016). This step involves becoming familiar with the dataset utilized for analysis. By immersing oneself in the data, researchers can gain a comprehensive understanding of its content; in this research project, I read and reread the collected data to become familiar with it.

Formulation of Initial Codes

I created initial codes in the subsequent step of the thematic analysis. Identifying and labeling key topics and themes from the data is part of this stage. This stage attempts to start organizing and categorizing (Javadi & Zarea, 2016). According to Vaismoradi et

al. (2016), the coding technique is an excellent tool for researchers to link the data gathered from participants and other relevant material and correspond it with the study's broader aims. For this reason, I coded the interview responses to help organize and categorize the acquired data. Table 2 shows illustrative participant responses and the identified codes that correspond with them.

Table 2*Codes and Illustrative Participant Responses*

Example quote	Identified code
“Public policy implemented by Nkumuh organization has substantially impacted widows in Cameroon by providing financial assistance, vocational training, and health care access. This initiative has effectively empowered widows to reconstruct their lives and accomplish self-sufficiency.”	Provide financial assistance Offer vocational training Provide health care access
“Nkumuh organization's public policy has made a significant contribution to the advancement of social development and gender equality in Cameroon by specifically addressing the distinct challenges encountered by widows. As a result, it has played a crucial role in promoting inclusivity and fairness within society.”	Advancement of social development Gender equality Promotion of inclusivity and fairness
“The public policy implemented by Nkumuh organization has effectively cultivated a conducive environment for widows in Cameroon through strategic partnerships with local communities, non-governmental organizations [NGOs], and government agencies. This collaborative approach has facilitated the establishment of networks that provide valuable emotional support and aid in the process of social integration for widows.”	Strategic partnerships with NGOs Provide emotional support Aid in social integration
“Through specific programs, Nkumuh organization's public policy has effectively facilitated the empowerment of widows in Cameroon by addressing social stigmas, ensuring legal safeguards, and facilitating their entitlement to inheritance rights. Consequently, this initiative has contributed to promoting social inclusion and mitigating susceptibility to vulnerabilities.”	Addressing social stigmas Ensuring legal safeguards Facilitating inheritance rights
“Nkumuh organization's public policy has effectively challenged prevailing cultural norms and discriminatory practices by implementing awareness campaigns and advocacy efforts. These initiatives have raised public consciousness regarding the rights and specific needs of widows in Cameroon.”	Implementing awareness campaigns Putting advocacy efforts
“Public policy initiative implemented by Nkumuh organization in Cameroon aims to support widows	Providing educational scholarships

Example quote	Identified code
<p>through educational scholarships and mentorship programs. These initiatives are designed to empower widows by providing them with education and skills development opportunities, ultimately leading to enhanced career prospects and a more promising future.”</p>	<p>Offering mentorship programs Providing skills development opportunities</p>
<p>“The potential effects of Nkumuh organization's public policy aimed at widows in Cameroon are subject to variation, depending on the successful execution of the policy and the level of involvement from the local community. To comprehend the efficacy of the intervention, it is essential to consider the influence of cultural elements and customise the assistance provided to cater to the varied requirements of widows.”</p>	<p>Influence of cultural elements Customization of assistance</p>
<p>“The efficacy of Nkumuh organization's public policy aimed at widows in Cameroon is contingent upon the organization's enduring dedication and ability to respond to changing circumstances. In addition, the Periodic assessments can assess the extent to which widows' empowerment has been achieved and determine whether additional enhancements are required.”</p>	<p>Enduring dedication to changing circumstances Periodic assessments Determining the need for additional enhancements</p>
<p>“The public policy implemented by Nkumuh organization in Cameroon demonstrates promising efficacy in addressing critical concerns such as financial assistance and legal entitlements for widows. However, conducting a thorough impact assessment to ascertain the program's efficacy in empowering widows and enhancing their socioeconomic circumstances is crucial.”</p>	<p>Promising efficacy in addressing concerns Enhancing socioeconomic circumstances</p>
<p>“The presence of language barriers has presented difficulties in effectively communicating the benefits and requirements of the policy. Certain widows, particularly those residing in remote areas, may encounter challenges in comprehending and obtaining the assistance that is accessible to them. Nkumuh organization should implement culturally sensitive communication strategies to address the language barriers and utilize translation services.”</p>	<p>Presence of language barriers</p>
<p>“Nkumuh organization has encountered administrative obstacles in the execution of its public policy aimed at assisting widows in Cameroon, resulting in a</p>	<p>Administrative obstacles Delay in disbursement of benefits</p>

Example quote	Identified code
<p>delay in the disbursement of benefits. Furthermore, the existence of cultural norms and gender biases poses significant obstacles in terms of achieving acceptance and fostering active participation within certain communities. Overcoming these barriers necessitates unwavering advocacy and concerted collaboration with local authorities to guarantee the successful implementation of policies.</p>	<p>Cultural norms Gender biases</p>
<p>“The presence of geographical barriers has posed difficulties for widows residing in remote regions regarding accessing Nkumuh organization's public policy assistance. The presence of inadequate infrastructure, logistical challenges in transportation, and the considerable geographical distance from service centers pose significant obstacles for widows residing in remote areas to access the support services available to them.</p>	<p>Presence of geographical barriers Presence of inadequate infrastructure Logistical challenges</p>
<p>“Widows' lack of sufficient knowledge regarding Nkumuh organization's public policy has presented a barrier to their ability to access assistance. Many widows may lack awareness regarding the support services that are accessible to them, as well as the necessary steps to navigate the application process effectively.</p>	<p>Lack of sufficient knowledge Lack of awareness Inadequate understanding of the application process</p>
<p>“Implementing Nkumuh organization's policies in Cameroon has encountered challenges due to resistance from traditional authorities and local power structures. Gaining the support of stakeholders and effectively communicating the advantages of the policy is crucial in overcoming opposition and ensuring the policy's efficacy.</p>	<p>Resistance from traditional authorities Disapproval from local power structures Gaining stakeholder support Effective communication</p>
<p>“Nkumuh organization's public policy could be enhanced by integrating skill development and vocational training initiatives targeting widows. By providing widows with appropriate skills, they have the potential to achieve economic self-sufficiency and experience a sense of empowerment. Furthermore, the extension of the policy to encompass the provision of psychosocial support and counseling services has the potential to effectively attend to the emotional well-being of widows amidst their challenging circumstances.”</p>	<p>Skill development Vocational training Provision of psychosocial support Counselling services</p>

Example quote	Identified code
<p>“To provide more effective support to widows in Cameroon, it is recommended to broaden the policy to include health care benefits and improve access to high-quality medical services. Numerous widows encounter health-related obstacles, and providing accessible and sufficient health care services can considerably enhance their holistic welfare.”</p>	<p>Health care benefits Access to high-quality medical services</p>
<p>“Implementing educational programs aimed at equipping widows with knowledge in financial literacy and entrepreneurship has the potential to bolster their sustained economic autonomy significantly. The implementation of awareness campaigns aimed at challenging cultural stigmas and promoting gender equality has the potential to cultivate an inclusive environment conducive to the well-being and empowerment of widows. Additionally, cultivating collaboration with local leaders and traditional authorities can facilitate the acquisition of support and endorsement for the policy.”</p>	<p>Execution of educational programs Awareness campaigns Collaboration with local leaders</p>
<p>“The establishment of collaborations with other non-governmental organizations (NGOs) and government agencies has the potential to augment the policy reach and influence of Nkumuh organization. Through partnerships with established organizations, the policy can effectively utilise preexisting resources and specialised knowledge, guaranteeing that widows are provided with comprehensive support and a wide range of services.”</p>	<p>Collaboration with NGOs and government agencies</p>

Search for Themes

Developing individual themes involved carefully examining and grouping similar codes while overlooking irrelevant or inappropriate ones. In this research project, themes were searched by looking into similar codes. Table 3 enumerates the themes and their corresponding codes.

Table 3*Codes and Themes*

Identified code	Theme
Provide financial assistance	Influence of Nkumuh organization's public policy on Widows
Offer vocational training	
Prove health care access	
Advancement of social development	
Gender equality	
Promotion of inclusivity and fairness	
Strategic partnerships with NGOs	
Prove emotional support	
Aid in social integration	
Addressing social stigmas	
Ensuring legal safeguards	
Facilitating inheritance rights	
Implementing awareness campaigns	
Putting advocacy efforts	
Providing educational scholarships	Factors influencing the success of Nkumuh organization's public policy
Offering mentorship programs	
Providing skills development opportunities	
Influence of cultural elements	
Customization of assistance	
Enduring dedication to changing circumstances	
Periodic assessments	
Determining the need for additional enhancements	
Promising efficacy in addressing concerns	
Enhancing socioeconomic circumstances	
Presence of language barriers	Challenges faced by staff members while implementing Nkumuh organization's public policy
Administrative obstacles	
Delay in disbursement of benefits	
Cultural norms	
Gender biases	
Presence of geographical barriers	Challenges faced by widows or clients in Cameroon
Presence of inadequate infrastructure	
Logistical challenges	
Lack of sufficient knowledge	
Lack of awareness	
Inadequate understanding of the application process	
Resistance from traditional authorities	
Disapproval from local power structures	
Gaining stakeholder support	
Effective communication	

Identified code	Theme
Skill development Vocational training Provision of psychosocial support Counselling services Health care benefits Access to high-quality medical services	Areas in which Nkumuh organization's public policy could be improved to assist widows better
Execution of educational programs Awareness campaigns Collaboration with local leaders Collaboration with NGOs and government agencies	Suggestions for improving Nkumuh organization's public policy for widows

Note. NGO = nongovernmental organization.

Finalization of Themes

In this stage of thematic analysis, I evaluated the themes for their connection to the individual objective, as well as for their validity, correctness, and dependability. The initial and final themes are shown in Table 4.

Table 4

Initial and Final Themes

Initial theme	Finalized theme
Influence of Nkumuh's public policy on Widows	Influence of Nkumuh's public policy on widows in Cameroon
Factors influencing the success of Nkumuh's public policy	Factors influencing the success of Nkumuh's public policy for widows.
Challenges faced by staff members while implementing Nkumuh organization's public policy	Challenges faced while implementing Nkumuh's public policy for widows
Challenges faced by widows or clients in Cameroon	
Areas in which Nkumuh's public policy could be improved to assist widows better	Suggestions for improving Nkumuh's public policy for widows
Suggestions for improving Nkumuh organization's public policy for widows	

Naming and Definition of Themes

In the last step, I assigned each theme a descriptive and well-defined name, as follows.

- Theme 1: Influence of Nkumuh's Public Policy on Widows in Cameroon
- Theme 2: Factors Influencing the Success of Nkumuh's Public Policy for Widows
- Theme 3: Challenges Faced While Implementing Nkumuh's Public Policy for Widows
- Theme 4: Suggestions for Improving Nkumuh's Public Policy for Widows

Findings

Theme 1: Influence of Public Policy on Widows in Cameroon

The research participants shared unique responses while answering the questions concerning the respective theme; in response to the question “How do you assess the impact of Nkumuh organization's public policy on widows in Cameroon”, SM-3 stated that,

As a staff member, I observed that the public policy implemented by Nkumuh organization's has substantially impacted widows in Cameroon by providing financial assistance, vocational training, and health care access. This initiative has effectively empowered widows to reconstruct their lives and accomplish self-sufficiency.

This response indicates widows in Cameroon have seen considerable improvements due to Nkumuh's public policy. Likewise, the findings of Adonis (2020) highlighted that financial aid and access to health care provided by Nkumuh organization

have enabled widows to reconstruct their lives and attain self-sufficiency. Similarly, Tafor (2014) mentioned that this holistic strategy addresses widows' issues, transforming their socioeconomic condition, well-being, and general empowerment in Cameroonian society. E1 mentioned,

Being an executive manager, I consider that through specific programs, Nkumuh organization's public policy has effectively facilitated the empowerment of widows in Cameroon by addressing social stigmas, ensuring legal safeguards, and facilitating their entitlement to inheritance rights. Consequently, this initiative has contributed to promoting social inclusion and mitigating susceptibility to vulnerabilities.

Likewise, in response to one of the questions being asked regarding the influence of Nkumuh's public policy on widows in Cameroon, BM-1 replied,

While working as a board member, I observed that Nkumuh organization's public policy has made a significant contribution to the advancement of social development and gender equality in Cameroon by specifically addressing the distinct challenges encountered by widows.

As a result, it has played a crucial role in promoting inclusivity and fairness within society.

Therefore, the responses of E-1 and BM-1 revealed that the public policy implemented by Nkumuh in Cameroon has effectively facilitated widows' empowerment by strategically establishing legal safeguards and advancing gender equality. Similarly, Ebingbo et al. (2018) stated that implementing a gender equality strategy has yielded

notable advancements in social integration for widows, concurrently mitigating their susceptibility to adverse circumstances, resulting in enhanced societal standing and overall welfare for this vulnerable demographic. On the other hand, C-3 replied,

In my opinion, the public policy implemented by Nkumuh organization has effectively cultivated a conducive environment for widows in Cameroon through strategic partnerships with local communities, non-governmental organizations (NGOs), and government agencies. This collaborative approach has facilitated the establishment of networks that provide valuable emotional support and aid in the process of social integration for widows.

Thus, it has been determined from this response that the public policy implemented by Nkumuh in Cameroon has effectively cultivated a conducive atmosphere for widows. Similarly, Ngujede (2016) reported using strategic partnerships with local communities. Nkumuh has effectively cultivated a favorable environment for widows. This initiative has offered emotional support to widows and has also played a crucial role in facilitating their social integration, ultimately enhancing their overall well-being. In contrast, participant W3 said,

According to me, Nkumuh organization's public policy has effectively challenged prevailing cultural norms and discriminatory practices by implementing awareness campaigns and advocacy efforts. These initiatives have raised public consciousness regarding the rights and specific needs of widows in Cameroon.

Therefore, the respective response revealed that Nkumuh's public policy had demonstrated efficacy in its endeavors to challenge embedded cultural norms and discriminatory practices through the execution of comprehensive awareness campaigns and robust advocacy initiatives. Likewise, the findings of Tande (2009) highlighted that Nkumuh's public policy has increased public awareness of widows' rights and unique needs in Cameroon. SM-2 shared a unique response:

During my 3 years of working experience, I observed that the public policy implemented by Nkumuh organization has positively impacted the economic prospects of widows in Cameroon. This has been achieved by facilitating microfinance initiatives, providing entrepreneurial training, and improving market access. As a result, widows have been able to generate income and attain financial independence.

Likewise, W-2 said,

I believe the public policy initiative implemented by Nkumuh organization in Cameroon aims to support widows through educational scholarships and mentorship programs. These initiatives are designed to empower widows by providing them with education and skills development opportunities, ultimately leading to enhanced career prospects and a more promising future.

Therefore, synthesized from the responses of SM-2 and W-3, implementing various measures by Nkumuh's public policy in Cameroon has yielded positive outcomes for widows regarding their economic prospects. Similarly, Ngujede (2016) highlighted

that strategies executed by Nkumuh encompass facilitating microfinance initiatives and providing entrepreneurial training. Moreover, these initiative assists widows through educational scholarships and mentorship programs, promoting their empowerment via education, skill enhancement, and enhanced prospects for professional advancement, ultimately leading to a more promising future (Tande, 2009).

The impact of Nkumuh's execution of the public policy for widows in Cameroon is significant, as it effectively addresses the needs of widows by offering crucial support, economic prospects, and legal safeguards. The strategy effectively promotes the empowerment of individuals through its proactive approach to challenging existing societal conventions and advocating for the progress of gender equality. The improved accessibility of services and resources substantially promotes an elevated state of well-being, more independence, and heightened societal acknowledgment among persons who have experienced the loss of their partners.

Theme 2: Factors Influencing the Success of Public Policy for Widows

The staff members, widows, and organizational clients shared their thoughts regarding the factors influencing the success of Nkumuh's public policy for widows in Cameroon. BM-1 replied,

According to me, the public policy implemented by Nkumuh organization in Cameroon demonstrates promising efficacy in addressing critical concerns such as financial assistance and legal entitlements for widows. However, conducting a thorough impact assessment to ascertain

the program's efficacy in empowering widows and enhancing their socioeconomic circumstances is crucial.

Therefore, it has been analyzed from this response that Nkumuh's public policy plays a vital role in providing financial support to widows. Likewise, the findings of Adonis (2020) acknowledge the potential efficacy of the policy while underscoring the importance of conducting a comprehensive impact evaluation to gauge its effectiveness in empowering widows and improving their socioeconomic welfare. On the other hand, SM-2 stated,

Being a staff member, I consider that the potential effects of Nkumuh organization's public policy aimed at widows in Cameroon are subject to variation, depending on the successful execution of the policy and the level of involvement from the local community. To comprehend the efficacy of the intervention, it is essential to consider the influence of cultural elements and customise the assistance provided to cater to the varied requirements of widows.

The provided response demonstrates an understanding of the potential variations in the effects of the policy, which can be attributed to factors such as implementation strategies and cultural considerations. Similarly, the findings of Ebimgbo et al. (2018) also emphasize the significance of tailoring the policy to address the unique requirements of widows and involving the community in the decision-making process. In response to one of the questions asked about the effectiveness and impact of Nkumuh's public policy for widows in Cameroon, SM-1 replied,

I believe that the public policy implemented by Nkumuh organization in Cameroon regarding widows signifies a worthy advancement in social welfare. To evaluate its efficacy, thorough data gathering is necessary to assess how it effectively addresses widows' challenges and enhances their general standard of life.

Thus, it has been analyzed from the respective response that Nkumuh public policy has played an essential role in social welfare. Likewise, the findings provided by Adonis (2020) underscore the favorable aspect of the policy as a progressive measure toward societal well-being while emphasizing the importance of thorough data collection to assess its effects on the overall welfare of widows. On the other hand, W-4 said,

According to me, the efficacy of Nkumuh organization's public policy aimed at widows in Cameroon is contingent upon the organization's enduring dedication and ability to respond to changing circumstances. In addition, the periodic assessments can assess the extent to which widows' empowerment has been achieved and determine whether additional enhancements are required.

Thus, it has been analyzed from the response of SM-4 that Nkumuh's public policy directly influences the changing circumstances. Likewise, Tafor (2014) emphasizes the significance of sustained dedication and flexibility in response to evolving requirements while concurrently advocating for periodic assessments to gauge the effects of the policy on the empowerment of widows.

On the other hand, while answering one of the questions asked about the comparison of Nkumuh's public policy for widows to other forms of support or assistance that are available in Cameroon, SM-5 replied,

According to my perspective, the public policy implemented by Nkumuh organization in Cameroon regarding widows is notable for its comprehensive nature, encompassing financial assistance and legal entitlements. While certain local non-governmental organizations (NGOs) provide specific aid, Nkumuh organization approach is designed to tackle the numerous obstacles widows face on a larger scope, potentially generating a more substantial influence in enhancing their socioeconomic circumstances.

Thus, the analysis of the respective response underscores the comprehensive nature of the policy and its potential for wider-reaching effects compared to localized NGO assistance. Similarly, the findings of Ebimgbo et al. (2018) claimed that Nkumuh's public policy offers a more holistic approach to addressing the challenges faced by widows. Conversely, E-1 highlighted,

I believe that In contrast to government welfare programs, Nkumuh organization's public policy for widows presents a more targeted and customised strategy to address individualized needs effectively. The existing government schemes in Cameroon may need to possess the requisite targeted support required to address the distinct challenges encountered by widows effectively. Consequently, Nkumuh

organization's policy has the potential to serve as a supplementary measure to the current assistance programs.

The provided analysis highlights the distinction between the policy in question and government welfare programs, underscoring its focused approach and capacity to supplement prevailing assistance for widows in Cameroon. W-2 said,

Compared to informal community assistance, Nkumuh organization's public policy for widows offers a more organized and regulated form of support, supported by tangible resources and specialized knowledge.

Although community assistance can provide immediate relief, the policy's systematic approach has the potential to bring about sustainable change in the lives of widows.

Thus, it has been analyzed that Nkumuh's public policy provides more regulated support to widows. Likewise, Tafor's (2014) comparison emphasizes the formal and resource-supported nature of the policy, implying that it has the potential to generate more enduring enhancements in the welfare of widows. The efficacy of Nkumuh's policy concerning widows is contingent upon several critical aspects. These factors encompass the imperative to address cultural and societal norms, ensure financial viability, get political backing, foster community involvement, establish practical evaluation and monitoring mechanisms, and forge strategic alliances with relevant stakeholders.

Theme 3: Challenges Faced While Implementing Public Policy for Widows in Cameroon

The Nkumuh faces notable obstacles in the execution of the public policy for widows in Cameroon, encompassing cultural impediments, gender disparities, constrained resource availability, and bureaucratic complexities. The policy's principal objective is to enhance widows' agency and autonomy. Nevertheless, attaining this goal necessitates implementing comprehensive measures that effectively tackle prevailing cultural conventions, financial limitations, and administrative intricacies. These steps are essential to guarantee the effective execution of the policy and attain favorable outcomes. The participants of the study (widows, staff members, executive, and board members) shared unique thoughts regarding the challenges faced while implementing Nkumuh's public policy for widows in Cameroon; SM-7 said,

Nkumuh organization has encountered administrative obstacles in the execution of its public policy aimed at assisting widows in Cameroon, resulting in a delay in the disbursement of benefits. Furthermore, the existence of cultural norms and gender biases poses significant obstacles in terms of achieving acceptance and fostering active participation within certain communities. Overcoming these barriers necessitates unwavering advocacy and concerted collaboration with local authorities to guarantee the successful implementation of policies.

Therefore, the participants' responses revealed that cultural barriers are considered the significant challenge faced while implementing Nkumuh's public policy for widows

in Cameroon. At the same time, the findings of Ebimgbo et al. (2018) underscore the presence of bureaucratic delays and cultural barriers as significant challenges that necessitate the implementation of collective activities through advocacy and collaboration.

Participant SM-5 shared a unique response. He said,

The lack of adequate financial resources has posed a significant obstacle to implementing Nkumuh organization's public policy for Cameroon widows, thereby constraining its initiatives' breadth and magnitude. The organization faces challenges in delivering comprehensive support due to insufficient resources, thereby impeding the overall effectiveness of the policy. Increasing public awareness and garnering supplementary financial resources are crucial for surmounting this challenge.

Thus, the response of SM-5 that a lack of financial resources significantly impacts the implementation of GLBAFORM public policies. Likewise, Adonis (2020) highlights the notable obstacle of funding limitations, underscoring the significance of increasing awareness and obtaining supplementary resources to augment the efficacy of the policy.

According to W-1,

I consider that the presence of language barriers has presented difficulties in effectively communicating the benefits and requirements of the policy. Certain widows, particularly those residing in remote areas, may encounter challenges in comprehending and obtaining the assistance that is accessible to them. Nkumuh organization should implement culturally

sensitive communication strategies to address the language barriers and utilize translation services.

W-1's response highlights that the language barrier is a significant obstacle in spreading awareness regarding the need for public policies. Whereas, Tafor (2014) mentioned the significance of employing culturally sensitive communication and translation services to effectively address language barriers, thereby facilitating broader accessibility to the advantages offered by the policy.

In response to the question being asked about challenges or barriers that widows have faced in accessing assistance through Nkumuh's public policy for widows in Cameroon, participant BM-1 said,

According to me, implementing Nkumuh organization's policies in Cameroon has encountered challenges due to resistance from traditional authorities and local power structures. Gaining the support of stakeholders and effectively communicating the advantages of the policy is crucial in overcoming opposition and ensuring the policy's efficacy.

Therefore, the response above highlights the presence of resistance emanating from local power structures as a significant obstacle. Similarly, the study by Adonis (2020) mentioned that local power structures posed a significant challenge to the execution of public policies for widows.

On the other hand, W-3 replied,

In my opinion, widows' lack of sufficient knowledge regarding Nkumuh organization's public policy has presented a barrier to their ability to

access assistance. Many widows may lack awareness regarding the support services that are accessible to them, as well as the necessary steps to navigate the application process effectively.

W-3's response revealed that the issue of insufficient knowledge among widows is a significant barrier to implementing Nkumuh's public policies. Likewise, the research findings of Tafor (2014) highlighted that a lack of awareness and sufficient knowledge about the benefits associated with public policies pose hurdles to practical implementation.

E-1 stated,

According to me, geographical barriers have posed difficulties for widows residing in remote regions in terms of accessing Nkumuh organization's public policy assistance. The presence of inadequate infrastructure, logistical challenges in transportation, and the considerable geographical distance from service centers pose significant obstacles for widows residing in remote areas to access the support services available to them.

Thus, the respective response highlighted that geographical barriers badly influence the execution of effective public policies. Ebingbo et al. (2018) also highlight the recognition of the geographical obstacles widows residing in remote regions encounter as a barrier to the successful execution of public policies.

Theme 4: Suggestions for Improving Public Policy for Widows

The participants of the study gave different recommendations for improving Nkumuh's public policy for widows in Cameroon; in this regard, SM-1 said,

According to my perspective, Nkumuh organization's public policy could be enhanced by integrating skill development and vocational training initiatives targeting widows. By providing widows with appropriate skills, they have the potential to achieve economic self-sufficiency and experience a sense of empowerment. Furthermore, the extension of the policy to encompass the provision of psychosocial support and counseling services has the potential to effectively attend to the emotional well-being of widows amidst their challenging circumstances.

Thus, this response demonstrated that skill development and vocational training should be initiated to improve public policy for widows in Cameroon. Similarly, the study by Adonis (2020) proposes enhancing the policy by incorporating skill development programs and counseling services, thereby empowering widows economically and emotionally.

On the other hand, C-5 replied,

To enhance support for widows, Nkumuh organization's policy could prioritize the issue of land rights and property inheritance. By safeguarding the rights of widows and promoting equitable inheritance practices, it is possible to mitigate property disputes and bolster their economic stability. Effectively implementing these changes necessitates

the crucial involvement of local authorities and legal entities in collaborative efforts.

The respective response recommended safeguarding the improper inheritance of the widows in Cameroon. Likewise, the findings of Tafor (2014) suggested that a strategic approach that centers on land rights and inheritance practices, emphasizing the significance of engaging in collaborative efforts with local authorities, is required to bring about substantial and meaningful transformations.

In contrast, E-1 stated the following:

To provide more effective support to widows in Cameroon, it is recommended to broaden the policy to include health care benefits and improve access to high-quality medical services. Numerous widows encounter health-related obstacles, and providing accessible and sufficient health care services can considerably enhance their holistic welfare. Including health care provisions within the policy, framework would enhance its comprehensiveness and effectiveness.

Thus, it has been analyzed from the respective response that to give more effective support to widows in Cameroon; the policy should be expanded to include health care benefits and increase access to high-quality medical services. Likewise, the findings of Tafor (2014) underscore the importance of incorporating health care benefits into the policy, thereby augmenting its comprehensiveness and promoting the overall welfare of widows.

On the other hand, while answering the question about suggestions or recommendations to improve Nkumuh's public policy for widows in Cameroon, BM-1 highlighted,

In my opinion, to ensure the effective tailoring of the policy, it is imperative to engage in comprehensive research and needs assessments among widows residing in diverse regions of Cameroon. This approach has yielded valuable insights that can inform the development and implementation of the policy. Incorporating the participation of local communities and widows in the formulation and execution of policies has effectively catered to their distinct challenges and preferences. The implementation of regular evaluations and feedback mechanisms have effectively supported continuous enhancements and provide an accurate assessment of the policy's impact.

Thus, it has been analyzed from the respective response that engaging in comprehensive research could be proved beneficial for enhancing the public policy for widows in Cameroon. Similarly, the study by Adonis (2020) emphasizes the significance of conducting research, engaging with the community, and conducting ongoing evaluations to develop a policy that effectively targets and addresses the unique needs of widows.

C-3 stated,

I consider that establishing collaborations with other non-governmental organizations (NGOs) and government agencies has the potential to augment the policy reach and influence of Nkumuh organization.

Through partnerships with established organizations, the policy can effectively utilise preexisting resources and specialised knowledge, guaranteeing that widows are provided with comprehensive support and a wide range of services. Implementing a transparent and efficient application process has enhanced the accessibility of assistance and mitigates administrative obstacles.

Thus, the respective response suggested that establishing partnerships can be advantageous in expanding outreach and improving efficiency. This approach would facilitate widows' access to comprehensive support while minimizing administrative obstacles.

On the other hand, W-2 mentioned the following:

Implementing educational programs aimed at equipping widows with knowledge in financial literacy and entrepreneurship has the potential to bolster their sustained economic autonomy significantly. The implementation of awareness campaigns aimed at challenging cultural stigmas and promoting gender equality has the potential to cultivate an inclusive environment conducive to the well-being and empowerment of widows. Additionally, cultivating collaboration with local leaders and traditional authorities can facilitate the acquisition of support and endorsement for the policy.

Thus, the analysis supports educational programs and awareness campaigns to foster widows' economic autonomy and societal inclusion. Additionally, Tafor (2014) stated

local leaders should also play their role in providing assistance and endorsing awareness regarding the importance of educational campaigns.

The implementation of Nkumuh's advocacy initiatives for widows in Cameroon is confronted with a myriad of complex obstacles. The issues above comprise cultural reluctance to change, insufficient financial resources, bureaucratic obstacles, limited comprehension, and gender biases. To surmount these problems, it is imperative to employ comprehensive solutions, foster joint endeavors, and provide ongoing support to ensure the policy's efficacy and substantial influence on widows' welfare.

Deliverables and Recommendations

A problem about the rights and empowerment of widows has emerged as an issue of urgency in Cameroon, where widows frequently encounter substantial social, economic, and legal obstacles after the demise of their spouses. In light of this pressing concern, the Nkumuh has conducted thorough research to formulate an innovative public policy to support the nation's widows. This policy's principal objective is to provide widows with extensive assistance, thereby enabling them to reconstruct their lives, avail themselves of opportunities, and engage actively in societal affairs. In this subsection, I describe the fundamental deliverables and offer recommendations for Nkumuh regarding the proposed public policy.

Deliverables

Legal Empowerment for Widows

The absence of legal recognition and rights protection emerges as a primary obstacle encountered by widows residing in Cameroon. The public policy of Nkumuh

endeavors to tackle this matter by promoting legal reforms that effectively protect widows' inheritance and property rights. The organization intends to collaborate with legislators and pertinent governmental bodies to disseminate legislation that effectively excludes discriminatory practices targeting widows while guaranteeing their equitable entitlement to property and assets. In addition, Nkumuh intends to establish legal aid centers to offer complimentary legal support to widows, thereby facilitating their ability to assert their rights more efficiently (Klinenberg, 2016).

Economic Empowerment Programs

To enhance the economic welfare of widows, Nkumuh intends to execute a range of economic empowerment initiatives. The programs mentioned above have primarily emphasized the provision of skills training, the cultivation of entrepreneurship, and the facilitation of access to microfinancing. Acquiring novel skills and knowledge can augment widows' employability and income-generating capabilities. Furthermore, by availing themselves of microloans, widows can establish modest enterprises, cultivating economic autonomy and steadfastness.

Education and Health Care Support

Education and health care represent indispensable components within a holistic framework of support for widows. The policy put forth by Nkumuh aims to address the educational disruption faced by children of widows due to financial constraints. To achieve this, the organization proposes the provision of scholarships and educational opportunities for these children. By doing so, Nkumuh seeks to mitigate the adverse effects of financial limitations on the educational pursuits of widows' offspring. In

addition, the organization has engaged in collaborative efforts with health care institutions to facilitate the provision of health care services that are both affordable and accessible to widows as well as their families, thereby enhancing their general welfare.

Recommendations

Collaboration Efforts Among Multiple Stakeholders

Nkumuh's needs to prioritize collaboration efforts among multiple stakeholders to guarantee the efficacy and viability of progressive public policy. This comprises community leaders, NGOs, government agencies, and international organizations. Adonis (2020) stated that by cultivating partnerships, Nkumuh could use the various resources, knowledge, and networks to carry out the policy. Engaging local communities and religious institutions have been significant in breaking down cultural barriers and winning approval for the policy's goals.

Sensitization and Awareness Campaigns

Traditional beliefs and cultural practices in Cameroon can prolong discrimination against widows, hindering the policy's success. In Cameroon, this can be a barrier to the policy. For this reason, Nkumuh ought to plan and carry out extensive awareness and sensitization programs. These efforts should focus on teaching communities about the importance of supporting widows' well-being and the rights that widows are entitled to, and they should target different strata of society, including rural and urban areas (Klinenberg, 2016). Nkumuh can make the world a more accepting and encouraging place for widows if it successfully combats the preconceptions and misunderstandings that exist today.

Building of Capacity and Provision of Training

Nkumuh should invest in various capacity-building programs and training initiatives to provide widows more support in their economic and social lives. These programs may consist of various workshops geared towards skill development, training for entrepreneurial endeavors, and classes on financial literacy. As per Adonis (2020), widows can increase their employability, explore entrepreneurial opportunities, and improve their capacity to manage their money if given the knowledge and skills necessary. This has ultimately led to increased levels of self-sufficiency.

Establishment of Support Networks

Emotional support is equally crucial for widows continuing the trauma of losing a spouse. Widows should try to surround themselves with people who can provide this support. Support groups, counseling services, and peer networks should all be created by Nkumuh, and the organization should help facilitate their creation. As per Klinenberg (2016), widows can talk about their experiences, receive emotional support, and regain their confidence to start over in their life due to the provision of these safe spaces. The establishment of a robust social support network has the potential to make a sizeable contribution to the accomplishment of the policy's goals.

Evidence of Trustworthiness

The maintenance of credibility and validity of findings in qualitative research necessitates the imperative task of ensuring trustworthiness (O'Neill, 2018). The present research project has implemented various strategies to enhance the credibility and reliability of its qualitative research data and subsequent findings. The research employed

rigorous methodologies to enhance the credibility as well as reliability of its results. This was achieved by collecting data from widows and staff members using semistructured interviews and thorough thematic analysis. To enhance the credibility of their study, I employed a methodological approach known as triangulation, which involved collecting and analyzing data from multiple sources. Utilizing this methodology facilitated the cross-verification and validation of data, thereby mitigating potential biases and enhancing the overall strength and reliability of the research outcomes. Moreover, I actively interacted with the participants and the organization, dedicating much time to understanding the widows' experiences and perspectives.

To ensure transferability, I provide a comprehensive account of the research context, participant demographics, and the experiences of widows in Cameroon. The provision of transparency in the research allowed readers to evaluate the extent to which the findings can be applied to comparable contexts, thus augmenting the generalizability of the study. In addition, the preservation of dependability was upheld using audio recording at every data collection stage, analysis, and interpretation procedure.

Implementing a systematic documentation process facilitates the comprehensive analysis of decisions undertaken during the research endeavor, thereby enhancing the overall coherence as well as dependability of the study. Conformability was attained by employing reflexivity, which involved my conscientious recognition of my own potential biases and values that might have the potential to impact the interpretation of the data. I made a conscious effort to acknowledge their subjectivity as well as thoroughly pursued

objectivity throughout the entirety of the research. This approach strengthened the credibility of the conclusions ultimately derived from the study.

The utilization of thematic analysis proved to be of utmost significance in the research study, as it contributed to establishing a systematic framework and enhanced the overall comprehensibility of the data interpretation process. By implementing a sound methodology, I effectively ascertained the presence of recurrent patterns, thereby ensuring the integrity and uniformity of the analysis. This approach served to strengthen the credibility as well as reliability of the research findings. The research findings were subjected to a rigorous process of peer review, wherein they underwent careful examination and evaluation by experts in the field before their dissemination through publication. The external evaluation validated the research methodology and interpretation, enhancing the overall credibility of the study's outcomes.

Strengths and Limitations of the Study

The study offers a significant exploration of the difficulties encountered by widows within the nation, as well as the pivotal role played by Nkumuh's implementation of effective public policies to assist this vulnerable demographic. Incorporating qualitative data obtained via semistructured interviews constitutes a notable advantage of this research work. By utilizing this methodology, the scholars could extensively explore widows' individualized encounters and viewpoints while acquiring valuable insights from personnel affiliated with the organization who were directly engaged in implementing policies. The collected responses facilitate a comprehensive understanding of the

challenges encountered by widows, as well as the efficacy of the policies implemented by Nkumuh.

Furthermore, the utilization of thematic analysis to interpret the gathered data constitutes an additional noteworthy strength within the context of this research. The thematic analysis offered a systematic and organized approach to discerning recurrent patterns and themes within the dataset, thereby ensuring the robustness and dependability of the findings. Moreover, this particular analysis method facilitated examining a wide range of perspectives, offering a comprehensive analysis of the subject matter.

Nevertheless, it is imperative to acknowledge the existence of certain limitations within the scope of this investigation. The qualitative nature of the research may need to be revised for the generalizability of the findings. Although the in-depth interviews offer valuable insights, it is essential to acknowledge that they may not comprehensively capture the experiences of all widows in Cameroon or provide a comprehensive assessment of the effectiveness of Nkumuh's policies on a larger scale. The study's applicability to the broader population of widows in the country could be enhanced by incorporating a more comprehensive and diverse sample.

Moreover, semistructured interviews may engender biases within the data collection process. The potential influence of interviewer bias or leading questions on participants' responses may introduce a source of bias, thereby compromising the objectivity of the research findings. To address this issue, researchers could have implemented a mixed-methods methodology, which would involve integrating quantitative data to corroborate and enhance the qualitative findings. Moreover, it is

worth noting that the findings may not adequately encompass the broader contextual landscape of public policy and the multifaceted challenges faced by widows in Cameroon. To provide a comprehensive perspective on the subject matter, examining extant policies and their consequences on widows within the nation is advisable.

Notwithstanding these limitations mentioned above, the present research provides significant contributions by shedding light on the experiences encountered by widows in Cameroon, as well as the commendable activities undertaken by Nkumuh leaders in their pursuit of alleviating the plight of these individuals through the implementation of progressive public policies. This study's findings can serve as a fundamental basis for future research and formulation of policies to promote widows' rights and overall well-being within the nation.

Summary

The investigation has employed thematic analysis to examine the qualitative data collected from research participants through the administration of semistructured interviews. The section of the dissertation provides a comprehensive account of the adherence to each stage of thematic analysis, with a thorough explanation of each step. Furthermore, a comprehensive tabular representation of the thematic analysis framework has been furnished. Analysis of individual participants' responses has been conducted and compared with existing research findings. Furthermore, this study provided evidence about its trustworthiness, recommendations, and deliverables. An analysis of the study's strengths and limitations has also been presented.

Section 5: Dissemination Plan and Conclusion

Introduction

In this study, I examined the difficulties encountered by widows within Cameroon as well as the prospective efficacy of progressive public policies in meeting their requirements. I based the study findings on primary qualitative data obtained through semistructured interviews. These interviews were conducted with various individuals, including staff members, board members, executives, and widows. I employed a thematic analysis approach to elucidate the challenges faced by widows. These challenges encompass a range of issues, including constrained avenues for educational and occupational advancement, obstacles in asserting property and inheritance entitlements, societal marginalization, and the burden of economic reliance. The findings of this investigation offer significant insights into the multifaceted nature of these challenges, thereby contributing to the existing body of knowledge in this domain.

The study's findings highlight the necessity for progressive public policies that acknowledge and tackle the distinct requirements of widows in Cameroon. Implementing gender-sensitive policies to facilitate widows' economic empowerment, social inclusion, and overall well-being is paramount in minimizing obstacles and establishing a conducive atmosphere for widows to flourish. Policy makers should accord importance to advancing focused social protection initiatives that provide monetary aid and supplementary services to widows experiencing hardship. Furthermore, it is imperative to underscore the significance of legal reforms in ensuring the protection of widows'

property and inheritance rights, thereby furnishing them with a firm footing for attaining economic stability and autonomy.

The undertaken study brings attention to a crucial element, namely the significant contribution made by Nkumuh in supporting widows. The organization's leaders have effectively improved widows' lives by implementing diverse programs and interventions. These initiatives encompass the provision of financial assistance, skills training, and psychosocial support. As a result, widows have experienced significant positive outcomes. The steps undertaken by Nkumuh in promoting widows' rights and its collaborative engagements with pertinent stakeholders exemplify the capacity of civil society organizations to propel constructive transformations and make valuable contributions toward advancing progressive public policy.

Dissemination Plan

The dissemination plan for this research on Nkumuh's progressive public policy to aid widows in Cameroon is primarily targeted at the organizational leadership. In a comprehensive report, I presented the findings, emphasizing the qualitative data from the semistructured interviews. Key aims were to analyze the diverse challenges faced by widows, assess the efficiency of the current policy measures, and provide strategies to improve their efficacy. A scheduled presentation session has been organized to facilitate engaged discussions and answer any inquiries or apprehensions. Subsequently, upon completion of my degree the report will be circulated internally among critical stakeholders to ensure that persons with decision-making and implementation responsibilities thoroughly understand the study's findings.

The undertaken research project necessitates the formulation of a comprehensive dissemination plan to effectively reach a diverse array of stakeholders and exert a substantial influence on policy-making processes and the overall well-being of widows in Cameroon. In this research project, the dissemination of information will be through academic channels. The research findings will be disseminated through presentations at relevant international and national meetings focusing on public policy, gender research, and social welfare. These scholarly conventions attract academics, influential policy makers, and practitioners, all of whom can provide valuable feedback and profound insights.

The dissemination of this study at various academic forums may also foster networking opportunities and potential collaborations, paving the way for future research activities and policy initiatives. In addition, I plan to submit the research findings to peer-reviewed scholarly journals in the social sciences, gender studies, and public policy. Submitting the research to reputable journals may enhance the study's credibility as well as visibility within the academic community. Furthermore, this may guarantee the accessibility of the findings to researchers and policy makers on a global scale, thereby making a valuable contribution to the existing body of knowledge regarding the challenges faced by widows and the efficacy of progressive public policy interventions.

It is vital to actively engage with governmental entities and policy makers to maximize the study's influence on public policy. To that end, I am preparing a concise and articulate policy brief to elucidate the principal discoveries of the study, offer policy suggestions, and outline the potential consequences for the welfare of widows in

Cameroon. The policy brief shall be disseminated among relevant ministries, agencies, and legislative committees. The facilitation of workshops and meetings with policy makers enhances the depth of discussions and presents a valuable opportunity to advocate for implementing progressive policies to support widows. Moreover, I hope to disseminate the study's findings and reach a broad audience through digital platforms, maximizing outreach.

To facilitate additional dissemination of the professional administrative study, policy brief, and other relevant resources, I plan to develop a specialized website to host these materials. The website shall be duly optimized to ensure accessibility, with dedicated efforts to enhance its visibility that involve the implementation of search engine optimization techniques. Furthermore, on social media platforms I plan to disseminate significant discoveries, visually appealing infographics, and intellectually stimulating excerpts. This approach is anticipated to facilitate the generation of public awareness, support from diverse stakeholders, and a more comprehensive comprehension of the challenges widows encounter in Cameroon.

Establishing partnerships between NGOs and community-based organizations is of utmost importance in fostering real-world applications of the research findings. By collaborating with organizations that engage directly with widows, I hope to facilitate the integration of the study's findings into the organizations' preexisting programs and initiatives. These collaborative associations do not guarantee the implementation of the research findings. Still, they may facilitate a reciprocal flow of knowledge, enhancing the study with practical insights and field-based feedback. In addition, it is anticipated that

conventional media platforms can be use to effectively distribute the research outcomes to a broader spectrum of individuals.

The promotional strategy has been to disseminate press releases to local and national newspapers and pursue interviews and feature stories with radio stations. This particular approach possesses the potential to expand public consciousness regarding the countless challenges widows encounter and underscore the indispensable significance of forward-thinking public policy in effectively addressing their requirements and enhancing their general welfare. Therefore, utilizing strategic associations and active involvement, the study fosters a society characterized by fairness and empathy, wherein widows' distinctive obstacles are acknowledged and effectively tackled. The study aims to modify both public policies and social support structures substantially.

Conclusion

The dissemination plan is a strategic framework to guarantee the vast and varied distribution of the research findings. Through the utilization of a wide array of communication channels and the cultivation of strategic alliances, the primary objective of this research endeavor is to enhance public consciousness, exert influence on policy modifications, and make a meaningful contribution towards the empowerment and advancement of widows residing in Cameroon. To effectively communicate the research findings, the study intends to showcase its outcomes at pertinent national and international scholarly conferences and symposia. These conferences serve as a magnet for scholars, policy makers, and practitioners interested in gender, public policy, and social welfare. Presenting the study at these academic forums has facilitated the

acquisition of critical feedback, fostered informed discussions, and potentially engendered collaborations for subsequent research endeavors and policy initiatives.

Including the professional administrative study within peer-reviewed academic journals focusing on social sciences, gender studies, and public policy constitutes an additional pivotal aspect of the dissemination plan. Implementing these measures has strengthened the study's credibility and increased its visibility within the academic community. Moreover, it has facilitated the dissemination of the study's findings to researchers and policy makers on a global scale, thereby making a valuable contribution to the existing body of knowledge concerning the challenges faced by widows and the efficacy of progressive public policy interventions. This study acknowledges the importance of actively involving policy makers and key stakeholders. This concise document aims to provide a comprehensive overview of the primary outcomes, policy suggestions, and prospective implications of the well-being of widows in Cameroon, as derived from the study. To facilitate comprehensive deliberations and advance the cause of widows' welfare, a series of workshops and meetings have been orchestrated, wherein policy makers have been engaged.

The study also revealed that to optimize the dissemination of research findings and enhance their accessibility, digital platforms have been utilized. A dedicated online platform has been established to host the complete research paper, policy brief, and other pertinent resources. The website shall undergo optimization for search engines, commonly referred to as “search engine optimization,” to enhance its visibility and expand its audience reach. The research has additionally employed various social media

platforms, including Facebook, Twitter, LinkedIn, and Instagram, as channels for disseminating significant findings, visually engaging infographics, and intellectually stimulating excerpts from the study. Consistent communication and active involvement with one's audience have cultivated a more comprehensive comprehension of the obstacles encountered by widows, as well as the significance of forward-thinking governmental measures.

Conventional media platforms, such as print newspapers, radio stations, and television channels, are essential to the dissemination plan. The study's key insights and policy recommendations have been disseminated through local and national newspaper press releases. The utilization of radio interviews and television appearances offers a valuable avenue for disseminating research findings in a manner that is both approachable and captivating, thereby extending the reach of the information beyond the confines of academic and policy-making spheres. Establishing partnerships between NGOs and community-based organizations is paramount to effectively address the disparity between research endeavors and their practical application. Collaboration with organizations that engage directly with widows has enhanced the seamless assimilation of the research outcomes into their preexisting programs and initiatives. These collaborative alliances have not solely guaranteed the implementation of the research findings. Still, they have also facilitated a reciprocal flow of knowledge, thereby enhancing the study by incorporating practical experiences and feedback from the field.

The purpose of fostering collaboration, facilitating knowledge sharing, and enhancing partnerships among stakeholders is to promote synergy and collective action

within a given context. Community awareness programs be implemented to facilitate the direct dissemination of research findings to widows and communities. The programs above aim to foster a keen consciousness regarding the rights of widows while simultaneously confronting detrimental stereotypes and the stigmatization they face. these initiatives seek to underscore the significance of implementing forward-thinking public policies that cater to the overall welfare of widows. Incorporating local languages and cultural contexts has been imperative to guarantee the efficacy of communication and foster meaningful engagement with the respective communities.

The study recognizes the potentiality of establishing collaborations with international organizations that are actively engaged in addressing gender-related concerns, public policy matters, and the well-being of widows. The study's global impact can be significantly enhanced through collaboration with renowned organizations such as U.N. Women, UNICEF, and Oxfam. These collaborative alliances have effectively facilitated the widespread distribution of research findings on a global scale, thereby creating opportunities for potential financial backing and assistance for forthcoming endeavors.

A comprehensive and impact assessment has been undertaken to evaluate the efficacy and extent of the dissemination plan. The present assessment aims to offer a comprehensive analysis of the strengths and weaknesses inherent in the dissemination strategies employed, thereby facilitating the identification of areas that require refinement in future research and policy initiatives; through strategically utilizing a wide range of communication channels, the research endeavors to cultivate synergistic partnerships

with many stakeholders while actively involving policy makers and communities. The overarching objective of this study is to facilitate well-informed decision-making processes and make a meaningful contribution toward the empowerment and advancement of widows in the context of Cameroon.

The study endeavors to foster the establishment of a society characterized by fairness and inclusivity, wherein the plight of widows is acknowledged, bolstered, and facilitated to empower them to assume positions of dignity and self-sufficiency. elucidates the significant contribution of the Nkumuh in providing assistance to widows and championing their rights, thereby emphasizing the criticality of fostering cooperation between non-governmental entities and governmental bodies. By employing a deliberate approach to the distribution and involvement of relevant parties, the present investigation endeavors to generate a significant influence on the formulation of governmental regulations and the establishment of societal assistance frameworks that enhance the well-being and agency of widows. Consequently, this study aims to cultivate a more comprehensive and just community that caters to the needs and rights of all individuals.

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Appendix A: Organizational Agreement

This agreement is entered into on [date] between Blaise Kengjise, a scholar from Walden, and Nkumuh organization.

Purpose of Agreement

This agreement outlines the terms and conditions under which the organization has participated in a research study entitled *Progressive Public Policy to Assist Widows by Nkumuh organization Organization in Cameroon*.

Responsibilities of the Researcher

The researcher agrees to conduct the research study by ethical standards and to use the data collected to respect the privacy and confidentiality of the organization and its members. The researcher also agrees to provide the organization with a summary of the study's results upon completion.

Responsibilities of the Organization

The organization agrees to provide access to its members to collect data for the research study. The organization also agrees to maintain the confidentiality of any information collected during the study and to use the data only for the research.

Confidentiality

The researcher agrees to maintain the confidentiality of any information collected during the study and to use the data only for the research. The researcher has not shared confidential information with third parties without the organization's written consent.

Data Sharing

The researcher agrees to share the study results with the organization upon completion. The researcher may also share the results with academic or professional audiences but has not shared confidential information without the organization's written consent.

Duration of Agreement

This agreement has remained in effect until the completion of the research study.

Termination

Either party may terminate this agreement at any time by providing written notice to the other party.

Entire Agreement

This agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, and agreements between the parties.

Signatures:

Researcher's signature:

Organization's signature:

Date:

Appendix B: Email Invitation to Participate for Staff Members

Subject: Invitation to Participate in a Research Study

Dear [Participant],

I hope this email finds you well. I am Blaise Kengjise, a student at Walden University. I am conducting a research study on progressive public policy to assist widows by Nkumuh organization in Cameroon and invite you to participate.

This study aims to gain a deeper understanding of the challenges faced by widows in Cameroon and Nkumuh organization's strategies that may be employed to assist them. Your participation in this study is crucial as it has provided valuable insights and contributed to our understanding of progressive public policy to assist widows by Nkumuh organization in Cameroon. The study involves a qualitative approach to analyze the data collected through semistructured interviews to measure the effectiveness of Nkumuh organization's interventions and strategies. The participation has taken approximately sixty minutes. Your confidentiality and privacy have been maintained throughout the study, and all data collected have been kept strictly confidential.

If you are interested in participating in this study, please respond to this email or call me at [contact number redacted]. I would happily answer any questions and provide additional information about the study.

Thank you for considering this opportunity to participate in this vital research. I look forward to hearing from you soon.

Best regards,

Blaise Kengjise

Scholar at Walden University

[Email address redacted]

[Contact number redacted]

Appendix C: Email Invitation to Participate for Clients

Subject: Invitation to Participate in a Research Study

Dear [Client's Name],

I hope this email finds you well. I am Blaise Kengjise, a student at Walden University. I am researching progressive public policy to assist widows by Nkumuh organization in Cameroon. I invite you to participate as one of our valued clients.

This study aims to gain a deeper understanding of the challenges widows face in Cameroon and the strategies that may be employed to assist them. Your participation in this study is essential as it has provided valuable insights and contributed to our understanding of progressive public policy to assist widows by Nkumuh organization in Cameroon.

The study involves a qualitative approach to analyze the data collected through semi-structured interviews to measure the effectiveness of Nkumuh organization's interventions and strategies. The participation has taken approximately 60 min. Your confidentiality and privacy have been maintained throughout the study, and all data collected have been kept strictly confidential.

If you are interested in participating in this study, please respond to this email or call me at [contact number redacted]. I would happily answer any questions and provide additional information about the study.

As a token of our appreciation, we would like to offer you a gift card for participating in this study.

Thank you for considering this opportunity to participate in this vital research. I look forward to hearing from you soon.

Best regards,

Blaise Kengjise

Scholar at Walden University

[Email address redacted]

[Contact number redacted]

Appendix D: Participant Agreement and Instructions

Title of Study: Progressive Public Policy to Assist Widows by Nkumuh organization

Organization in Cameroon

Researcher: Blaise Kengjise

Affiliation: Walden University

I, [Participant's Name], agree to participate in a research study entitled *Progressive Public Policy to Assist Widows by Nkumuh organization Organization in Cameroon*. This study aims to gain a deeper understanding of the challenges widows face in Cameroon and the strategies that may be employed to assist them.

I understand that my participation is voluntary and that I am free to withdraw from the study at any time without any negative consequences. I understand that the study involves a qualitative approach to analyze the data collected through semi-structured interviews to measure the effectiveness of Nkumuh organization's interventions and strategies.

I understand that my confidentiality and privacy have been maintained throughout the study, and all data collected have been kept strictly confidential. I understand that my name and other personal identifying information have not been used in any publications or presentations resulting from the study.

I have received a copy of this Participant Agreement, and I have had the opportunity to ask questions and have them answered to my satisfaction.

Signature of Participant: Blaise Kengjise

Date: [Date]

INSTRUCTIONS

Dear [Participant's Name],

Thank you for agreeing to participate in the study entitled *Progressive Public Policy to Assist Widows by Nkumuh organization Organization in Cameroon*. To complete the study, please follow these instructions:

- The research aims to gain a deeper understanding of the challenges widows face in Cameroon and the strategies that may be employed to assist them.
- The study involves a qualitative approach to analyze the data collected through semi-structured interviews to measure the effectiveness of Nkumuh organization's interventions and strategies.
- The responses must be kept confidential and anonymous; any information provided will only be used for research purposes.
- The approximate time the participant will be required to spend on the study is sixty minutes, including the duration of the interview or focus group.
- A gift card has to be provided at the end of participation.
- The participant's identity and personal details must be kept anonymous, and they have the right to withdraw from the study at any time.
- The interview has to be conducted at [time] and [place].
- If you have any questions or concerns, please do not hesitate to contact me at [your contact information].

Thank you for your participation in this vital research.

Best regards,

Blaise Kengjise

Scholar at Walden University

[Email address redacted]

[Contact number redacted]

Appendix E: Semistructured Interview Questions for Staff Members

1. Can you tell us about your experience working with Nkumuh organization and its public policy for assisting widows in Cameroon?
2. How do you assess the impact of Nkumuh organization's public policy on widows in Cameroon?
3. Can you provide any examples of specific cases in which Nkumuh organization's public policy has positively impacted widows in Cameroon?
4. Are there any challenges or barriers that Nkumuh organization has encountered in implementing its public policy for widows in Cameroon?
5. How does Nkumuh organization work with other organizations and stakeholders to effectively implement its public policy for widows in Cameroon?
6. What are the most critical factors contributing to the success of Nkumuh organization's public policy for widows in Cameroon?
7. Are there any areas in which Nkumuh organization's public policy could be improved or expanded to assist widows in Cameroon better?
8. How do you see the future of Nkumuh organization's public policy for widows in Cameroon?

Appendix F: Semistructured Interview Questions for Clients

1. Can you tell us about your experience with Nkumuh organization and its public policy for assisting widows in Cameroon?
2. How has Nkumuh organization's public policy impacted your life as a widow in Cameroon?
3. Can you describe the process of accessing assistance through Nkumuh organization's public policy for widows in Cameroon?
4. Have you received any other assistance or support besides what is provided through Nkumuh organization's public policy?
5. How do you perceive the effectiveness and impact of Nkumuh organization's public policy for widows in Cameroon?
6. Are there any challenges or barriers you have faced in accessing assistance through Nkumuh organization's public policy for widows in Cameroon?
7. How does Nkumuh organization's public policy for widows compare to other support or assistance available in Cameroon?
8. Are there any suggestions or recommendations you would like to make for improving Nkumuh organization's public policy for widows in Cameroon?

Appendix G: Semistructured Interview Questions for Clients

1. Can you describe your experience with Nkumuh organization's public policy for assisting widows in Cameroon?
2. How has Nkumuh organization's public policy impacted your life as a widow in Cameroon?
3. Can you discuss the process of accessing assistance through Nkumuh organization's public policy for widows in Cameroon?
4. Have you received any other assistance or support besides what is provided through Nkumuh organization's public policy?
5. How do you perceive the effectiveness and impact of Nkumuh organization's public policy for widows in Cameroon?
6. Are there any challenges or barriers you have faced in accessing assistance through Nkumuh organization's public policy for widows in Cameroon?
7. How does Nkumuh organization's public policy for widows compare to other support or assistance available in Cameroon?
8. What are your suggestions or recommendations for improving Nkumuh organization's public policy for widows in Cameroon?
9. How does the community support widows in Cameroon?
10. What can be done to improve the support for widows in Cameroon?