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MINISTERE DE L'ADMINISTRATION  
TERRITORIALE ET DECENTRALISATION

REGION DU SUD OUEST

DEPARTEMENT DE MANYU

COMMUNE DE TINTO



REPUBLIC OF CAMEROON  
PEACE- WORK-FAHERLAND

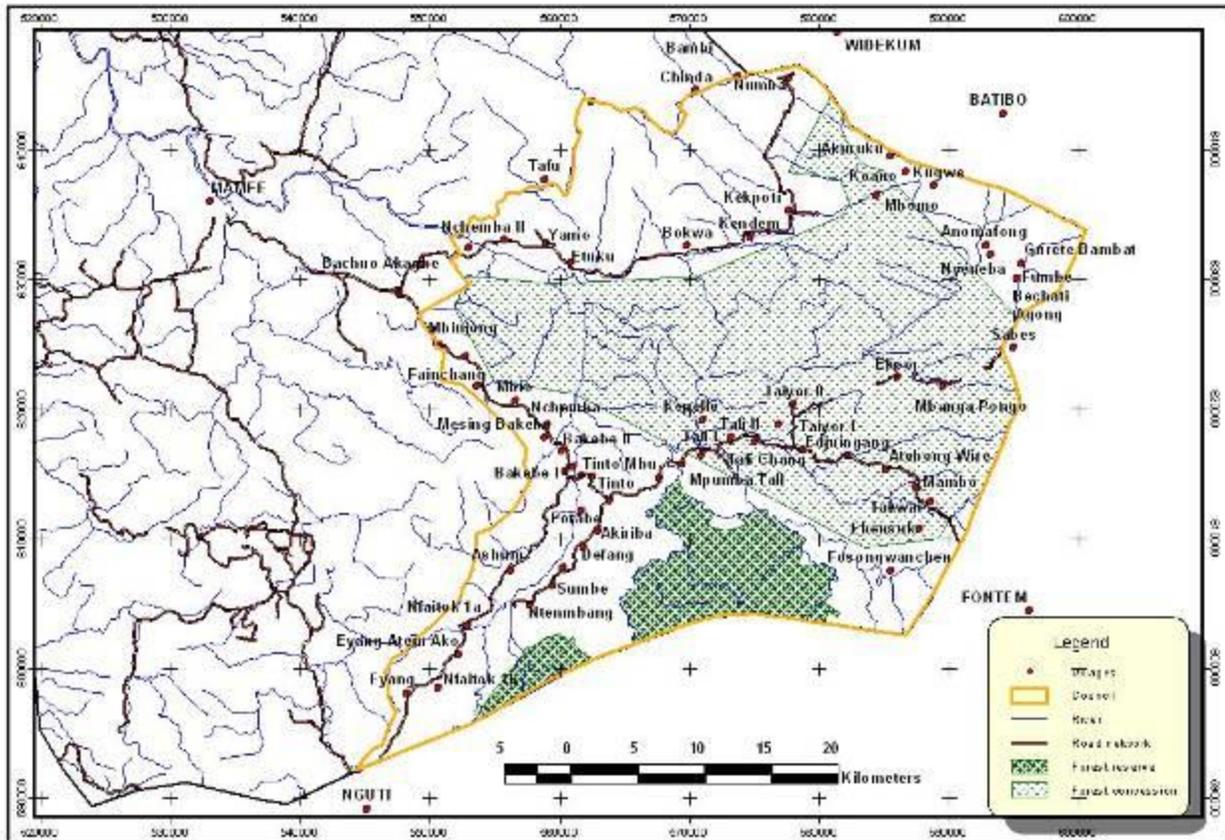
MINISTRY OF TERRITORIAL ADMINISTRATION  
AND DECENTRALISATION

SOUTH WEST REGION

MANYU DIVISION

TINTO COUNCIL

### Communal Development Plan for Tinto Council



Elaborated with financial and technical support from the National Community Driven Development Program (PNDP)



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## **i. Executive summary**

*The development planning of yester years, especially the years since independence in Cameroon, while targeting the grassroots population, sidelined them in decision making and in the implementation of projects designed to benefit them in a centralized, top-down system. Of recent the Government of Cameroon had a vision of becoming an emerging economy by 2035. To achieve this, the government revised the PRSP to produce the Growth and Employment Strategy Paper (GESP) that led to the Growth and Employment Strategy (GES). Achieving this vision would be difficult with a centralised government development action. The government went ahead to enact the laws on decentralization (of 22<sup>nd</sup> July, 2004), transferring powers to local councils for the development of their municipalities. Councils were being empowered to effect the socio-economic development of their areas of jurisdiction by implementing and following up their development through Council Development Plans. This involves the elaboration of a 5 year strategic plan and a 1 year operational plan, to be realized through the implementation of micro projects reflecting the needs of the local population. The National Community-Driven Development Programme (PNDP) within its framework is charged with facilitating local council efforts in this process of development. The elaboration of a Council Development Plan (CDP) is one of the PNDP's actions.*

*The elaboration of the CDP aims at providing the council with a clear road map for the realisation of the development needs and potentials of the area based on an analysis of relevant physical, social, economic and cultural potentials of the municipality. The CDP provides informed decision on projects for key sectors on an annual and triennial basis.*

*The CDP was realised through a participatory process that involved filed diagnostic exercises (resulting in village diagnosis reports), council institutional diagnosis, urban spaces diagnosis and the establishment of a baseline of the human, natural and socio-economic and cultural attributes of the municipality. All these participatory exercises had specific reports which have formed the basis for the elaboration of the CDP/*

*This CDP falls mainly into 7 parts/chapters:*

- *The **first part** consists of **Chapters One and Two** that deal with general issues like the context and justification for a study of this nature, and the methodology for realising it.*
- *The **second part** consists of **Chapters Three** which presents the presentation of the Council, physical and human milieus within which the study is carried out.*
- *The **third part** consists of **Chapter Four** which summarises the results of the diagnoses.*
- *The **fourth part** consists of **Chapters Five and Six** which deal with strategic and operational planning respectively. Chapter Five handles the logical frameworks, land use planning and management of the Council space; while Chapter Six is for the operational plan and looks at such issues as the CDP budget, planning of priority projects, annual investment and triennial plans, the environmental management framework and the main potential impacts.*
- *The **fifth part**, consisting of a **Chapters Seven and Eight** which puts down the mechanism for Monitoring and Communication Plans to ensure that the plan is implemented effectively and efficiently, so that the fruits of planning are harvested by the target populations when and how they should.*
- *The **Sixth part** deals with the Recommendation and Conclusions.*
- *Finally the **last part** which deals with the annexes.*

*The CDP presents major axes of development inline with the GES and Cameroon's vision 2035. It has the reference situation and problems identified in all 28 development sectors with the needs of*

*each sector identified in all the 59 villages of the Council area and the urban space. It also has a comprehensive CID with key axes for capacity building of the council highlighted. A total of 28 Logical Frame Matrix (LFM) of planned action in all the sectors has been elaborated. In all, 47 micro projects have been planned for the next 3 years which, if realised, will put the Tinto council in the forefront of emergence alongside the country at large. The 27 micro projects have been programmed in the triennial plan in 08 sectors with focus on basic infrastructures and equipment in Basic Education, Secondary Education, Water & Energy, Health, Public Works, Commerce, Tourism and Leisure, Social Affairs and Arts and Culture. Thirty-two (32) of these projects have been programmed for the AIP of 2012 including to the tune of **472 890 000 FCFA**. These investment projects are financed from the PIB (315 820 000FCFA), Council-ADB 27 000 000 FCFA), Council-PNDP (56 900 000 FCFA), FEICOM LOAN (56 050 000 FCFA), CAC (50 000 000F CFA), and Council Direct Resources (12 120 000) FCFA).*

*A socio-environmental management plan for all projects in the triennial plan which prescribes mitigation measures for socio-environmental impacts have been designed. A procurement plan for projects in the AIP has been elaborated and will serve as a tool for M&E. Procedure, team responsible and frequency for M&E have been drawn up to enable the effective implementation of the CDP.*

*In summary, main problems in order of priority from the participatory village diagnosis were in the sector of Public Works, Water & Energy, Education and Health.*

## ii. List of abbreviations

AES-SONEL:	National Electricity Corporation
AIDS:	Acquired Immune Deficiency Syndrome
AnC:	Anembom Consulting
CDC:	Cameroon Development Corporation
CDE	National Water Corporation
CDP	Communal Development plan
CEFAM:	Local Government Training Center
CID:	Council Institutional Diagnosis
CIG:	Common Initiative Group
CNPS:	National Social Insurance Corporation
CRTV:	Cameroon Radio and Television
CSO:	Civil Society Organization
FEICOM:	Support Fund for Local Council
GESP:	Growth and Employment Strategy Paper () that led to the
GES:	Growth and Employment Strategy ().
GPS:	Global Positioning System
PTA:	Parents Teachers Association
IHC:	Integrated Health Center
LSO:	Local Support Organization
M & E:	Monitoring and Evaluation
MINEPAT:	Ministry, Economy, Planning & Territorial Development
MINEPIA:	Ministry of Livestock, Fisheries and Animal Husbandry
MINADER:	Ministry of Agriculture and Rural Development
MINPROFF:	Ministry of Women's Empowerment and the Family
MINFOF:	Ministry of Forestry and Wildlife
MINFI:	Ministry of Finance
MINAS:	Ministry of Social Affairs
MINESUP:	Ministry of Higher Education
MINPOSTEL:	Ministry of Post and Telecommunication
MINATD:	Ministry of Territorial Administration & Decentralization
MINSANTE:	Ministry of Public Health
MINTOUR:	Ministry of Tourism
MINCOMMERCE:	Ministry of Commerce
MINCOM:	Ministry of Communication
MINPOSTEL:	Ministry of Post & Telecommunications
MINIMIDT:	Ministry of Mines, Industry & Technological Development
MINCULT:	Ministry of Culture
MINRESI:	Ministry of Research & Scientific Innovation
MINPMEESA:	Ministry of Small, Medium sized Enterprises & Crafts
MINEFOP:	Ministry of Employment & Vocational Training
MINTRANS:	Ministry of Transport
MINESEP:	Ministry of Sports & Physical Education
MINJEUN:	Ministry of Youths Affairs
MINTP:	Ministry of Public Works
MINEE:	Ministry of Water & Energy Resources

MINESEC:	Ministry of Secondary Education
MINEDUB:	Ministry of Basic Education
MINEP:	Ministry of Environment, Nature Protection and Sustainable Development
MINDAF:	Ministry of Housing & Town Planning
MINDUH:	Ministry of Housing & Urban Development
MoU:	Memorandum of Understanding
MT:	Municipal Treasurer
NGO:	Non-Governmental Organization
OVC:	Orphans and Vulnerable Children
PAID-WA:	Pan African Institute for Development-West Africa
PNDP:	National Community Driven Development Programme
PRSP	Poverty Reduction Strategy Paper
SDO:	Senior Divisional Officer
SOWEDA:	South West Development Authority
SSI:	Semi-Structured Interview
SWOT:	Strengths Weakness Opportunities Threat
VDC:	Village Development Committee
PIFMAS:	National Support Programme for Supporting Materials
PIASSI:	Integrated Support Programme for Informal Sector Actors
CRBC:	China Road and Bridge Construction Company
CAPAM:	Support Small Scale Mining Support & Promotion Framework Unit
FADECC:	Funds for the Improvement of the cultivation of Cocoa and Coffee
ACEFA:	Improvement of the Competitiveness of Family Agro-Pastoral Farms
PACD:	Transformation of Local Products for Mass Consumption

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- Document B: Consolidation report

## 1.0 INTRODUCTION

### *1.1 Context and justification*

Within the framework of Cameroon revised constitution of January 1996, the new laws on decentralization promulgated in July 2004 placed the local authorities at the center of their local development. Section 4 of the law on orientation No 2004 – 17 of 22 July 2004 states: ``..... the mission of [...] councils or boards shall be to promote economic, social, health, educational, cultural and sports development in their respective areas of jurisdiction``. Section 70 (2) of the law on orientation No 2004 – 17 Of 22 July 2004 ( the law on Decentralization) : Regional and council development plans as well as regional land development plans shall be drawn up as much as possible in keeping with the national plans. The elaboration of a Council Development Plan, CDP is considered as part of the process of reinforcing the mastery of local development with the assistance of service providers. The National Community Driven Program (PNDP) has been mandated to strengthen the councils in this process.

Within the framework for the execution of the PNDP, a cooperation agreement was signed between the Tinto Council, the PNDP and Anembom Consulting, AnC (Local Support Organization) in which the PNDP has offered technical and financial support to enable AnC to accompany the Tinto Council towards the elaboration of its communal Development Plan (CDP). A major output of the planning process is the production of a council monograph which is a sector by sector consolidated report of the findings within villages of the municipality.

The realization of a Consolidated Diagnosis Report (CDR) is considered in this context as one of the key steps leading to the actual CDP.

### *1.2 Objectives of the CDP*

The Communal Development Plan is made possible through the financial and technical support of the PNDP. PNDP is a development programme sponsored by the World Bank through the Government of Cameroon. The programme is managed under the tutelage of MINEPAT.

The programme has as development objective, to support Government efforts in improving opportunities and living conditions of rural populations. More specifically, the Programme aims at:

- improving the provision of basic socio-economic services to communities,
- strengthening the decentralisation process and
- Increasing the capacity of Decentralised Territorial Collectivises to carry out the tasks of promoting local development including planning.

The programme has 2 kinds of beneficiaries – direct and indirect. The direct beneficiaries are Councils in rural areas (who benefit from capacity building, direct infrastructural investment etc) and the indirect beneficiaries are Government and Civil Society Organisations. This last group benefits from capacity building to enable them ensure appropriate support to local councils so as to play an effective role in driving local development.

The Programme has three components which jointly help in meeting the development objective of PNDP. The components include:

Support to local development. This component provides support to councils in the process of transparent project realisation; from conception to implementation. Within this component technical and financial support is given to councils. The CDP is realised within the support to local development component.

Support to local councils in the decentralisation process: The second component provides institutional support to the decentralisation process and capacity building. It targets councils, local bodies (such as LSOs) and multi-disciplinary teams of local sector based ministries.

Coordination, management, monitoring and evaluation and communication: This is the administrative part of the programme that ensures programme objective is met and all activities run smoothly.

The programme works in close collaboration with the administration and the supervisory ministry (MINEPAT). It is operational in all ten regions of the country and is presently in the second phase.

As part of the component (Support to local development), the CDP is elaborated with the main objective of:

*Providing the council with a clear road map for the realisation of the development needs and potentials of the area based on an analysis of relevant physical, social, economic and cultural potentials of the municipality. The CDP provides informed decision on projects for key sectors on an annual and triennial basis.*

### **1.3 Structure of the CDP**

This CDP falls mainly into 10 parts/ chapters:

- The **first part** consists of **Chapters One and Two** that deal with general issues including the context and justification for a study of this nature, and the methodology for realising it.
- The **second part** consists of **Chapter Three** which presents the Council, physical and human milieus within which the study is carried out.
- The **third part** consists of **Chapter Four** which summarises the results of the diagnoses.
- The **fourth part** consists of **Chapters Five and Six** which deal with strategic and operational planning respectively. Chapter Five handles the logical frameworks, land use planning and management of the Council space; while Chapter Six is for the operational plan and looks at such issues as the CDP budget, planning of priority projects, annual investment and triennial plans, the environmental management framework and the main potential impacts.
- The **fifth part**, consisting of a **Chapters Seven and Eight** which puts down the mechanism for Monitoring and Communication Plans to ensure that the plan is implemented effectively and efficiently, so that the fruits of planning are harvested by the target populations when and how they should.
- The **Sixth part** deals with the Recommendation and Conclusions.
- Finally the **last part** which deals with the annexes.

While it is natural, in this report, to have explanatory texts and maps, it is equally natural for this report to be accompanied by a number of other supportive reports, such as the Baseline data report, CID Report, USD Report, the fifty-nine (59) Village Participatory Diagnosis reports and the consolidated reports.

## **2.0 METHODOLOGY**

### ***2.1 Preparation of the whole process***

Within the framework for the realization of the Communal Development Plan for Tinto Council, the *Participatory Approach using various tools* was applied by AnC. The tools used enabled population to present the knowledge they have of their own situation and living conditions.

This monograph of Tinto municipality describes the results of the participatory diagnosis that were carried out within each village and per sector in the council area. It therefore precedes the Council Institutional Diagnosis (CID) and Urban Space Diagnosis (USD) reports. For the village diagnosis, and for effective and efficient management, the Council area was divided into 10 zones following the 10 different clans. Each zone had 2 main facilitators who worked with 2 or more village facilitators.

#### **2.1.1 Capacity building and harmonisation of process methodology**

The elaboration of the CDP started with a fourteen day capacity building workshop which was organized by PNDP involving the LSO, Presidents and Secretaries of the Steering Committees. The tools to be used in the realization of a CDP for the Councils were presented to the participants. These training equipped the representatives of Anembom Consulting present at the workshop with the necessary skills needed for the process. AnC representatives later transferred the skills to the team (Anembom Consulting team, the Steering Committee members of the council and the Local facilitators) that finally carried out the exercise through a restitution session held at the Tinto Council hall

#### **2.1.2 Getting in contact with the municipal executive**

Upon arrival in Tinto Council, the team was presented to the council executive and staff. A tentative programme of work was presented to them by the LSO and a final programme agreed upon.

#### **2.1.3 Informing and sensitising local administrative authorities**

Introductory letters about the CDP elaboration process was sent to the SDO for Manyu, the DO for Upper Bayang and various sector heads within the municipality. The team thus worked in close collaboration with the D.O. and sectorial heads in Tinto and at the divisional level in Mamfe. All these stakeholders were involved in the launching of the programme including the SDO for Bui division. The sector heads provided information especially during the Urban Space Diagnosis exercise.

#### **2.1.4 Informing and sensitising of other parties involved**

Informing and sensitising other stakeholders like the chiefs, religious institutions, professional groups, socio professional groupings and the community at large was either through courtesy visits by the team together with a representative of the council, through letters sent to the communities or through church announcements.

#### **2.1.5 Put in place an operational institutional arrangement**

AnC rented an apartment in Tinto with office space used for documentation of information after every field work. A team of 10 consultants, 5 steering committee members local facilitators were deployed to the field for the collection of both primary and secondary data. Local facilitators were engaged by the AnC while the Steering Committee members were engaged by the Council.

The Steering committee members acted as council watchdog in the CDP process to ensure that all activities were carried out in accordance with the norms while giving the local population reason to take part in the process.

### **2.1.6 Launching workshop**

The launching ceremony was presided over by the administration of Manyu Division. In attendance were Divisional Delegates and Sub Delegates of the various government departments, PNDP, AnC, Steering Committee members, Councillors, Council Staff, traditional rulers and representatives of Village Development Associations (VDA) and the general population. It was also at this ceremony that the population was informed about the objectives of the CDP process and its importance in this era.

### **2.2 Baseline data collection**

With the help of various tools provided by PNDP, both primary and secondary sources of data were collected to constitute the baseline data. This activity was carried out by consultants who visited all sector heads to collect Socio economic and environmental information on the council area with respect to their sectors. The primary sources included:

- Interviews
- Focus group discussions.
- GPS data collection

Secondary data was obtained through the exploitation of existing documents found at the various delegations found either in Tinto, Mamfe or Buea. Data was also obtained from school archives and some council reports.

### **2.3 Collection and treatment of data**

Both structured and semi-structured questionnaires were used for data collection with sample tools provided by PNDP. These included, participatory village mapping, historical profile, transect walk, Venn diagrams, semi-structured interviews, problem trees, prioritization by voting and through pair wise ranking, direct observations, and site visits. The sessions were participatory as it involved all different stakeholders, opinion leaders. The meetings also took into consideration the gender population. Information collected was later documented into suitable computer programmes for presentation. GIS software was used for the production of thematic maps. This facilitated the quantitative and qualitative presentation of diagnosis. At the end of each exercise i.e. baseline data, council institutional diagnosis, urban space diagnosis and the village diagnosis the information gathered was restituted and validated in the presence of the steering committees and council executives.

The following techniques and tools were critical in data collection and processing, particularly for council institutional, urban space and village diagnosis:

*Direct observation:* Direct observation was one of the most used techniques, especially during village diagnosis. This technique gave facilitators the opportunity to triangulate information collected from other sources. Problem identification process, for instance, requires that outsiders observe what insiders cannot see because they are so used to the said conditions.

*Focus group discussions:* Group interviews-focus group or informal group discussions paved the way for collecting information on village problems by sector and gender before restitution in general assembly.

*Interviews:* In-depth interviews, particularly semi-structured interviews (SSI) were used mainly for collecting socio-economic and environmental data. To this end, key informants were identified for various aspects of the urban and village questionnaires.

The following tools or instruments were useful in the various stages of the CDP process. They include:

- Socio-economic questionnaire: general social, Economic & environment.
- GPS: use for the collection of geo-reference data
- Transects: land use information
- Calendars: activities of the village
- Historical profile: ups and downs in the village
- Venn diagrams: institutional assessment
- Problem tree: problem analysis
- Objective tree: solution identification

### **2.2.2 At the level of the council urban space**

The exercise was preceded by the delimitation of the Urban Space. The urban space identified for the Tinto Council includes Tinto wire, Tinto Kirieh and Tinto Mbu. This was followed by the identification of all Socio-professional groups.

#### **2.2.2.1 Identification of problems, constraints, potentials by sector**

Working with the socio professional groups, a participatory urban space map was drawn, the transect and venn diagrams were also drawn. With the use of SSI provided by PNDP, The problems, constraints, potentials were discussed by the AnC team with the delegates of the Ministries present in Tinto who gave their inputs.

#### **2.2.2.2 Problem analysis**

The problems analysis was done using the problem tree method (Problem, Cause, Effect, Solutions).

### **2.2.3. At the level of the Council institution**

#### **2.2.3.1 Data collection**

Information for the Council Institutional Diagnosis was gathered from both primary and secondary sources. Primary data was collected through interviews with the staff of various departments of the council. Secondary data was obtained from some council reports like the administrative accounts of the council and the consultations of the council archives.

#### **2.2.3.2 Analysis of data collected**

The information gathered on the human, material and financial resources of the council were analysed with the aid of the SWOT tool. Information on council relations was obtain from the different stakeholders concern and was validated in a plenary session with all the parties involved. All the data collected were presented on appropriate documents and computer programs as provided by PNDP.

### **2.4 Data collection and mapping**

Data processing was aided by a series of pre-prepared templates covering key sectors including water & energy, health, basic and secondary education, public works and commerce. Qualitative data were processed manually in order to generate information for descriptive statistics.

### Mapping

Mapping was used during urban space and village diagnosis. These maps included participatory maps for social amenities, land use, and settlement. Using GPS, geo-reference waypoints were collected for all the social amenities and localization of villages. Sectoral maps were later produced using Arcview software.

The consolidation data was equally analyzed using database analysis software MS Excel. The results were later represented on tables, graphs, pie charts and bar charts.

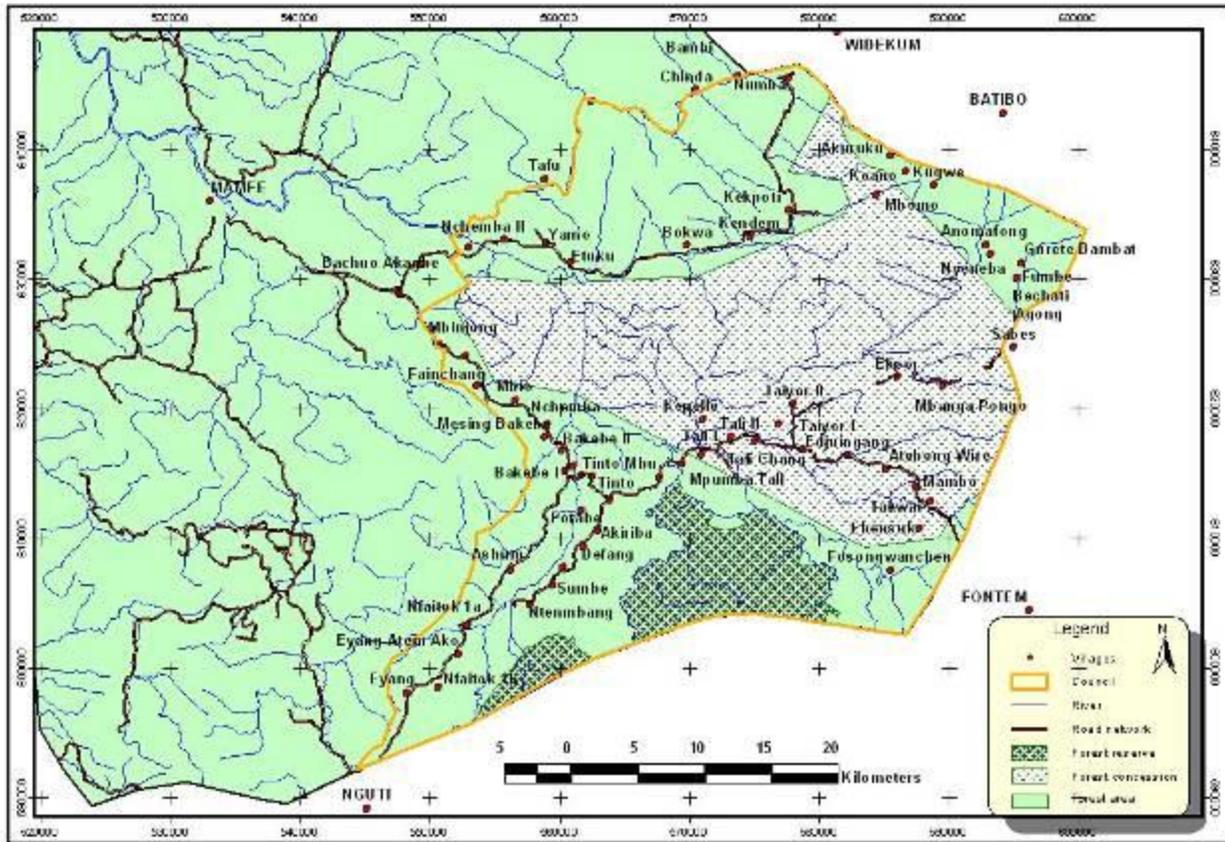
## ***2.5 Putting in Place of a Participatory Monitoring and Evaluation Mechanism***

### **3.0 SUMMARY PRESENTATION OF THE COUNCIL**

#### ***3.1 Location of the council***

The 'Upper-Bayang' Sub Division was created by a presidential decree in 1992. The Tinto Council was created by presidential decree No.93/321 of November 1993 and went operational in 1996 and became the main economic life wire of the Sub-Division. The Sub division is lodged in the heart of a dense tropical rain forest. The dense forest has equally attracted forest exploitation interests, ecotourism and non timber products harvesters.

Tinto Council shares boundaries with councils in both the northwest and southwest provinces. The council is bordered in the North by Mamfe Central and Widikum Councils, in the east by Tinto the south by Eyumojock, Nguti and Menji councils.



### 3.2 Description of the biophysical environment<sup>i</sup>

Tinto council area falls within the heart of a dense equatorial forest rich in biodiversity. The biophysical environment today comprises of forest cover which is highly is facing timber exploitation, agricultural areas and human habitation.

The Tinto municipality falls within the Equatorial Climate Zone. It has the Equatorial Rain Forest Climate, which is characterized by two distinct seasons; the rainy and the dry seasons. The dry season runs from October/November to March and is characterized by elevated temperatures 30°C-32°C. The rainy season starts from March/April and ends in September/October with an annual average rainfall ranging between 3500mm-4000mm, and peak periods in the months of July and August.

The area is richly watered by the Manyu, Mbu and Mfi rivers and their tributaries. These rivers are prominent rivers that join to make up the "cross river" that flows into Nigeria. Some streams do exist in the area like; Aler, Baliye etc.

Three main types of soils exist dominant and include Sandy soils, Humus or Topsoil: and Red Clay soil.

Generally, the Equatorial Rain Forest occupies the area and it also falls within the Tropical Evergreen Forest type of Cameroon. It is part of the Guineo-Congolian Floristic region. Two forest

types are found in the area - The lowland rain forest type and The mid-altitude Forest type. The forests are rich in flora and fauna resources – timber of all sorts, NTFPs and wildlife varieties.

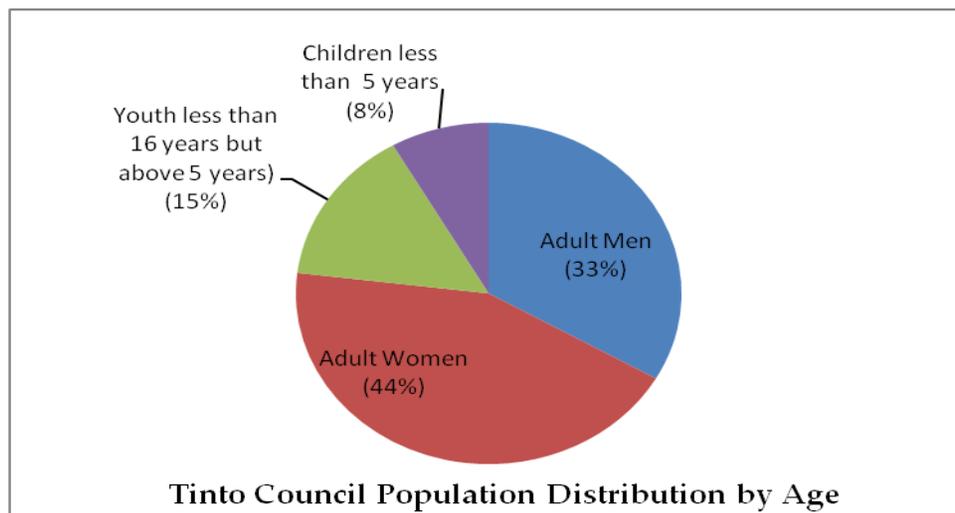
### **3.3 History and people of the council** (*origin of the people, population, ethnic groups, religion, main economic activities*)

The indigenes of Tinto are the ‘Bayangs’, presently spread out into 10 clans with slightly different migratory history. Today however the municipality is not inhabited by the Bayangs alone though they remain the majority.

Tinto has a vibrant population made up of the indigenes and other stranger populations. In terms of numbers the population figures vary depending on the source you consult. The official figure used by the council based on the 1987 census is 55’000 people. The 2005 census puts the figure at 27,485. The villagers however estimate their population to be about 60’000.

Based on the present study and information of the village communities, the population stands at 60,628<sup>1</sup> people of whom 26,051 are male and 34,577 female. In terms of structure people less than 16 years are 12,317 and children below five are 7,391.

**Figure 1: Tinto Council Population Distribution by Age**



The population structure shows that young people below 16 years make up some 15% of the population and those less than 5 years is 8%. The adult population is 77% of which women are 44% and men are 33%.

Just mixed as the population is made up of different peoples, so too is here plurality of churches in the area. Denominations present in the sub-division include Baptists, Catholic, Presbyterian, Bahai, Jehovah Witnesses, Full Gospel Mission, Apostolic, New Apostolic, Christian Missionary Fellowship International etc. These churches participate and contribute toward development initiatives.

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<sup>1</sup> See the Consolidation Report

The people of Tinto have a rich culture seen in their feeding, dressing and cultural societies. Typical foods eaten include fufu and eru, koki beans and plantains among others. There are many enriching and development cultural societies typical among is the Ekpe.

### ***3.4 Basic socio economic infrastructure***

The socio-economic infrastructures in Tinto are many and of different type each contributing towards the socio-economic wellbeing of the people. The keys ones identified are the government services that provided different civic services to the population and include local representations of ministerial departments. There 9 in the municipality – basic education, health, national gendarmerie, agriculture, livestock, youth, finance and territorial administration. These services work in collaboration with council authorities and are a key actor in the realisation of the development vision of the council. Though all the services are present and have offices, they all still need to be fully staffed, better equipped and properly housed to contribute adequately towards the development of the area.

The problems common to all of these ministerial departments include – insufficient equipments (office and field), inadequate number of staff and proper housing.

The main economic infrastructures present are financial houses, markets, hotels and retail outlets. These businesses suffer from poor housing structures and a slow business climate.

Social infrastructures in Tinto include 13 health units, 67 primary and nursery schools and 67 secondary schools. All these institutions suffer from inadequate housing, poor staffing levels and inappropriate supply of accessory facilities such as laboratories and pharmacies for health units, playing ground, hotel, water, libraries among others for educational institutions.

### ***3.5 Main Potentials and Resources of the Municipality***

The development of Tinto Council Area depends on a clear identification and exploitation of its potentials and resources. The main potentials and resources that avail themselves in this municipality can be classed as natural, human, financial and relational

Naturally, Tinto is blessed with a long raining season and a short dry season. This makes the area rich of water resources in the form of streams, rivers and springs. This climatic condition is favourable for rain fed agriculture and two-cropping season a year for cereals. In addition to the abundant water in the streams, rivers and springs, there is a huge potential for supplying rural water supply schemes and water for irrigation. Irrigation systems can used to encourage market gardening in the municipality.

Presently much of the area is not habituated – under forest cover. This forest resource is a great potential for development. First is provides potential land for agricultural expansion, which if well organised will not be detrimental to other environmental objectives. Second with only three community forest there is abundant potential for the establishment of more community forests in the municipality. In line with the creation of community forest, the exploitation of NTFPs can be better organised, as source of community income and council revenue; which will contribute in no small way towards poverty alleviation.

In terms of human resources, the council has staff members who are presently not fully working though most of them have gained experienced working for long in the council (see council human resource analysis in the next chapter).

Tinto Council Area is blessed with a wide range of trained and skilled people from all walks of life. These persons can be harnessed for a rapid and sustainable local development of the municipality.

**Table1: Human Resource Potential<sup>2</sup>**

<b>Graduates</b>	<b>Civil</b>	<b>Teachers</b>	<b>Drivers</b>	<b>Carpenters</b>	<b>Builders</b>	<b>Mechanics</b>	<b>Electricians</b>	<b>Hair Dressers</b>	<b>Tailors</b>	<b>Seamstress</b>	<b>Nurses</b>	<b>Retired civil servant</b>	<b>Electric Welders</b>	<b>Plumbers</b>	<b>Painters</b>
29	10	66	29	95	125	39	34	18	41	3	23	45	8	9	2

As seen in the table there is a huge human resource base made up of civil servants (active and retired), professionals such welders, carpenters, mechanics, seamstresses etc.

Tinto council has a good financial potential that lies unexploited. The generation of income from these sources is more sustainable than externally generated income e.g. from FEICOM. Three principal sources avail themselves to the council for income generation and economic development.

- The organisation of natural resource sector, such that the council will have a control over the actors in the sector will be her in a position to also collect income. The council should organise the stone and sand sector. Given the potential in this domain taxes can be collected from exploiters not as now that many exploit the resources in a clandestine manner. Second, the NTFP domain needs organisation by organising the harvesters and gatherers such that selling to *buyam-sellams* is controlled. This action will help the villagers to make more money for their activities and the council can generate tax revenue.
- Presently the collection and management of council revenue leaves much room for improvement. The council can increase her revenue by better organising the collection of present revenue sources especially in the motor parks and markets. Within this programme almost neglected areas like building permits can be intensified for taxes especially as buildings are springing up in the area.
- Given the totality of the resource base of the council, the council has the potential of organising a local economic development programme that will catalyse development in the municipality.

Development is not a one-man business rather it is a multi-stakeholder process. There is exists lots of potential for the council in building relationships – partnerships. Hence to fully development and meet her vision, it has to develop partnership with government, international NGOs. In the same line contacts and specific efforts should be done to encourage people and groups especially the youths to take advantage of government development initiatives such as PIASSI etc.

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<sup>2</sup> The full distribution per village is found in the Consolidation Report

## 4. SUMMARY OF KEY FINDINGS FROM THE PARTICIPATORY DIAGNOSIS

### 4.1. Summary Council Institutional Diagnosis<sup>ii</sup>

The council has internal factors and issues that have been pushing the council to perform optimally as well as others that have caused its functioning to be below expectations. These issues are worth examining for the council executive to make decisions on continuing on the good path and mitigating the weaknesses. These things were appreciated based on the council human resources, financial means, relations within and out side the council and assets.

***Strengths: The council has a numerical strength in its human resource section. A good majority is highly motivated, trustworthy and experienced. Financially the council has operated realistic budgets for the past four years; without much external support.***

There good fixed properties which form a good reliable source of revenue and the office equipment are up to date. Finally the council enjoys a good relation with its partners.

***Weaknesses: Major weaknesses within the council personnel include poor supervision by superiors, no clear duty sheets, inadequate refresher training opportunities and no human resource policy.***

In the financial front, revenue collection is left in the hands of less qualified staff and at times every staff acts as a revenue collector. This situation leads to less than 100% collection getting into the treasury. In terms of management, more than 75% of collection is spent on operational expenses.

The council movable assets are old and need replacement and are now more like liabilities. Fixed assets like land do not have land certificates, which is a possible source of future confusion. There is a poor relation with the CPNS and taxation services. There is need for open communication.

### **Opportunities and Threats for the reinforcement of the council institution**

The future of the council is bright, though there are threatening factors that need to be controlled and some opportunities which the council should take advantage of.

***Opportunities of the council: There are key and growing opportunities which the council can take advantage of in realising its full potential. In the domain of human resource development, training institutions and organisations exists and can collaborate with the council to build staff capacities. These include training offered by CEFAM, PNDP and SNV (especially in the WaSH Sector).***

The council should be poised to manage the potential increasing funds from the decentralisation process and this is possible through better management of the internal revenue collection process and team, proper contracts with private business partners and development of projects fro foreign sponsorship.

A key opportunity is the elaboration of the Council Development Plan with prioritised projects for all villages and key sectors.

***Constraints of the council: The smooth functioning of the council is faced by some external influences which if not handled well can lead to internal strife, less resources and retarded attainment of the goals enshrined in the CDP. These constraining influences include:***

- High cost of training in professional schools
- Insufficient resource mobilization
- Abusive financial demands from the council by some authorities
- Bribery and corruption
- High Taxation
- Land disputes & encroachment
- Politically motivated and personal grievances
- Unrealistic expectations/demands from some collaborators

To improve on the functioning of the council as the driver and in some instances, catalyst for local socio-economic development, Tinto Council should

- Strengthen its human capital through a robust human resource acquisition, development and management system that is result-driven.
- Improve on its internal revenue generation. So, a strong and aggressive revenue collection and control mechanism needs to be put in place, ensuring that transparency is encouraged, while malpractices are punishable according to the law.
- Develop a strong public-private partnership for effective service. These relationships have to be properly negotiated ensuring that both parties understand their contributions/responsibilities, resources available and outputs required.
- Establish formal and properly coordinated partnership with sectors, especially those already decentralised, in a manner that prevent conflict over resources, overlapping of services or duplication of efforts, and accountability.
- Be accountable to the people (horizontal) just as it does to the central government (vertical), through forums for exchange between service providers and service users. Consequently, there is need for deeper engagement with civil society as a means towards inclusive governance and participatory development.

#### 4.2 Main problem identified and needs per sector

Table 2: Common Problems by Sector

S /N	SECTOR	COMMON PROBLEMS	IDENTIFIED NEEDS
1	Arts & Culture	Eradication of cultural values	<ul style="list-style-type: none"> <li>-Annual cultural activity of the indigenous people is organized each year</li> <li>-Annual arts exhibition is organized each year.</li> <li>-Propagation of the Kenyang and Anyang mother tongues</li> <li>-Training of the Kenyang and Anyang dialects instructors</li> <li>-Construction of a museum at Tinto Wire</li> <li>-Rehabilitation of 59 chiefs' palaces to include a cultural assembly hall.</li> </ul>
2	Agriculture & Rural Development	<ul style="list-style-type: none"> <li>-high cost of inputs</li> <li>-use of rudimentary tools</li> <li>-difficult access to technicians</li> <li>-post harvest losses</li> <li>-limited knowledge on new farming innovation techniques</li> </ul>	<ul style="list-style-type: none"> <li>-At least 1 Agro-pastoral show is organized annually</li> <li>-01 farmer's Co-operative /Micro finance is created within the Council area.</li> <li>Construction of: <ul style="list-style-type: none"> <li>- 03 warehouses at strategic villages</li> <li>-03 food conservative and transformation plants.</li> </ul> </li> <li>Purchase of Heavy duty agricultural equipments: <ul style="list-style-type: none"> <li>-02 Tractors</li> <li>-02 ploughs</li> <li>-02 combine harvesters</li> </ul> </li> <li>-8 Agric technicians deployed to the council area.</li> <li>-9 all season weather bikes</li> </ul>
3	Basic education	<ul style="list-style-type: none"> <li>Insufficient trained teachers</li> <li>Insufficient infrastructures (classrooms, water points, latrines, playground etc)</li> <li>Insufficient equipment &amp; didactic materials</li> <li>Insufficient supervision missions</li> <li>Irregular presence of teachers in schools</li> </ul>	<ul style="list-style-type: none"> <li>transfer of qualified Nursery School teachers - 14</li> <li>Construction /Rehabilitation of classrooms for Nursery Schools -21</li> <li>construction of a Water points, Latrines, Waste cans and Fences 13</li> <li>planting of ornamental trees in each nursery school</li> <li>Construction of recreational grounds with equipment( cart wheel, see-saw, slides, swingers etc) for nursery schools</li> <li>provision of Nursery School desk (-207)</li> <li>provision of a set of didactic materials annually -(13)</li> <li>Lobby for the recruitment and deployment of trained primary school teachers -(103)</li> <li>Construction /Rehabilitation of Primary School classrooms -( 173)</li> <li>construction of water points in primary schools (45)</li> <li>Construction of School Latrines for primary schools - (41)</li> <li>Construction of Primary School Fences, and waste disposal cans - (52)</li> <li>Carry out Ornamental tree planting and afforestation exercise -(52)</li> </ul>

S/N	SECTOR	COMMON PROBLEMS	IDENTIFIED NEEDS
			provision of primary school desks – (1605)
			provision of a set of primary school didactic materials annually- (52)
			Organisation of Coordination meetings/Workshop on New Pedagogic Approach
			Supervision missions of schools by IBE/DD MINEDUB
			Sensitization campaigns on Importance of Education
			Training of PTAs on School management and Project writing and Income Generation Activities
			Purchase of 4X4 vehicle for supervision
4	Communication	-poor reception of radio and TV signals -insufficient coverage & high cost of mobile network	Creation and construction of a Community Radio station. Construction of Tele Centres –( 05)
5	Employment & Vocational training	-absence of a vocational training centre	<b>Revitalising of SAR/SM of Tinto wire</b> lobby for the recruitment of teachers –(06) construction of Classrooms and 01 Administrative block (03) Construction of a School latrine and a Water Point Construction of a Play ground and a School Fence –(01) Supply of desks – (60) Complete Construction and Equipment of Wood Work workshop Construction and Equipment of Home Economics Workshop Connection of electricity from main line Construction and Equipment of Building workshop.
6	Environment , Protection of nature and Sustainable Development	-unsustainable management of biodiversity -abusive ways in disposing waste -insufficient education on environmental issues.	Elaboration of Land use map (01) Creation of a green space planting of ornamental trees along the streets - 1000 Protection of water catchments ( 25) construction of solid waste disposal units –( 03) Purchase of waste collection vans –(02) purchase of a sewage collection van –(01) construction of incinerators in health units –(12) Construction of public toilets- (3) Purchase of thrash cans Create, construct and equip an Environmental post (-1) Purchase of all season bike (Yamaha AG 100) for control missions

S /N	SECTOR	COMMON PROBLEMS	IDENTIFIED NEEDS
			recruit and train Sanitary inspectors – (10) Create and train Village Environmental committees (07) create , train and material support to Environment clubs in schools Organisation of monthly clean up campaigns Organization of ‘ cleanest village’ competition
7	Forestry and Wildlife	-unsustainable exploitation of the forest -degradation of the forest	Promote the creation nurseries within the subdivision Sensitization campaigns on the importance of aforestation. Promote tree planting/regeneration programs Build the capacity of Community Forest management Committees Educate to community on illegal exploitation of forest products
8	Higher Education	-difficult access to post secondary education -unemployment of graduates	Lobby for the creation of an Institution of higher learning on Forestry
9	Labour and Social Security	-exploitation of workers by employers -irregular contributions on workers CNPS dues -non registration of workers with CNPS	Carry out inventory of all service providers in the private sector Sensitize/train employers and employees on their rights and obligations and the registration of employees with the CNPS and Health Schemes like BEPHA Promote the creation of functional staff representatives. Promote, encourage or assist identified employers to draw employment contracts with their employees. Ensure that all employers register their workers and pension dues are paid on time.
10	Livestock , Fisheries and Animal Industries	-difficult access to technical services -reduced activity on livestock -insufficient practice on non conventional livestock farming	Production of land use map for Tinto Council area Promote the creation of functional Livestock farming groups & the promotion of the creation of Livestock farmers cooperative Capacity building of livestock farmers on improved livestock production and group dynamics, management & simple book keeping. Recruit more Zoo technical staff Purchase of 4 all season bikes Subsidize drugs and services to Livestock farmers Promotion of artisanal fish farming and non conventional livestock management. Promote of non conventional livestock farming on improved fish and non conventional livestock management systems
11	Mines, Industries and	-illegal exploitation of mineral resources	Identification of all potential sites for stones and sand deposits Improvement of access roads to exploited mineral deposit sites

S/N	SECTOR	COMMON PROBLEMS	IDENTIFIED NEEDS
	Technological Development	-inadequate knowledge on artisanal mining	Sensitization campaign against illegal mineral deposits exploitation Training of locals on mineral prospection Training of locals on artisanal crushing of stones
12	Post and Telecommunications	-absence of postal services	Construction and equipment of Tele-Centres (03)
13	Public Health	-insufficient trained personnel -high cost of drugs -insufficient hospital equipment and infrastructures -long distances to hospitals	Lobby for the transfer of qualified medical personnel (01 Doctor, 05 State Registered Nurses, 14 Nurses, 14 Nurse Aids, 06 lab technicians) Intensify outreach activities purchase of Yamaha AG 100 bikes - 12 purchase of refrigerators for the storage of vaccines :Sensitization campaign on HIV/AIDS and preventable deceases and the promotion of voluntary screening for HIV and AIDS training , material and financial support to peer educators construction and equipment of health centers (06) renovation and equipment of health center buildings( 03) provision of water points (05), latrines (08) , incinerators (12) and fences (12) in health Units Regeneration programs at health units (12) purchase of hospital beds ( 39); Lab equipment sets (04); Maternity equipment sets (04)
14	Public Works	-poor road network -high transportation cost -post harvest losses	Maintenance of earth roads- 254 km Rehabilitation and construction of bridges (17) Bridges are Rehabilitated/Constructed Opening of roads to link villages Construction /rehabilitation of Culverts (58) Training and material support to village road maintenance committees.
15	Scientific Research	-difficulties in accessing research results	Sensitization of the population to use the nursery research centre in the council area Lobby for more research to be carried out within the council area.
16	Secondary Education	-insufficient trained teachers -insufficient infrastructures -absence of electricity in schools -absence of ICT centres and libraries -inadequate equipment and didactic materials	Recruitment and the transfer of trained teachers –( 149) Organization of annual scholarship programme for the vulnerable and needy and for excellence construction/Rehabilitation of classrooms – (61) Construction of schools fences – (15) construction of recreational /play grounds –( 15) Construction of school latrines –( 12)

S/N	SECTOR	COMMON PROBLEMS	IDENTIFIED NEEDS
			Construction of Water points –(10)
			Construction and equipment of Libraries – (15)
			Construction and equipment of ICT centres –(15)
			Construction and equipment of technical workshops –(12)
			Provision of waste collection points- (30)
			Promotion reforestation programs – (15)
			Extension of electricity projects –(03)
			Supply of desks- (843)
			supply of sets of didactic materials –(15)
			purchase of computers with accessories – (75)
			purchase of printers and accessories – (30)
			purchase of photocopiers- (15)
			Purchase of generators – (10)
			Organisation of annual coordination meetings, pedagogic seminars and supervision mission programs
			Purchase of a 4 x 4 vehicle for supervision.
17	Small and Medium Sized Enterprises, Social Economy and Handicraft	-few and underdeveloped small scale businesses -insufficient knowledge on opportunities within the sector.	Sensitization campaigns on tax policies
			sensitization of all Socio –economic groups to form Common Initiative Groups (CIGs) and loan schemes opportunities
			Training of CIGs on project writing and basic business skills
			Construction of a handicraft center
			Organisation of annual trade fares
			Assignment of council staff ( point person) as liaison officer between sector and Council
18	Social Affairs	-absence of social centre -absence of day care centre -absence of integrated programs for people living with disability	identification of all vulnerable population, their classification, needs and generation of a data base
			support to the establishment of physically challenged without Disability Identity Cards
			Creation, Construction and equipping of a Social centre
			Creation, Construction and equipping of a Day Care Centre
			deployment of Social workers attached to the council
			Organization of training programs on project writing, project management and income generation for the vulnerable population
			purchase of aid to the physically challenged
			Organization of campaigns for free eye screening program
			Placement for vocational training for the vulnerable

S /N	SECTOR	COMMON PROBLEMS	IDENTIFIED NEEDS
			placement in special blind school
			Control follow-up drugs for Epileptic patients
			construction of an Orphanage
			annual subvention to Orphanage
19	Sports and Physical Education	-insufficient and ill adapted sporting infrastructures -insufficient sports instructors in schools -near absence of organized sporting activities.	Creation of a Communal Sports park 'Parcour Vita' Provision of recreational (sports) area –Hand Ball, Foot Ball, Athletic tracts in all primary and Secondary schools deployment of trained personnel of Sports and Physical Education instructors for school of the Municipality Organization of annual sports camp for 5- 14 and 15- 18 years programs
20	State Property, Surveys and Land Tenure	-insufficient knowledge of new land tenure procedures	Land use map is produced for all villages in the Council area Acquisition of more land and the registration of all council landed properties. Sensitization of the population on the need for land deeds
21	Territorial Administration and Decentralization	-non appropriation of council management -administration 'far' from the population	Strengthening the capacities of present Council staff and put in place departure scheme Employ skilled and competent staff that is gender balanced for efficient and effective service deliveries. Put in place the new council organigram Establish clear job description for worker and career profile. Improve on the communication channel between the council and population on the activities of the council. Improve on the strategy on council revenue. Ensuring the effective delivery of sustainable infrastructural and environmental projects by improving on the equipment pool. 01 Front Loader, 01 Bulldozer, 01 compactor, 01 Excavator, 01 grader, 01 Tipper truck
22	Tourism and Leisure	-under exploitation of the tourist sites/potentials	Creation of a tourism board, recruit and train tourism guards(5 guards) Identification of all tourist potential sites Strategize the selling of the touristic potentials of the council ( production of documentary and post cards, leaflets, brochures etc and the creation of website ) Develop access roads to tourist sites and develop recreational facilities Construction of a classified hotel and the renovation of the Tinto Council guest house Promote the operations of restaurants and night clubs
23	Commerce	-difficulties in selling farm produce	Rehabilitation of existing markets (08) at: Tinto Wire, Sumbe, Bachuo- Akagbe, Numba, Mbeme, Ebensuk, Eyang, Tali I and to include sanitary points and ramps Construction of parking store/warehouses (05) in : Tinto Wire, Bakebe, Bachuo-Akagbe,

S /N	SECTOR	COMMON PROBLEMS	IDENTIFIED NEEDS
			Sumbe, Kendem.
			Organisation of annual Tinto Trade Fare
24	Transport	-ill adapted motor parks -over loading on vehicles -high transportation costs	Sensitization campaign on tax policies Sensitization campaign on road safety Organization of actors in the sector( transporters and Okada riders) Construction of motor parks -03 : Tinto Wire, Bakebe, Bachuo- Akagbe
25	Urban Development	-absence of a town plan -absence of public social facilities (toilets, lights) -building without plans and non respect of sanitary provisions.	elaboration of a master plan for the council urban space sensitization of the population on the respect of master plan tarring of urban road and maintenance of urban streets construction of public latrines Provision of street lights within the urban space Designing of regeneration /tree planting programs
26	Water and Energy	-insufficient access to portable water -insufficient access to hydro electrical power -high cost in using kerosene for lighting -destruction of forest for household energy	Create a function platform for water supply committee with setting up of a strategic water policy. Protection of 34 water catchments Acquisition of bikes (YAMAHA AG 100) for constant supervision of catchment protection sites. Repairs of 28 stand taps and replacement of damaged pipes. Organize training programs for Water management Committee members (6/village) and the provision with logistics Capacity building programs for water care takers (4/Village) Carry out rural electrification project/programs. -Organize sensitization campaigns for population on the connection of electricity to their households.
27	Women Empowerment and the Family	-difficulties in accessing loans and credits -marginalization of the women -traditional practices not in favour of women -near absence of economic independence of women	Promote /support the creation and legalization of women's groups. Organisation of programs on International days –International Day of the Woman, World day of the Rural Woman Promote women exhibition programs sensitization campaigns on the Rights to Education, access to landed property, against bad traditional practices etc Organize training programs for women group leaders (5/Village) on: - income-generating activities -project management and proposal writing Feasibility studies of a revolving fund programs for women.

S /N	SECTOR	COMMON PROBLEMS	IDENTIFIED NEEDS
			Construction and equipping a Women's Center
28	Youth and Civic Education	-insufficient youth activities within the council area -insufficient information of opportunities for youth programs (PAJER-U)	Revitalization of the activities of Cameroon National Youth Council Construction and equipment of a multi- purpose centre for youth development Design training programs for Youth association leaders on group dynamics, project writing and management Sensitize the population and especially the youths on Civic responsibilities and patriotism construct and equip a permanent structure for Cameroon National Youth Council (CNYC)

## 5.1 STRATEGIC PLAN

### 5.1. *Vision and objectives of the Communal Development Plan*

The vision of the Tinto Council contributes and stays in line with the Cameroon Vision 2035:

Cameroon's Vision for the next 25-30 years is quoted as follows: " Cameroon: an emerging, democratic and united country in diversity ".

The vision for Tinto Council is thus: Tinto municipality enjoys democratic decision making all levels and the population is served with effective services that are accessible to all, women are economically and politically empowered, the culture of the people is promoted; illiteracy and youth employment is reduced through youth training and the provision of good quality infrastructures.

In realising this vision the council hinges on meeting the following key goals:-

- i. Vulgarize its rich cultural value and to sell same to the nation and world at large.
- ii. Contribute towards the increase of food production with reduced labor through mechanized agricultural practices and technological innovations
- iii. Make quality basic education accessible to all.
- iv. Seek to connect all the villages through radio and TV networks.
- v. Contribute towards the increase of quality technical education training that meets the needs of the market and forging partnership with the productive sector of the economy.
- vi. Ensure bio-diversity conservation, sustainable management of natural resources, combating desertification, the fight against the adverse effects of climate change and pollution control in all its form.
- vii. Sustain the economic, ecological and social functions of the forest through sustainable management of forest and fauna resources
- viii. Improve the access to professional education
- ix. Enhance good working conditions for private and public corporations by ensuring the respect of the labour laws and other international conventions
- x. Promote diversified livestock activities and the provision of assistance (capacity building, material and financial) in order to increase the income and well being of livestock farmers within the Tinto Council area.
- xi. Seek to efficiently develop and exploit all mineral deposit sites and create small scale industries to reduce unemployment and for the development of the council area
- xii. Promote the smooth and efficient delivery of postal and Internet services in its council area.
- xiii. Improve access to Primary Health delivery services to all the population of Tinto Council area.
- xiv. Ensure the efficient and effective management of Infrastructural projects for sustainability within the Tinto Council area.
- xv. Seek to increase development actions through the use of new researched techniques thereby improve on the lives of its inhabitants.
- xvi. Contribute towards the improvement in the access of quality secondary education

## 5.2. Logical framework by Sector

### Arts and Culture

Sectorial Strategy of Ministry of Arts and Culture: Preserve the rich cultural values of all the tribes of the nation.		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision : The Tinto council will seek to vulgarize its rich cultural value and to sell same to the nation and world at large. It will also promote Unity in Diversity.	-At least 90% of the villages organize cultural increase in cultural activities by 2015.	Village reports.	-the ability of the Tinto Council to partner with institution involved in indigenous cultural preservations. -presence of antiquities to be preserved.	-At least 01 partnership agreement is signed by 2015. -At least 80% of antiquities are collected and preserved by 2020.	-traditional councils reports.
Specific objective	Preservation and the promotion of the Tinto culture and exposure to the nation and world over	-At least 40% of villages organize cultural festivities annually.	Village reports. -MINACULT -MINTOUR	-the ability of the Council to partner with institutions involved in indigenous cultural preservations. -presence of antiquities to be preserved. -Tinto culture has a rich value to showcase. -the existence of functional development and cultural organizations at village levels with a culture committee.	At least 01 partnership agreement is signed by 2015.  Number and types of antiquities.  100% of the villages have functional VDCs by 2015	Reports -Traditional councils -MINTOUR -MINACULT
	Annual cultural festivities are organized each year.	-At least 40% of villages organize cultural festivities annually.	Village reports. -MINACULT -MINTOUR	-the ability of the Tinto Council to partner with institution involved in cultural preservations.	-number of partnership agreements. -number and types of	-traditional councils reports. -MINTOUR -MINACULT

R 1	Annual arts exhibition is organized each year.	-number of arts exhibitions organized.	Village reports. -MINACULT -MINTOUR	-presence of antiquities to be preserved. -Tinto culture has a rich value to showcase. -the existence of functional Development and cultural organizations at village levels with a culture committee. -the presence of arts and craftsmen.	antiquities. -number of craftsmen.	
	The Kenyang and Anyang mother tongues are propagated.	-The alphabet of the 'Kenyang' and 'Anyang' languages are produced by 2018	Village reports. -MINACULT	-existence of the Kenyang and Anyang alphabets. -existence of Kenyang and Anyang language clubs in schools (primary and secondary)	-% increase of the Kenyang and Anyang dialects clubs exist in schools	-MINBASE -MINSEC -MINACULT -Council
R 4	Construction of a museum at Tinto Wire	-A museum is constructed by 2020.	Tinto council -MINCULT -MINTOUR -Public Works	- The ability of the Council to partner with institution involved in indigenous cultural preservations. -presence of local labour. -interest of the population to preserve their culture.	-number of partnership agreements signed. -number of skilled and unskilled labour. Tinto council -MINCULT -MINATOUR	Construction of a museum at Tinto Wire
R5	Rehabilitation of chief's palaces to include a cultural hall.	-By 2025, at least 20% of the palaces have been improved structurally.				

**Activities:**

Activity	Quantity	Location	Estimated Cost
R1: Organisation of annual cultural festivities	10	In all the 10 clans	5.000.000
R2: organisation of annual Arts exhibition	01	Tinto Wire	500.000
R3: 'Kenyang' and 'Anyang' mother tongue are propagated			
3.1: production and multiplication of alphabet of the 'kenyang' and 'Anyang' languages	01		2.000.000
3.2:training of instructors of the dialects	10		1.000.000
3.3: material support to instructors	10 sets	In all 10 clans	1.000.000
R4: construction of a museum and equipping with collected antiquities	01	Tinto Wire	80.000.000

R5: chief palaces are rehabilitated to include cultural hall	59	All villages	118.000.000
<b>Total Cost</b>			<b>207.500.000 FCFA</b>

### Agriculture & Rural Development- MINADER

Sectorial Strategy of Ministry of Agriculture and Rural Development: Ensure Food Security and strengthen growth and employment through technological innovations by reinforcing the research/extension programs and the mechanization of agriculture / propose projects and write up for funding.		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	<b>Council vision :</b> The Tinto council will contribute towards the increase of food production with reduced labor through mechanized agricultural practices and technological innovations.	-At least 60% of population report household income from agriculture each year. -At least 15% increase in farming groups each year. -At least an increase by 5%, agro-pastoral groups benefitting from capital transfer each year. -At least 10 farmers are involved in mechanized agriculture by 2018.	Reports from: -Tinto Council -MINADER -reports from framers group.	-The availability of land favourable for mechanized agriculture. -The ability of the Mayor to sign partnership agreements with multi-nationals involved in mechanized agriculture. -The political will of the government to vulgarize innovations in agricultural productions.	-At least 1 partnership agreement signed by 2015. -Availability of a land use map.	Reports from: - Council -MINADER -Beneficiary groups.

Specific objective 1	Increased production	Crop	-At least annual yields increase by 3% of all major crops.	Reports from: -DD MINADER	-The willingness of farmers to adapt improved farming techniques. -availability of farmers willing to get into associations. -the ability of the Mayor to mobilize resources and to partner with investors involved in agricultural production. -Presence of funding opportunities	-number of partnership agreements signed	Reports from: - Council -SDD MINADER
R1	Improved farming methods		-At least 60% of farmers use modern farming techniques by 2018. -At least 40% increase in farmers involved in Agro-pastoral or Agro-Forestry activities. -At least an increase by 10 farmers is involved in mechanized agriculture each year.	Reports from: -MINADER -MINEPIA -MINFOF	-The willingness of farmers to adapt improved farming techniques. -availability of farmers willing to get into associations.	-At least 60% of farmers use modern farming techniques by 2018. -At least 40% increase in farmers involved in Agro-pastoral or Agro-Forestry activities. -At least an increase by 10 farmers is involved in mechanized agriculture each year.	Reports from: - Council -SDD MINADER -MINEPIA -MINFOF
R2	Increased use of farm inputs		-At least 60% of farmers make use of improved seed variety and hybrid animals by 2018. -	Reports from: -MINADER -MINEPIA -MINFOF	-The willingness of farmers to adapt improved farming techniques. -availability of farmers willing to get into associations. -the ability of the Mayor to mobilize resources and to partner with investors involved in agricultural production.	-At least 60% of farmers make use of improved seed variety and hybrid animals by 2018.	Reports from: -MINADER -MINEPIA -MINFOF

R3	Increased diversified agricultural activities.	-At least an increase by 40% farmers involved in Agro-pastoral and Agro-Forestry activities by 2025. - At least an increase by 35% arable land by 2016	Reports from: -MINADER -MINEPIA -MINFOF	-The willingness of farmers to adapt improved farming techniques. -availability of farmers willing to get into associations. -the ability of the Mayor to mobilize resources and to partner with investors involved in agricultural production. -Presence of funding opportunities	-At least an increase by 40% farmers involved in Agro-pastoral and Agro-Forestry activities by 2025.	Reports from: -MINADER -MINEPIA -MINFOF
R4	Reduced post harvest losses.	-Post harvest losses are reduced by at least 15% yearly.	Reports from: -MINADER -MINEPIA	-The willingness of farmers to adapt improved techniques on post harvest losses -availability of farmers willing to get into associations. -the ability of the Mayor to mobilize resources and to partner with investors involved in agricultural crop preservation and transformation. -Presence of funding opportunities	-Post harvest losses are reduced by at least 15% yearly.	Reports from: -MINADER -MINEPIA
R5	Increased access to capital and funding opportunities	-At least 15 farming groups benefit from funding opportunities each year.	Reports from: -MINADER -MINEPIA -MINFOF	-Presence of funding opportunities	-At least 15 farming groups benefit from funding opportunities each year.	Reports from: -MINADER -MINEPIA -MINFOF
R6	Revitalized the market information system	-At least 80% of farmers have access to food stuff prices by 2018.	Reports from: -MINADER -MINEPIA -MINCOM	-The existence of a functional community radio/		
R7	Access to technical services improved.	-At least 8 Agric technicians are deployed by 2015.	Reports from: -MINADER -MINEPIA -MINFOF	-The willingness of farmers to adapt improved farming techniques. -availability of farmers willing to get into associations. -Presence of funding opportunities -The ability of the Council to lobby for the creation of more technical services and transfer of technicians.	-At least 8 Agric technicians are deployed by 2015.	Reports from: -MINADER -MINEPIA -MINFOF

<b>Activities:</b>			
<b>Activities</b>	<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
R1:Improved farming methods			
1.1:Capacity building of farmers on new modern farming techniques using Farmer Field School (FFS) approach	2000	To be selected	40.000.000
1.3Purchase of heavy duty machines for mechanized agriculture	Tractors -02		250.000.000
	Ploughers-02		160.000.000
	Combine Harvesters -02		300.000.000
R2: Increased use of improved farm inputs			
2.1: sensitization of farmers on research innovations			2.000.000
2.2:Subsidization of improved seeds & high yielding seeds	Forfeit	Forfeit	50.000.000
R3:Improved diversified agricultural activities			
3.1:Training of farmers on Agro-Pastoral , Agro-Forestry and exploitation of NTFPs	100		50.000.000
R4: Reduced Post Harvest losses			
4.1:Training of farmers on improved methods on preservation techniques	100		5.000.000
4.2: Training of farmers on transformation techniques	100		5.000.000
4.3:Construction of ware houses	03	Tinto Wire, Bachuo-Akagbe, Kendem	24.000.000
4.4 Construction of transformation plants for major crops- Cassava, Palm, Maize, Plantains	03 of each		150.000.000
R5:Increased access to capital and funding opportunities			500.000
5.1: Creation and putting in place of an Agricultural farmers' bank- farmer's cooperative	01		50.000.000
5.2: Assist farmers in the creation and registration as groups	50		
5.3: Training of farmers representatives on basic management, group dynamics and proposal writing	150		3.000.000
R6: Revitalized market information system			
6.1:Production of radio agricultural programs	Forfeit		2.500.000
R7:Access to technical services improved			
7.1:Lobby for the transfer of 8 Agricultural technicians			900.000
7.2:Logistic support to technicians with all season bikes 'YAMAHA AG100'	09		31.500.000
7.3: Construct and Equip the created CEAC centre	01	Bachuo-Akagbe	80.000.000
7.4: Create, construct and equip new Agric Posts	03	Sumbe, Eyang, Mbeme	240.000.000
<b>Total Cost</b>			<b>1.444.400.000</b>

**Basic Education- MINEDUB**

Sectorial Strategy of Ministry of Basic Education: Provision of Quality Basic Education for all.		Indicator by level of strategy & source of verification - At least 90 % increase of children having access to quality basic education by 2020. - At least 80 % in school retention rate by 2025. -% increase in success at end of course exams.		Assumptions -the legislation on ratios with respect pupil: teacher, pupil: classroom, pupil: desks, pupil: distance to school is applied. -The availability of motivated teachers. -The presence of a conducive learning environment (recreational and Sanitary facilities)	Indicators of Assumptions and source of verification -At least 80% increase in ratios of pupils with respect to teachers, classrooms, desks, and distance to school is attained by 2025. -At least 80 % of schools with standard learning environment.	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council Vision: The Tinto Council will make Quality Basic Education accessible to all.	-At least 90 % of school going age children are attending nursery and primary schools by 2025. -% increase in school retention rate. -At least 20% success rate increases at end of course exams. -At least 80 % increase in ratios of pupils with respect to teachers, desks and distance to schools.	Reports from: -IBE -Council -Head teachers -PTAs	-The ability of the Council to partner with investors in the Basic education sector through North-South cooperation. -The ability of the Mayor to lobby for the insertion into the PIB and Council, investment budget for basic Education. -The ability of the Mayor to mobilize internal resources to invest in the education sector. -The ability of the Council to lobby for the transfer of teachers and the supply of didactic materials and equipment. -The ability of the mayor to partner with economic operators and Elites to invest the Basic Education sector.	-At least 1 partnership agreement signed by 2015. -At least 20% increase in teachers transferred to nursery and primary schools within the Council area.	Reports from: -Council -PIB Logbook -Council budget -land agreements/certificates.
<b>Specific Objective</b>	Access to quality Basic Education is improved	By 2035, at least 70% of schools have Basic facilities and at least 90% of pupils have access to quality Education	Reports from: -IBE -Council -Head teachers -PTA	-The ability of the Council to partner with investors in the Basic education sector. -The ability of the Mayor to lobby for the insertion into the PIB and Council, investment budget for Basic Education establishments. -The availability of land.	-At least 1 partnership agreement signed by 2015. -At least 20% of trained teachers in nursery and primary schools.	Reports from: -Council -PIB Logbook -Council budget -land agreements/certificates.

<b>R 1-</b>	<b>Qualified teachers increased</b>	-At least 20% increase in qualified teachers by 2015.	Reports from: -IBE -Council -Head teachers	Availability of funds	-At least % increase in trained teachers by 2015. -% increase in Income generation activities by PTAs	Reports from: -IBE -Council -PTAs -Ministry of Public Service.
<b>R 2</b>	<b>Infrastructural development improved</b>	-At least 10 % increase of schools with standard infrastructures by 2020.	Reports from: -Council -IBE -MINEDU -Head teachers. -MINEPAT -MINTP -MINEE -MINEP	Availability of finance	-At least 1 partnership agreement signed.. -At least 20 % increase in PIB and Council budget allocations for nursery school infrastructures.	Reports from: -Council -IBE -PIB logbook -MOU agreement documents.
<b>R 3.</b>	<b>Equipment and Didactic materials increased</b>	-At least 80% of schools are supplied with didactic materials by 2015 annually. -At least 80% of schools have standard equipment by 2020.	Reports from: -IBE -Council	-The availability of funds -The ability of the Mayor to lobby for the insertion into the PIB and council budgets, allocations for nursery school didactic material	--At least 20% increase in budget allocations for nursery school equipment and didactic materials in the PIB and Council budgets by 2015.	Reports from: -PIB logbook -Council budget
<b>R 4</b>	<b>Qualified teachers increased</b>	-At least 20 % increase in qualified teachers by 2015.	Reports from: -IBE -Council -Head teachers	-There are trained teachers who need to be employed. -The continuous training of teachers by the government. -the political will of the government to integrate trained nursery school teachers. -the ability of the PTA to involve in income generation activities to support the recruitment and payment of trained teachers.	-At least 20 % increase in trained teachers by 2015. -At least 30 % of PTAs carry out Income generation activities by 2020.	Reports from: -IBE -Council -PTAs -Ministry of Public Service.

<b>R 5-</b>	<b>Infrastructural &amp; Equipment Development Improved</b>	-At least 60% of schools have the required infrastructures & equipment - classrooms, water points, fences, desks etc by 2020. -At least 80% of schools are supplied with didactic materials annually by 2015.	Reports from: -Council -IBE -MINEDU -Head teachers. -MINEPAT -MINTP -MINEE -MINEP	-The ability of the Council to partner with investors in the Primary education sector through North-South cooperation. -The ability of the Mayor to lobby for the insertion into the PIB and Council, investment budget for Primary education infrastructures and equipment. -The ability of the Mayor to mobilize internal resources to invest in the education sector. -The ability of the mayor to partner with economic operators and Elites to invest the Basic Education sector. -The availability of land.	-At least 1 partnership agreements is signed by 2020. -At least 20 % increase in PIB and Council budget allocations for Primary school infrastructures and Equipment.	Reports from: -Council -IBE -PIB logbook -MOU agreement documents.
<b>R 6).</b>	<b>Increased Pedagogic Skills of Basic Teachers &amp; training of School management Boards (PTAs)</b>	-At least 1 training seminars/workshop on new pedagogic approach is organized annually as from 2013.	Reports from: -DD MINEDUB -IBE -Council	-The ability of the Council to partner with investors in the Basic education sector. -The ability of the Mayor to create a North-South Cooperation. -The ability of the Mayor to lobby for the insertion into the PIB and Council, investment budget for basic Education. -The ability of the Mayor to mobilize internal resources to invest in the education sector.	-At least 1 partnership agreements signed by 2020. -At least 20 % increase budget allocation for investment in the Basic Education sector.	Reports from: -Council -PIB Logbook -Council budget -MOU agreement documents.

<b>Activities</b>			
<b>Activity</b>	<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
<b>R1: Qualified teachers recruited and deployed</b>			
1.1:Lobby for the transfer of qualified Nursery School teachers	14	01 each at GNS Akiriba, Ashum, Ayukaba, Defang, Fotabe, Mbinjung , Ntembang, Sumbe, Tinto-Wire. 03 at GNS Nchemba II	300,000
<b>R 2: Infrastructural Developments for Nursery Schools are improved</b>			
2.1: Construction /Rehabilitation of classrooms for Nursery Schools	21	02 Each at GNS Akiriba, Ashum, Ayukaba, Defang, Fotabe, Ntembang, Sumbe, Tinto-Wire, Mbinjong, CNS Mbeme	189,000,000
2:2 construction of a Water points, Latrines, Waste cans and Fences	13	All the Nursery Schools	222,300,000

2.3:planting of 20 ornamental trees in each nursery school	260	All the Nursery Schools	1,300,000
2.4: Construction of recreational grounds with equipment( cart wheel, see-saw, slides, swingers etc)	13	All the Nursery Schools	65,000,000
<b>R 3: Equipment and Didactic materials increased</b>			
3.1: provision of Nursery School desk	207		6,210,000
3.2:provision of a set of didactic materials annually	13	All the Nursery Schools	2,600,000
<b>R 4: Number of trained Primary school teachers increased.</b>			
4.1:Lobby for the recruitment and deployment of trained primary school teachers	103		500,000
<b>R 5: Infrastructural &amp; Equipment Developments for Primary Schools are improved</b>			
5.1:Construction /Rehabilitation of Primary School classrooms	173		1,348,000,000
5.2: construction of water points	45		360,000,000
5.3: Construction of School Latrines	41		102,500,000
5.4: Construction of Primary School Fences, and waste disposal cans	52	All the Primary Schools	338,000,000
5.5:Carry out Ornamental tree planting and afforestation exercise	52	All the Primary Schools	26,000,000
5.6: provision of primary school desks	1605		48,150,000
5.7: provision of a set of primary school didactic materials annually	52		15,600,000
<b>R 6: Increase Pedagogic Skills of basic Education Teachers &amp; training of School management Boards ( PTAs)</b>			
6.1: Organisation of Coordination meetings/Workshop on New Pedagogic Approach	2	All Primary and Nursery School teachers	2,030,000
6.2 Supervision missions of schools by IBE/DD MINEDUB	6	All Basic Education Establishments	1,200,000
6.3: Sensitization campaigns on Importance of Education	59	All Villages	2,950,000
6.4:Training of PTAs (3 members/School) on School management and Project writing and Income Generation Activities – 195 persons	1	All PTA Executives ( President, Secretary & Treasurer)	1,950,000
6.5: Purchase of 4X4 vehicle for supervision	1		40,000,000
Estimated Total for Investments			2,770,640,000
Estimated Total for Operations			1,847,060,000
<b>Total Cost</b>			<b>4,617,700,000</b>

**Communication – MINCOM**

<b>Sectorial Strategy of Ministry of Communications: Ensure the coverage of the entire nation through communications network.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision : The Tinto council will seek to connect all the villages through radio and TV networks.	-By 2015, at least 60% of the population has access to information. – By 2015, at least 80% of the population receives CRTV signals.	-MINCOM reports - council reports -beneficiary reports.	-The topography the council area favours the reception of both radio and TV signals. -presence of potential audience. -The Tinto council can meet the conditions of the legislation to operate a Community radio and Television.	-At least 80% of the council area covered both by radio and TV by 2020.	-MINCOM reports -Council reports -Beneficiary reports.
Specific objective 1	Improvement on the reception of Communication Networks, Radio & TV signals.	-By 2015, at least 60% of the population has access to information. – By 2015, at least 80% of the population receives CRTV signals & Communication networks.	-MINCOM reports -Tinto council reports -beneficiary reports.	-The topography the council area favours the reception of both radio and TV signals. -presence of potential audience. -The ability of the Mayor to generate resources through partnerships with communication investors. -The presence of personnel (journalists and technicians). -The regulations in operating a community radio and TV station are enabling.	-At least 80% of the council area covered both by radio and TV by 2020. -At least 1 partnership agreement signed with a communications investor by 2016.	-MINCOM reports - council reports -beneficiary reports. -MOU of partnership.

R1	Increased reception of TV and radio signals.	-By 2015, 60% increase of the population receives CRTV signals.	Reports from: -MINCOM -MINPOSTEL -Council -VDAs	-The topography the council area favours the reception of both radio and TV signals. -presence of potential audience. -The ability of the Mayor to generate resources through partnerships with communication investors. -The presence of personnel (journalists and technicians). -The regulations in operating a community radio and TV station are enabling.	-At least 80% of the council area covered both by radio and TV by 2020. -At least 1 partnership agreement signed with a communications investor by 2016.	-MINCOM reports - council reports -beneficiary reports. -MOU of partnership.
Activities						
Activities		Quantity	Location		Estimated Cost (FCFA)	
R1: Improved reception of radio and TV signals						
1.1: Construction of a community radio station		01	Tinto Wire		80.000.000	
1.2: Recruitment of Journalists and Technicians		06				
1.3: Construction of Tele Centers		08	Tinto Wire, Bachuo-Akagbe, Sumbe, Kendem, Eyang, Ebeinsuk, Bakebe, Mbeme		640.000.000	
<b>Total Cost</b>					<b>720.000.000</b>	

### Employment & Vocational Training- MINEFOP

Sectorial Strategy of MINISTRY of Employment and Vocational Training: Improving the technical employment training system to tie with the market needs		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision : The Tinto council will contribute towards the increase of quality technical education training that meets the needs of the market and forging partnership with the productive sector of the economy.	-At least 20 % increase in youths who are self employed.	Reports from: -DD of MINEFOP -DD Small & Medium sized enterprises. -Council	-availability of technical schools –SAR/SM. -potential student eligible for technical education	-proportion of students enrolled in SAR/SM	-reports from SAR/SM

Specific objective	Reduction of Employment rate through the revitalisation of SAR/SM Tinto	-At least 1 SAR/SM is functional in Tinto Council area by 2013.	Reports from: MINFOP Council Cameroon tribune	-ability of the council to lobby for the reopening of closed SAR/SMs of Etoko and Tinto Wire.	Number of benefactors received per year within the council	Mayor's report
Results 1	Self employment of Youths is increased	-At least 20% increase of youths who are self employed by 2015.	Reports from: MINFOP Council	-Eligible students complete SAR/SM programmes	-Increase in the number of students attending SAR/SM	Reports from: MINFOP Council
	Qualified teachers are recruited and deployed	-At least 20% increase in qualified teachers recruited & deployed to SAR/SM by 2015	-transfer decision	-availability of teachers -ability of the PTA to employ at least 2 qualified teachers	-Increase in the number of teachers recruited	Reports from: MINFOP Council
	Infrastructures of SAR/SM are improved.	-At least 30% increase in infrastructural development by 2016.	-MINFOP -Council	-Availability of funds	-At least 59% increase in PIB for MINFOP	-PIB logbook -MINFOP -Council

#### Activities

Activity	Quantity	Location	Cost Estimate (FCFA)
<b>R1: Revitalising of SAR/SM</b>	01	SAR/SM Tinto Wire	
1.1: lobby for the recruitment of teachers	06	SAR/SM Tinto Wire	500,000
1.2: construction of Classrooms and 01 Administrative block	03	SAR/SM Tinto Wire	32,000,000
1.3: Construction of a School latrine and Water Point	01	SAR/SM Tinto Wire	10,500,000
1.5:Construction of a Play ground and a School Fence	01	SAR/SM Tinto Wire	10,000,000
1.6:Supply of desks	60	SAR/SM Tinto Wire	1,800,000
1.7 Complete Construction and Equipment of Wood Work workshop	01	SAR/SM Tinto Wire	40,000,000
1.8:Construction and Equipment of Home Economics Workshop	01	SAR/SM Tinto Wire	70,000,000
1.9: Connection of electricity from main line	01	SAR/SM Tinto Wire	3,500,000
1.10: Construction and Equipment of Building workshop.	01	SAR/SM Tinto Wire	60,000,000

<b>Total Cost</b>			<b>228,300,000</b>
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**Environment, Nature Protection & Sustainable Development -MINEPDED**

<b>Sectorial Strategy of Ministry of Environment, Nature Protection &amp; Sustainable Development: Bio diversity, conservation, climate change mitigating sustainable management of natural resources, combating desertification and pollution control.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	<b>Council vision :</b> Ensure bio diversity conservation, sustainable management of natural resources, combating desertification, the fight against the adverse effects of climate change and pollution control in all its form.	-At least 60% increase of natural resources are preserved by 2020.	DD MINEPDED report	-Availability of potential natural resources within the Tinto Council area. -MINEP provides technical assistance.	Number of natural features identified	-MINEPDED report. -CDP diagnosis report.
Specific objective 1	Reduce Environmental degradation	-At least 50 % of the population respect environmental laws by 2020.	DD MINEPDED report	Collaboration of all stakeholders	-Increase in the number of control missions.	-MINEPDED Participatory diagnosis report for the Tinto Council.
R 1	Increased management of natural resources.	-At least 50% in control mission to enforce policy	DD MINEPDED	Collaboration of all stakeholders	-number of control missions undertaken.	-MINEPDED Participatory diagnosis report for the Tinto Council.
R 2	Increase management of human and solid waste	-At least 50% of the population make use of human waste infrastructures by 2020.	DD MINEPDED Council Reports	-availability of resources -conscientization of the population.	-% use of waste disposal units	-MINEPDED -Council reports.

R 3	Environmental Education/Information and Communications increased.	-% increase in sensitization campaigns on environmental issues. -% increase in clean up campaigns	Reports from: -MINEPDED -Council	-The ability of the council to twin with developed councils/donors for resource mobilization. -availability of trained sanitary inspectors. -the availability of education channels.	-number of partnerships signed. -number of trained sanitary professional available	-MINEP -Council report
<b>Activities:</b>						
<b>Activity</b>			<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>	
<b>R 1: Increased management of natural resources</b>						
1.1: Elaboration of Land use map			01	All villages	8,000,000	
1.2: Creation of a green space			01	Tinto Wire	8,000,000	
1.3:planting of ornamental trees along the streets			1000	Tinto Urban Space	5,000,000	
1.4: Protection of water catchments			25		125,000,000	
<b>R 2: Increase management of human and solid waste</b>						
2.1:construction of solid waste disposal units			03	Tinto Wire, bachuo-Akagbe, Bakebe	90,000,000	
2.2:Purchase of waste collection vans			02		140,000,000	
2.3 purchase of a sewage collection van			01		50,000,000	
2.4 / construction of incinerators			12	All health Units	3,600,000	
2.5: Construction of public toilets			03	Bachuo-Akagbe, Bakebe and Tinto Wire	15,000,000	
2.6: Purchase of thrash cans			300		12,000,000	
<b>R 3: Environmental Education/Information and Communications increased.</b>						
3.1: Create, construct and equip an Environmental post			01		70,000,000	
3.2:all season bikes (Yamaha AG 100) for control missions			02		6,000,000	
3.1 recruit and train Sanitary inspectors			10			
3.4: Create and train Village Environmental committees			7		5,000,000	
3.4: create , train and material support to Environment clubs in schools			68	All primary and Secondary Schools	34,000,000	
3.5 Organisation of monthly clean up campaigns					5,000,000	
3.6 Organization of ‘ cleanest village’ competition					6,000,000	
<b>Total</b>					<b>572,600,000</b>	

**Forestry & Wildlife - MINFOF**

<b>Sectorial Strategy: Ministry of Forestry &amp; Wildlife: Ensure conservation and sustainable management of forest resources to respond to the local, regional, national and world needs of present and future generations through the active participation of all stake holders.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision Sustain the economic, ecological and social functions of the forest through sustainable management of forest and fauna resources	-At least 90% of forest have management plans by 2020 -At least 03 functional CFMCs have been trained by 2015. -At least 90% of the communities are involved in a forestation programs.	-MINFOF -MINEPDED -Council -VDAs	-Administration implements policies. -Trained forest guards are well equipped to track defaulters. -Community members are involved in forest conservation management -The Council embrace the REDD (Reducing Emission of Deforestation and Forest Degradation) program.	-At least 90% of forest has management plans by 2020. -At least 03 functional CFMCs have been trained by 2015. -At least 90% of the communities are involved in a forestation programs. -At least 03 staff are transferred and have logistic support by 2016. -At least 60% of the villages are involved in the REDD program by 2018.	Reports from: -MINFOF - Council -Village forest vigilant group report. -REDD.

Specific objective 1	The management of all natural forest and forest plantations within the Council is improved.	-At least 70% of forest have management plans by 2015.	-MINFOF -MINEPDED	Climate change is a global priority problem - The Council embrace the REDD (Reducing Emission of Deforestation and Forest Degradation) program	-At least 60% of the population are aware of the causes of global warming by 2018. -At least 60% of the villages are involved in the REDD program by 2018.	Reports from: -MINFOF -MINEPDED - Council -Village forest vigilant group report. -REDD.
R1	Inventory of flora and fauna established	-By 2018, all flora and fauna in the forest are identified and classified	-MINFOF -MINEPDED -Council	-Availability of funds	-By 2018, all flora and fauna in the forest are identified and classified	-MINFOF -MINEPDED -Council
R2	Sensitization of forest exploiters on protected species and reforestation programs re-enforced.	-By 2016, at least 50% of the population know the endangered species and apply the laws governing them. -By 2016, at least 40% of the village are engaged in a forestation programs. -At least 1000 trees are planted each year.	-MINFOF -Council -CFMCs	Climate change is a global priority problem	-By 2016, at least 50% of the population know the endangered species and apply the laws governing them. -By 2016, at least 40% of the village are engaged in a forestation programs.	-MINFOF -Council
R3	Capacities of Forest management committees reinforced	-By 2015, at least 03 functional forest management plans are put in place.	-MINFOF -Council -CFMCs	-Community members are involved in forest conservation management -Availability of funds	-By 2015, at least 03 functional forest management plans are put in place.	-MINFOF -MINEPDED -Council

R4	Increased patrol on protected areas.	-At least 06 forest patrols are organized each quarter.	-MINFOF -MINEPDED -Council -CFMCs	-Community members are involved in forest conservation management -Trained forest guards and personnel are transferred	-At least 03 staff are transferred and have logistic support by 2016	-MINFOF -MINEPDED -Council
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<b>Activities</b>			
<b>Activity</b>	<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
R 1:Inventory of flora and fauna established			
1.1: Listing and classification of Flora and Fauna species of the forest	01	All villages	30.000.000
R 2: Sensitization of forest exploiters on protected species and reforestation programs re-enforced.			
2.1: Sensitization campaigns on conservation and protection of the forest & a forestation programs	01	All villages	5.000.000
2.2: Creation of tree nurseries for economically important trees –‘bush mango’, kola nuts etc	04	Tinto Wire, Bachuo Akagbe, Sumbe, Mbeme	4.000.000
2.3:Distribution of tree seedlings for a forestation programs	10,000	All the villages	50.000.000
R 3: Capacities of Forest management committees reinforced			
3.1:Training of Community Forest Management Committees- CFMC	03	Tinto, Bakebe, Tali	1.500.000
R 4: Increased patrol on protected areas.			
4.1: Lobby for the transfer of MINFOF personnel	04		
4.2: Creation, construction and equipment of Forest Post	03	Numba, Tali I, Mbeme	180.000.000
4.3: Logistic support to personnel (YAMAHA AG 100 bikes	04		14.000.000
<b>Total Cost</b>			<b>284.500.000</b>

## Higher Education

<b>Sectorial Strategy of Ministry of Higher Education: Develop higher education programs that fit into the demands of the job markets.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision : The Council will improve the access to professional education	-At least 1 higher institution of learning operating within Tinto Council area by 2016.	-field visits -council reports	-the presence of potential post secondary education population. -the political will to train post secondary school leavers to meet the job market. -availability of land	-no of higher institution operating within Tinto Council area.	-field visits -council reports
Specific objective	Access to professional education is increased.	-At least 20% increase in the enrolment into professional schools by 2015.	-MINSEC -Council statistics -village reports	-the presence of potential post secondary education population. -the political will to train post secondary school leavers to meet the job market. -The ability of the council to partner with funders investing in professional education. -availability of land	-no of partnership agreements. --% success in post secondary end of course exams. -proportion of successful student who further their education after high schools.	-MINSEC -Council statistics -village reports
Results	Orientation on professional education is increased.	-At least 80% of secondary and high schools have orientation on professional education annually.	-Council report. -Principals' report.	-the ability of the council to lobby for higher institution. the political will to train post secondary school leavers to meet the job market. -availability of land -government's policy favours the creation of institute of higher learning in Council area.	-number of partnership agreements. --% success in post secondary end of course exams. -proportion of successful student who further their education after high schools.	-MINSEC -Council statistics -village reports
<b>Activities</b>						
<b>Activity</b>				<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>

R1: Organisation of annual orientation talks in all Secondary education schools on professional education	16	All communities with secondary and technical colleges.	<b>25.000.000</b>
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### Labour & Social Security

<b>Sectorial Strategy of Ministry of Labour &amp; Social Security: Implement the government program in the domain of professional relations, the status and social security of all workers through tripartite cohesion and social dialogue</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision : The Tinto Council will enhance good working conditions for private and public corporations by ensuring the respect of the labour laws and other international conventions	-At least 90% of employees in the private sector are registered with the National Social Insurance fund (CNPS), Mutual Health Organisation (M.H.O.) by 2016. -At least 60% increase in retired persons receiving pension.	-CNPS records -M.H.O. records -Other insurance companies	Relationship between employees and employers is cordial	-number of reported labour cases will be reduces	DD for Labour and social security report.
Specific objective 1	Enforce the provisions of the law with respect to the Cameroon labour Code by the Employees & Employers	-At least 90 % of employers are respecting the Cameroon's Labour Code by 2015.	-CNPS reports -DD Labour	Council, Employees and employers work in harmony.	-% increase of control missions to employers	-DD for Labour and Social security -Council reports.
	Sensitization of all the private employers and employees on the Labour Code is improved.	-At least 1 sensitization campaigns organized annually.	Reports from: -Council -DD Labour and Social Security. -sensitization reports.	-the willingness of the employers and employees to adhere to the labour code.	-number of employers and employees identified and who attend sensitization meetings.	Reports from: -DD labour -CNPS -Council -interviews

R 1	-All workers in the private sector are covered by the Labour law of Cameroon.	-At least 90 % of employees are registered with CNPS. -At least a reduction by 10% annually of labour cases.	-CNPS -Personnel file -Syndicates' reports	-the ability of the government and Council to enforce the law	number of labour cases reported	-DD for labour & Social security. -CNPS
<b>Activities:</b>						
<b>Activity</b>				<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
For R1: Sensitization of Communities on Labour Code						
Inventory of all service providers in the private sector				01	Tinto Municipality	300,000
1.2. Sensitize/train employers and employees on their rights and obligations.					Tinto Municipality	3.000.000
1.3. Facilitate the creation of functional staff representatives.					Tinto Municipality	500,000
1.4: encourage or assist identified employers to draw employment contracts with their employees.					Tinto Municipality	500,000
1.5: ensure that all employers register their workers and pension dues are paid on time.						5.000.000
<b>Total Cost</b>						<b>9.300.000</b>

#### Livestock, Fisheries and Animal Industries

<b>Sectorial Strategy of Ministry of Livestock, Fisheries and Animal Industries: Facilitate and Promote the creation of medium and large scale ranches for stock breeding to promote exportation.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>

Vision, Goal, Global Objective	Council vision : The Tinto Council will Contribute to the promotion of diversified livestock activities and the provision of assistance (capacity building, material and financial) in order to increase the income and well being of livestock farmers within the Tinto Council area.	<ul style="list-style-type: none"> <li>-At least an increase by 10% of livestock farmers who record an increase in household income by 2015.</li> <li>-no. of farmers who receive assistance( training, material, financial)</li> <li>-At least an increase by 15%, framers non-conventional livestock activities by 2015.</li> <li>-At least 15% increase in artisanal and conventional fish farming activities by 2018.</li> <li>-At least an annual increase by 6% of groups benefiting from capital transfer.</li> <li>-At least 10% increase of livestock farmers involved in diversified livestock activities by 2020.</li> <li>-At least 80% of livestock farmers have access to technical support by 2020.</li> </ul>	<ul style="list-style-type: none"> <li>-reports from the Tinto Council.</li> <li>-report from SDD of MINEPIA.</li> <li>-report of the DO</li> </ul>	<ul style="list-style-type: none"> <li>-The availability of adequate livestock technicians and services.</li> <li>-The availability of drugs for animals.</li> <li>-The elaboration of a land use map.</li> <li>-The willingness of livestock farmers to accept modern rearing techniques.</li> <li>-The annual capital transfer of capital to farming groups.</li> <li>-Increase in the demand for dairy products.</li> </ul>	<ul style="list-style-type: none"> <li>-At least 2 Zoo technical centers are created, constructed &amp; equipped by 2018.</li> <li>-At least 4 Zoo technicians are transferred by 2015.</li> <li>-At least 60% of farmers use modern techniques by 2020..</li> <li>-A land use map id elaborated by 2015.</li> <li>-At least an annual increase by 15% of livestock production.</li> </ul>	<ul style="list-style-type: none"> <li>-MINEPIA</li> <li>-Council.</li> <li>- DO.</li> </ul>
Specific Objective	Livestock and Fish production is increased	<ul style="list-style-type: none"> <li>-An annual increase of livestock products of at least 5%</li> </ul>	<ul style="list-style-type: none"> <li>-MINEPIA</li> </ul>	<ul style="list-style-type: none"> <li>-Availability of livestock land.</li> <li>-The availability of drugs.</li> <li>-Availability of hybrid animals.</li> <li>-Willingness of farmers to embrace modern rearing techniques.</li> <li>-Technical services closer to the population.</li> </ul>	<ul style="list-style-type: none"> <li>-A land use map is adopted by 2015.</li> <li>-At least 60% of livestock farmers can afford drugs by 2018.</li> <li>-At least 50% of farmers practice modern techniques by 2020.</li> <li>-At least 2 new Zoo technical centers are created, constructed and equipped by 2018.</li> <li>-At least 4 Zoo technicians are deployed by 2015.</li> </ul>	<ul style="list-style-type: none"> <li>-MINEPIA</li> <li>-Council.</li> <li>- DO.</li> </ul>
R1	Improved method on livestock rearing	<ul style="list-style-type: none"> <li>-At annual increase of at least 25% increase of livestock farmers use modern techniques.</li> </ul>	<ul style="list-style-type: none"> <li>-MINEPIA</li> <li>-Framing Groups</li> </ul>	<ul style="list-style-type: none"> <li>-The availability of adequate Zoo technicians.</li> <li>-Availability of funds.</li> <li>-The ability of livestock</li> </ul>	<ul style="list-style-type: none"> <li>-At least 50% of farmers practice modern techniques by 2020.</li> </ul>	<ul style="list-style-type: none"> <li>-MINEPIA</li> <li>-Council.</li> <li>- DO.</li> </ul>

				farmers to embrace new innovations.	-At least 2 new Zoo technical centers are created, constructed and equipped by 2018. -At least 4 Zoo technicians are deployed by 2015.	
R2	Artisan & modern fish farming improved	-At least an increase by 35%, farmers involved in artisanal fishing by 2015. -At least 10 fish pond farmers are functioning by 2015.	-MINEPIA	-The availability of adequate Zoo technicians. -Availability of funds. -Availability of farmers with interest in artisanal fishing. -High demand for fish	-At least 2 new Zoo technical centers are created, constructed and equipped by 2018. -At least 4 Zoo technicians are deployed by 2015.	-MINEPIA -Council. - DO.
R3	Non –Conventional livestock activities increased.	-At least an increase by 40% of farmers involved in Non- conventional livestock activities.	-MINEPIA	-The availability of adequate Zoo technicians. -Availability of funds. -The ability of livestock farmers to embrace new innovations.	-A land use map is adopted by 2015. -At least 60% of livestock farmers can afford drugs by 2018. -At least 50% of farmers practice modern techniques by 2020.	-MINEPIA -Council.
R4	Capacities of livestock farmers enhanced	-At least an increase by 50% of livestock farmers' group is registered by 2015. -At least 90% of groups have been trained on basic managerial skills by 2018.	-MINEPIA	-Availability of funds.	-At least an increase by 50% of livestock farmers' group is registered by 2015. -At least 90% of groups have been trained on basic managerial skills by 2018.	-MINEPIA -Council.
R5	Capital transfers to livestock farmers increased	-At least an annual increase by 10% of groups benefiting from capital transfer.	-MINEPIA -ACEFA -Credit Unions	-Availability of funds. -The ability of livestock farmers to expand their		-MINEPIA -Council. - ACEFA

				activities.		-Credit Unions
R6	Organization of the livestock marketing system is strengthened	-At least a cattle market and 8 small ruminant markets are constructed by 2018.	-MINEPIA -COMMERCE -Council	-Availability of funds. -The ability of livestock farmers to embrace new innovative strategies.	-At least 50% of farmers practice modern techniques by 2020.	-MINEPIA -Council.
R7	Access to technical services up scaled	-At least 80% of livestock farmers have access to quality technical support by 2020.	-MINEPIA	-The availability of adequate Zoo technicians. -Availability of funds. -The ability of livestock farmers to embrace new innovations.	-At least 2 new Zoo technical centers are created, constructed and equipped by 2018. -At least 4 Zoo technicians are deployed by 2015.	-MINEPIA -Council.

#### Activities

Activities	Quantity	Location	Estimated Cost (FCFA)
R1:Improved methods on Livestock Production	100	From all the villages	10.000.000
1.1: Training of Livestock farmers on improved techniques			
1.2:Financial support for the acquisition of animal drugs	Forfeit		10.000.000
1.3:Delimiting livestock farming area through the elaboration of a land use map for the Council area	01	All villages	10.000.000
R2:Artisanal Fish Farming improved			
2.1:Establishment of fish pond station and provision of fingerlings	03	Tinto Wire, Bachuo-Akagbe, Kendem	21.000.000
2.2:Support to the creation of fish ponds & provision of fingerlings	10	Farmers to be selected	500.000
2.3:Training of fish farmers and Artisan fish farming	100		5.000.000
R3: Non –conventional livestock activities increased			
3.1: Sensitization of population on prospects of Non- Conventional Livestock farming	01	All villages	4.000.000
3.2:Identification & training of non-conventional livestock farming –snails, cane rats, guinea pigs, rabbits etc & follow up of farmers	80		10.000.000
R4:Capacities of Livestock farmers enhanced			
4.1:Sensitization and assist livestock farmers to form associations at village and a platform at Council level	01	All villages	1.000.000
4.1:Training of livestock farmers leaders on managerial skills and project proposal writing	150	All villages	3.000.000
R 5:Capital transfers to livestock farmers increased			
5.1:Creation of a Livestock Co-operative Union/Bank	01	Tinto Wire	50.000.000

R 6: Organization of the livestock marketing system is strengthened			
6.1:Construction of a Cattle market	02	Bachuo -Akagbe	12.000.000
6.2: Construction of small ruminant markets	09	Tinto Wire, Bakebe, Sumbe, Kendem, Bachuo-Akagbe, Numba, Eyang, Tali I, Ebensuk,	63.000.000
6.3:Development of a Livestock market chain	01	Entire Council area	5.000.000
R 7: Access to technical services up scaled			
7.1:Lobby for the transfer of Zoo technicians	04		
7.2:Creation, construction and equipment of Zoo technical centres	03	Mbeme, Kepelle, Numba	120.000.000
7.3: Purchase of all season bikes (YAMAHA AG 100)	05		17.500.000
<b>Total Cost</b>			<b>462.000.000</b>

### Mines and Industrial Development

Sectorial Strategy of Ministry of Mines, Industries and Technological Development: Exploitation the transformation of all mineral deposits to improve on the economy of the nation.		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision : The Tinto Council will seek to efficiently develop and exploit all mineral deposit sites and create small scale industries to reduce unemployment and for the development of the council area.	-At least 60% of mineral deposits sites developed by 2020.	Reports from: -Council -DD Mines & Industrial Development.	-existence of undeveloped mineral deposits. -the ability of the Council to sign partnership agreements with multi nationals involved in mining exploitation. -the presence of mining engineers. -the presence of local work force. -law and regulations relating to mining exploitations are favorable to the council area.	-number of undeveloped mine deposits. -number of partnership agreements signed. -number of mining engineers. -number of unemployed work force. -type of laws favouring the exploitation of mineral deposits.	Reports from: - Council -DD of Mines &Industrial Development. -labour market. -official gazette.

Specific objective 1	Exploitation of mineral deposits for the economic development of the Council	-By 2015, 60% of quarries and sand pits exploited being exploited.	Reports from: -Tinto council -DD of Mines, Industry and Technological Development.	-existence of undeveloped mineral deposits. -the ability of the Council to sign partnership agreements with multi-nationals involved in mining exploitation. -the presence of local work force. -law and regulations relating to mining exploitations are favourable to the council area.	-number of undeveloped mine deposits. -number of partnership agreements signed. -number of mining engineers. -number of unemployed work force. -type of laws favouring the exploitation of mineral deposits.	-Tinto Council &Industrial Development. -labour market. -official gazette.
R 1	All mineral deposits are exploited	-By 2014, all the quarries and Sand pits are identified.	-Tinto council -DD of Mines and Industrial Development.	-existence of undeveloped mineral deposits. -the presence of local work force.	-number of undeveloped mine deposits.	-Tinto Council &Industrial Development.
	Development of a small scale mining transformation sector.	-At least 1 small scale mining transformation industry developed by 2016.	-Tinto council -DD of Mines and Industrial Development.	-existence of undeveloped mineral deposits. -the presence of local work force. -law and regulations relating to mining exploitations are favourable to the council area.	-number of undeveloped mine deposits. -type of laws favouring the exploitation of mineral deposits.	-Tinto Council &Industrial Development. -labour market. -official gazette.

**Activities:**

Activity	Quantity	Location	Estimated Cost (FCFA)
R 1: All mineral deposits are exploited			
1.1: Identification of all potential sites for stones and sand deposits		All villages	10,000,000
1.2:Improvement of access roads to exploited mineral deposit sites	04	River Mbu, River Mfi, Ajoh stream mile 42, Batou stream-Sumbe village	100,000,000
1.3: Sensitization campaign against illegal mineral deposits exploitation	01	All villages	5,000,000
R 2: Development of a small scale mining transformation sector.			
2.1: Training of locals on mineral prospection	10		2,000,000
2.2: Training of locals on artisanal crushing of stones	10		3,000,000
<b>Total Cost</b>			<b>120.000.000</b>

## Post & Telecommunications

Sectorial Strategy of Ministry of Posts and Telecommunications: Ensure the effective and efficient delivery of postal services.		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision : The Tinto council will promote the smooth and efficient delivery of postal and Internet services in it council area.	-At least 50% increase of population having access to postal and related services by 2020.	-village reports. - council reports -P&T reports	-Landscape of the Council area is favorable to internet connections. -Availability of postal personnel. -Availability of funds.	-At least 5 of postal personnel who are deployed by 2018. -At least 8 Tele-centres are constructed and equipped by 2020.	-P&T reports -reports from labour market.
Specific objective	Increased access to postal and related services	-At least 50% increase of population having access to postal and related services by 2020.	-Council report -Village report -P&T reports	-The ability of the Council to sign partnership agreements with P&T. -Government policies in the opening and functioning postal services is favourable to the Council area. -The population of Council are aware and make good use of the various services rendered/offered by P&T	-At least 5 of postal personnel who are deployed by 2018. -At least 8 Tele-centres are constructed and equipped by 2020. -At least 1 partnership agreement is signed by 2015.	-MOU of agreement.
R1	Access to Postal and Internet services are increased.	-At least 20% increase of population having access to postal and related services each year.	Reports from: -MINPOSTEL -Council -VDAs	-The ability of the Council to sign partnership agreements with P&T. -Government policies in the opening and functioning postal services is favourable to the Council area. -The population of Council are aware and make good use of the various services rendered/offered by P&T	-At least 5 of postal personnel who are deployed by 2018. -At least 8 Tele-centres are constructed and equipped by 2020. -At least 1 partnership agreement is signed by 2015.	-MOU of agreement.

<b>Activities :</b>			
<b>Activities</b>	<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
R1: Access to Postal and Internet services increased			
1.1:Lobby for the transfer of postal personnel to the Council area	08	Tinto Wire, Bachuo-Akagbe, Sumbe, Kendem, Eyang, Ebeinsuck, Bakebe, Mbeme	500.000
1.2: Construction and equipment of Tele centers	08	Tinto Wire, Bachuo-Akagbe, Sumbe, Kendem, Eyang, Ebeinsuck, Bakebe, Mbeme	640.000.000
<b>Total Cost</b>			<b>640.500.000</b>

### Public Health

<b>Sectorial Strategy of Ministry of Public Health: Ameliorate the health condition of the population</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision : Improve access to Primary Health delivery services to all the population of Tinto Council area.	-At 80% of the population benefit from quality health care services by 2015.. -At least 90% coverage of vaccination campaign in District areas.	Reports from: -Health Centres -District Health Service.	-the population of the council area is conscious and makes use of health institutions. -availability of health personnel. -the ability of the Council area to mobilize funds through partnership agreements with institution involved in Primary health care delivery systems.	-At least 40% increase in health personnel. -At least 90 % coverage of vaccination campaign.	Reports from: -health centres. -District Health services.

Specific objective 1	Increase access to quality primary healthcare.	-proportion of population including the vulnerable population that have access to health infrastructure facilities.	Reports from: -MINSANTE - Council	-The political will of the government to improve on the primary health systems by including health infrastructure of the council area into the PIB. -the acceptance of the population to shun tradi-practitioners. -availability of health technicians/personnel.	-number of MOU signed with partners. -no. of health infrastructures inserted into the PIB. -no. of hectares of land relinquished for health infrastructures. -no. of health technicians available.	-Council reports -PIB log book -fund raising reports. -land agreement documents.
R 1	Qualified medical personnel increased;	-At least 20% increase in qualified medical personnel(Doctors, Nurses, lab technicians, Nurse Aids) employed and transferred by 2015.	Reports from: Council -District health Service	-ability of the council to lobby for personnel -sound policy framework being implemented		
R2	Out- reach activities intensified.	-At least 90 % coverage of vaccination campaigns by 2015. -At least 40% reduction in incidence of diseases prevented by vaccinations each year. --At least 2 of sensitization campaigns on HIV/AIDS each year. -At least 50 % of schools have functional health clubs by 2018.	Reports from: Council -District health Service -Health centres	-presence of personnel -availability of logistics		

R3	Health care infrastructures improved	-At least 90 % of health units have standard infrastructures, hygiene and sanitation environment by 2020.	Reports from: -District health service -health units -Council	-the ability of the council to create North-South Corporations -government policy framework is implemented. -availability of land	-number of Cooperation agreements signed -area of land relinquished	Reports from -Council
R4	Health care units equipment increase	-At least 40% increase in health units with standard equipments by 2015.	Reports from: -District health service -health units -council	-the ability of the council to create North-South Corporations -government policy framework is implemented.	-number of Cooperation agreements signed	Reports from -Council

**Activities:**

Activity	Quantity	Location	Estimated Cost (FCFA)
<b>R 1: Qualified medical personnel increased</b>			
1.1 Lobby for the transfer of qualified medical personnel	- Medical Doctor -01 -State Registered Nurses – 05 -Nurses – 14 -Nurse Aid- 14 Laboratory technicians - 06	Sub divisional hospital Health centers	100,000
<b>R 2: Out- reach activities intensified.</b>			
2.1 purchase of Yamaha AG 100 bikes	12	All the health units	36,000,000
2.2 purchase of refrigerators for the storage of vaccines	05	Tali, Nfainchang, Koano, Fotabe, Bachuo-Akagbe	4,000,000
2.3: Sensitization campaign on HIV/AIDS and preventable deceases and the promotion of voluntary screening for HIV and AIDS	01	All the villages	20,000,000
2.4 training , material and financial support to peer educators	50	Selected from schools /villages	2,000,000
2.5: carry out vaccination campaigns			5,000,000
<b>R 3: Health care infrastructures improved</b>			
3.1: construction and equipment of health centers	06	Tali, Bachuo-Akagbe, Koano, Mbinjong, Ayukaba,	360,000,000
3.2 renovation and equipment of health center buildings	03	Eyang Atem Ako, Fotabe	60,000,000
3.3: provision of water points	05		40,000,000
3.4 construction of latrines	08		40,000,000
3.5: construction of incinerators	12	All health units	36,000,000
3.6 planting of ornamental trees	180	All health units	900,000
3.7 construction of fences	12	All health units	78,000,000

R 4: Increase in equipment of the health care units			
4.1: purchase of hospital beds	39		1,950,000
4.2 purchase of set of Lab equipment	04 sets		3,000,000
4.3 purchase of sets of maternity equipments	04 sets		3,000,000
<b>Total Cost</b>			<b>689,950,000</b>

## Public Works

Sectorial Strategy of Ministry of Public Works: The development of Infrastructure within the confines of the Country.		Indicator by level of strategy & source of verification % increase of Infrastructures developed		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision : Ensure the efficient and effective management of Infrastructural projects for sustainability within the Tinto Council area.	-At least 90% of infrastructural projects are executed efficiently and effectively each year.	-Council report -report of DD of Public works. -projects site logbook.	-Insertion of infrastructural project in the PIB -Availability of resources -The ability of the Council to create North-South Cooperation/partnerships.	-At least an increase by 10% number of infrastructural projects funded per year. -At least 1 partnership agreement is signed by 2014.	-Council report. -report of DD of Public works. -PIB logbook. -MOU of partnership agreement.
Specific objective	Improvement of the road network within the Council area.	-At least 1 intensive road programmes developed and implemented each year. -At least 10% increase of total earth road is rehabilitated/maintained each year.	Council report Public works report	-Relationship between council and the Delegation of public works is cordial. -Road infrastructure projects are included in the PIB. -Ability of the Tinto council to mobilize funds for road projects.	-At least 1 intensive road programmes developed and implemented each year.	Council report. MINTP reports
R1	Village road maintenance committees are revitalized	-At least 50 village road maintenance committee are functional by 2018.	Reports from: -MINTP -Council -VDAs	-Availability of funds. -Availability of resource persons ( trainer & villagers)-	-At least 1 training of VRMC is done by 2014.	Reports from: -MINTP -Council

R2	Annual rehabilitation/maintenance of road increased.	-At least 1 intensive road programmes developed and implemented each year. -At least 10% increase of total earth road is rehabilitated/maintained each year.	Reports from: -MINTP -Council -VDAs	-Relationship between council and the Delegation of public works is cordial. -Road infrastructure projects are included in the PIB. -Ability of the Tinto council to mobilize funds for road projects.	-At least 1 intensive road programmes developed and implemented each year.	Council report. MINTP reports
R3	Inter- Village and Intra Village Road network increased	-At least 15 Kms of new roads are opened every 2 years	Reports from: -MINTP -Council -VDAs	-Relationship between council and the Delegation of public works is cordial. -Road infrastructure projects are included in the PIB. -Ability of the Tinto council to mobilize funds for road projects.	-At least 1 intensive road programmes developed and implemented each year.	Council report. MINTP reports

**Activities :**

Activities	Quantity	Location	Estimated Cost (FCFA)
R1: Village road maintenance committees are revitalized			
1.1: Training workshop for village road maintenance committee members + handbook/committee	354 (06 members/community).	All villages	10.000.000
1.2: Sets of working tools for committees	59 sets	All villages	17.700.000
R2: Annual rehabilitation /maintenance of roads increased			
2.1 Rehabilitation of earth roads	252 Km	Indicative	2.520.000.000
2.2: construction of culverts	89	All villages	445.000.000
2.3: Construction/Rehabilitation of bridges	20		400.000.000
R3: Road network increased			
3.1: feasibility studies for the opening of farm-to-market roads and inter village road network	1	All villages	10.000.000
3.2: Opening of new farm-to- market roads and intra village road network	150 Km	All village	4.500.000.000
<b>Total Cost</b>			<b>7.902.700.000</b>

## Scientific Research and Innovation

Sectorial Strategy of Ministry of Scientific Research and Innovations: Vulgarization of research results		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision: The Tinto Council will seek to increase development actions through the use of new researched techniques thereby improve on the lives of its inhabitants.	-proportion of the population accessing and making use of research results.	-reports from research centres.	-population involved in activities that need research. -the willingness of the population to embrace new techniques that will improve on their well being. -availability of funds. -availability of demonstration land. -availability of research personnel.	-proportion of the population having access and making use of new innovations	-reports from research centres.
Specific Objective	Promote the accessibility of research results to benefit the population of the Tinto Council area.	-At least 60% of farmers have access in new research innovations by 2016.	Reports from: -Research Centers -MINEPIA -MINADER	-Population involved in activities that need research innovations. -The willingness of the population to embrace new techniques that will improve their well being. -Availability of funds. -Availability of demonstration land/plots/nurseries. -Availability of research personnel.	-At least 60% increase in farmers applying new innovative methods by 2016.	Reports from: -Research centres. -MINADER -MINEPIA -Sectors dealing with infrastructures.
R 1	Improved personnel strength	-no of research centre created	Reports from : -Research centers -Council	-The political will of the government to deploy researchers. -The population are involved in activities needing research and are willing to embrace new innovations. -availability of funds.	-At least 10% increase in research personnel deployed in the field by 2015. -At least 60% increase in farmers applying new innovative methods by 2016	-reports from research centres.

R2	Vulgarization of improved seeds/hybrid animals improved	-At least 40% increase of farmers (arable, livestock and agro-forestry) use improved hybrid seeds and animals.	Reports from: -Research Centers -MINADER -MINEPIA -MINFOF	-the political will of the government to vulgarize research results for the benefit of the population. -availability of funds./ability to create partnerships -availability of land.	-At least 1 MOU signed between the Tinto Council and other partners.	Reports from: -Rresearch centres. -Tinto Council. -MINADER -MINEPIA
<b>Activities :</b>						
<b>Activities</b>				<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
R1:Improved personnel strength						
1.1:Lobby for the deployment of new staff				03	Obang	500.000
1.2:Construction and equipment of research buildings				02	Obang	100.000.000
R2: Vulgarization of improved seeds/hybrid animals improved						
2.1:Creation of propagation farms for Cocoa, Coffee, Plantains, Cassava cuttings, Maize, Bananas, cane rats, Guinea Pigs, Rabbits etc				Indicative		100.000.000
2.2: Organization of workshops for the dissemination of results and sensitization campaigns of same.				Indicative		20.000.000
<b>Total Cost</b>						<b>220.500.000</b>

### Secondary Education

Sectorial Strategy: Designing, implementing and evaluating government policy in the areas of general and technical secondary Education.		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	The Tinto Council will contribute towards the improvement in the access of quality secondary education	-At least 80 % of secondary aged students effectively have access and attending school in Tinto Council area.	-field data -MINSEC report.	-incentives given to the poor and vulnerable to attend secondary &technical education.	-number of secondary and technical schools operating in the Council area.	MINSEC report.
Specific objective	Improve the access to quality Secondary	By 2020; -At least 80% of Student	-field survey reports.	-availability of funds -availability of research	-no of schools with standard	DD reports from -MINSEC

1	Education	<p>have adequate classrooms.</p> <p>-At least 60% increase in student: desk ratio</p> <p>-At least 60% increase of students having access to library facilities.</p> <p>-At least 40 % of students are having access to and benefitting from the use of ICT centres.</p> <p>-at least 60% of technical students are having access to and use of technical workshops.</p> <p>-At least 50% of students are having access to and use of recreational facilities.</p> <p>-At least 90 % of students are having access to and making use of Hygiene and Sanitation facilities.</p>	<p>-MINSEC reports.</p> <p>-interviews.</p> <p>-reports from principals.</p>	<p>structures.</p> <p>-interest of student population in the use of research facilities.</p> <p>-availability of land</p> <p>-availability of technical support personnel/teachers</p>	structures	<p>-MINSANTE</p> <p>-MINEE</p> <p>-Sports &amp; Physical Education.</p> <p>-MINFOF</p> <p>-report from Council</p>
R1	Increased number of trained teachers	By 2015, the number of trained teachers in secondary schools have increased by at least 40%.	<p>Reports from:</p> <p>-DD MINSEC</p> <p>-College principals</p> <p>-Council</p>	<p>-availability of trained teachers from ENS &amp; ENSIET transferred to Upper Banyang</p> <p>-application of policy framework for teachers</p> <p>-availability of resources</p>	<p>-number of teachers graduating from training schools</p> <p>-transfer decisions</p>	<p>Reports from:</p> <p>DD MINSEC</p> <p>Principals</p> <p>Council</p>
R 2	Improved school infrastructures	-At least 60 % of schools are having standard developed infrastructures by 2020.	<p>Reports from:</p> <p>-DD MINSEC</p> <p>-College principal</p> <p>-Council</p>	<p>-availability of trained teachers</p> <p>-application of policy framework for teachers</p> <p>-availability of resources</p>	<p>-number of developed infrastructures</p>	<p>Reports from:</p> <p>DD MINSEC</p> <p>-Principals</p> <p>-Council</p>

R 3	Secondary School equipment increased	-At least 60% increase in schools with appropriate school equipment by 2020.	Reports from: -Council -MINSEC -Principals	-Availability of funds. -supply of school equipment is inserted in the PIB and Council budgets.	-% increase in Council budget for school equipments.	Reports from: -PIB Logbook -MINSEC -Council Budget.
R 4	Supervision and technical support improved	-At least 1 supervision mission by Pedagogic Inspectors is effected each year. -At least 1 of coordination meeting is organized annually.	Reports from: -MINSEC -Principals	-Availability of funds for logistics	-% increase in logistics -insertion into PIB and council Administrative accounts, budget for supervision	Reports from: -Council -PIB Logbook -MINSEC -Principals

<b>Activities</b>			
<b>Activity</b>	<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
R 1: Increased number of trained teachers			
1.1 Lobby for the transfer of trained teachers	149	Secondary schools in Upper Banyang Sub Division	1,000,000
1.2: annual scholarship programme for the vulnerable and needy	100		5,000,000
Organization of annual Prize Award ceremony to reward excellence.	15		2,000,000
R 2: Improved school infrastructures			
2.1: construction/Rehabilitation of classrooms	61		488,000,000
2.3 Construction of schools fences	15	All colleges	112,500,000
2.4: construction of recreational /play grounds	15	All colleges	7,500,000
2.5: Construction of school latrines	12		30,000,000
2.7: Construction of Water points	10		80,000,000
2.7: Construction and equipment of Libraries	15	All colleges	300,000,000
2.9: Construction and equipment of ICT centres	15	All colleges	150,000,000
2.10: Construction and equipment of technical workshops	12	All technical colleges	1,080,000,000
2.11 Provision of waste collection points	30	All colleges	1,200,000
2.12: Elaboration of reforestation programs	15	All colleges	1,500,000
2.13: Extension of electricity projects	03	GHS Tinto, GBSS Ebeagwa, GTC Bachuo-Akagbe	1,050,000
R 3: Secondary School equipment increased			
3.1: Supply of desks	843		25,290,000
3.2: supply of sets of didactic materials	15		3,000,000
3.3: purchase of computers with accessories	75	All colleges	15,000,000

3.4: purchase of printers and assecories	30	All colleges	3,000,000
3.5: purchase of photocopiers	15		9,000,000
3.6: Purchase of generators	10		9,000,000
4.1: Supervision of teachers and technical support improved			
4.1 : Organisation of annual coordination meetings and pedagogic seminars			
4.2: Organisation of supervision missions			
4.4 Purchase of a 4 x 4 vehicle for supervision.	01		40,000,000
<b>Total Cost</b>			<b>1,245,120,000</b>

### Small and Medium Sized Enterprises -MINPMEESA

<b>Sectorial Strategy of Small and Medium Size Enterprises, Social Economy and Handicraft: To promote, protect and educate small and medium sized businesses, and the promotion of the Social Economic sector (groups) and handicraft activities.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Vision of the Council : Promote small scale businesses within the Council by strengthening the economic power of the population.					
Specific objective 1	Increase the economic activities in the council area.	-By 2015, at least 40% of small scale traders have access to credits.	Micro finance reports	Availability of micro financial institutes	Number of micro financial institutions operating in Tinto Council area.	DD trade and Commerce
R 1	Increased understanding of the fiscal policy	By 2015, at least 40% of traders pay their taxes.	DD Small and Medium size Enterprises	Tax payers and tax officials have a cordial relationship	Number of conflicts between tax payers and tax officials	SDO's report

R 2	Increased capacity of Micro entrepreneurs in the trade and craft sector in business skills	By 2015 at least 30% increase in the number of skilled Micro Entrepreneurs in the Art and Craft sector.	DD Small and Medium size Enterprises	Training opportunities are available	Number of trainings organized per year.	DD Small and Medium size Enterprises
	All socio-economic groups are grouped into Common Initiative Groups (CIGs)	-At least 50% of CIGs are duly registered.	Reports from CIGs	Availability of effective CIGs	Percentage increase in the number of women enrolled into CIGs	CIGs ' statistics
	All vulnerable groups involved in business activities are integrated into newly formed CIGs	-At least 20% increase in vulnerable groups involved in business activities.	MINAS report	Availability of projects for the welfare of the vulnerable	Number of projects implemented with the vulnerable as the target	MINAS report

**Activities:**

Activity	Quantity	Location	Estimated Cost (FCFA)
R 1: Increased understanding of the fiscal policy			
1.1: Sensitization campaign on tax policies	01	Tinto Council Area	1,000,000
R 2: Increased capacity of Micro entrepreneurs in the trade and craft sector in business skills			
2.1:sensitization of all Socio –economic groups to form Common Initiative Groups (CIGs) and loan schemes opportunities	01	All villages	2,000,000
2.2: Training of CIGs on project writing and basic business skills	20	Selected villages	2,000,000
2.3: Construction of a handicraft center	01	Kendem	60,000,000
2.4: Organisation of annual trade fares	01	Selected village	3,000,000
2.5: Assignment of council staff ( point person) as liaison officer between sector and Council	01		
<b>Total Cost</b>			<b>68,000,000</b>

## Social Affairs

Sectorial Strategy the Ministry of Social Affairs: Identify, assist, accompany and economic empowerment of needy and vulnerable population (Children, Physically challenged, Destitute and marginalized groups).		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective: Increase community management of vulnerable people.	Council Vision: The Tinto Council will increase Community Management of Vulnerable people and their participation in development strides.	-At least 30% increase in the assistance of vulnerable population by 2015.	-MINAS reports -NGO reports. -Tinto Council reports.	-vulnerable population is willing to integrate themselves with mainstream development initiatives of the Tinto Council area.	-no. of vulnerable people involved in developmental initiatives.	-reports from: -MINAS -MINADER -MINEPIA -MINSANTE -Tinto Council. -interviews of the vulnerable population.
Specific objective	Improved Social services of the Vulnerable populations	-At least 90% of vulnerable & handicapped persons identified by 2013. -At least 1 number of Social centre is created and constructed by 2016. -By 2015, at least 100 vulnerable and physically challenged persons are involved in income generation activities. -By 2014, at least 90% of physically challenged persons have acquired the national disability card	Reports from: -Villages -MINAS -Council.	-vulnerable population is willing to integrate themselves with mainstream development initiatives of the Tinto Council area.	-no. of vulnerable people involved in developmental initiatives. -	Reports from: -MINAS -MINADER -MINEPIA -MINSANTE -Tinto Council. -interviews of the vulnerable population.

R 1	Data on Vulnerable population is improved	-By 2013, 90% of vulnerable people identified and data base established.	Reports from: -Council -MINAS	-availability of funds -vulnerable population is willing to integrate themselves in development initiatives	-no. of vulnerable people involved in developmental initiatives.	Reports from: -Council -MINAS -Village heads
R 2	Social Services to the vulnerable improved	-At least 1 social centre is created, constructed and equipped by 2016. -At least 1 Day Care centre is constructed and equipped by 2016. -At least 5 Social workers are deployed to the Council area by 2015.	Reports from: -Council -MINAS	-availability of funds -vulnerable population is willing to integrate themselves in development initiatives by using the social centres.	-no. of vulnerable people involved in developmental initiatives.	Reports from: -Council -MINAS -Village heads
R 3	Socio-Economic Empowerment of the vulnerable is strengthened	-By 2015, at least 100 vulnerable people have received assistance for income generation activities.	Reports from: -MINAS -Council -MINADER -MINEPIA	-availability of funds -vulnerable population is willing to integrate themselves in development initiatives by using the social centers.	-no. of vulnerable people involved in developmental initiatives.	Reports from: -Council -MINAS -Village heads

<b>Activities:</b>		<b>Estimates</b>	
<b>Activity</b>	<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
R 1:Data on Vulnerable population is improved			8,000,000
1.1: identification of all vulnerable population, their classification, needs and generation of a data base	All 59 villages	All 59 villages	
1.2 support to the establishment of physically challenged without Disability Identity Cards	All 59 villages	All 59 villages	3,000,000
R 2: Social Services to the vulnerable improved			
2.1:Creation, Construction and equipping of a Social centre	01	To be selected	60,000,000
2.2: Creation, Construction and equipping of a Day Care Centre	01	To be selected	60,000,000
2.3: Lobby for the deployment of Social workers attached to the council	04		500,000
R 3: Socio-Economic Empowerment of the vulnerable is strengthened			
3.1: training on project writing, project management and income generation activities	100	To be selected	59,000,000

3.2: purchase of aid to the physically challenged	Tri cycles – 14 Wheel Chairs- 08 Walking frames/sticks – 80 Crutches -60 Blind Cane- 50		18,400,000
3.3: Organization of campaign for free eye screening	2	All 59 villages	5,000,000
3.4 Placement for vocational training	30	To be identified	6,000,000
3.5 placement in special blind school	20		4,000,000
3.6: Control follow-up drugs for Epileptic patients	148		7,400,000
3.7 construction of a Orphanage	01	To be selected	60,000,000
3.8 annual subvention to Orphanage	01		2,000,000
<b>Total Cost</b>			<b>293,300,000</b>

### Sports and Physical Education

Sectorial Strategy of MINISTRY of Sports and Physical Education: Promotion of National Integration and Development through Sports.		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision : The Tinto council will improve sports competitiveness and participation at both national and International levels as a means for National Integration and Development.	-A national l sporting activities organized	-MINSPTS -Council reports	-presence of an effective policy that attract private investors in sports development. -insertion into the PIB, activities for sports development. -availability of funds.	-number of MOU with private investors. -number of sporting infrastructures existing.	-council -PIB logbook. -

Specific objective 1	Improve on the sporting infrastructures and facilities and increase in physical exercises.	-At least 40% of the population carry out regular physical exercises. -At least 1 communal sporting facility is created/constructed .	-MINSPO RTS -council reports -feasibility study reports	-presence of an effective policy that attract private investors in sports development. -availability of land -interest in sporting activities exhibited by the population especially the youths.	-titled land for project	-council -MINSPO RTS
R 1	Public and Schools Sporting facilities increased	-At 80% of the schools have sporting facilities by 2018.	Reports from: -Council -MINEDUB -MINSEC -MINTP -MINSPO RTS	-availability of resources; -availability of land		
R 2	Increase in the number of Sports instructors for schools.	-At least 4 sports instructors are deployed to the Council area by 2015.	Reports from: -Council -MINEDUB -MINSEC -MINSPO RTS	-Presence of Sports and Physical Education teachers -	-number of students graduating from Youths & Sports Institutions. -increased annual intake of students into Youths & Sports Institutions.	Reports from: -School of Sports -Ministry of Public Service -
R 3	Holiday sporting activities increased	-At least 1 holiday sporting competition is organized each summer holiday.	-Council -MINSPO RTS	-ability for the council to have good policy to attract private investor in sports development. -presence of participants.		Council MINSPO RTS

**Activities:**

Activity	Quantity	Location	Estimated Cost (FCFA)
R 1: Public and Schools Sporting facilities increased			
1.1: Creation of a Communal Sports park ‘Parcour Vita’	01	Tinto Wire	150,000,000
1.2: Provision of recreational (sports) area –Hand Ball, Foot Ball, Athletic tracts in all primary and Secondary schools	68	All primary and Secondary Schools	34,000,000
1.3:Annual support to FENASCO A and B competitions	02	Tinto Council Area	500,000

R 2: Increase in the number of Sports instructors for schools.			
2.1: Lobby for the deployment of trained personnel of Sports and Physical Education instructors for school of the Municipality	04	Tinto Council area	500,000
R 3: Holiday sporting activities increased			
3.1: Organisation of annual sports camp for 5- 14 years	01		2,000,000
3.2: Organisation of annual sports camp for 15 – 18 years	01		5,000,000
<b>Total Cost</b>			<b>192,000,000</b>

### State Property, Surveys and Land Tenure

Sectorial Strategy of Ministry of State Property and Land Tenure: Implementation of the land tenure system and management of state lands and state property;		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision : The Tinto Council will promote the safeguarding and management of state property and National lands.	-A cadastral map of the Tinto council area is produced by 2013. -At least 30% increase in land certificates issued by 2015.	Reports from: -MINDAF -Council	-the process in obtaining land titles is made less cumbersome. -land owners understand the risks of not having titles on their landed properties.	-relative ease in obtaining land titles.	MINDAF Council report.
Specific objective 1	Safeguarding of communal and national land improved and acquisition of more communal land increased through the realisation of a Master Plan of the council.	Council titled landed property is increased by 30% by 2016.	Council's report	Land is one of the council's reliable assets	Percentage increase in council's asset as a result of land acquisition	Municipal treasury annual report.

R 1	Master plan of council is produced	-A master plan of the council is produced.	Council report	Availability of funds		
R 2	Council landed property increased for infrastructural development activities	-At least 20 % of council land is acquired.	Procurement receipts	Land is one of the council's reliable assets	Percentage increase in council investment and revenue as a result of land acquisition	Council report.
R 3	Acquisition of land certificates increased.	-At least 20% of land certificates issued yearly.	DD MINDCAF statistics	The registration process is made easy and the services decentralized.	-no of land certificates processed quarterly.	DD MINDCAF statistics

**Activities:**

Activity	Quantity	Location	Estimated Cost
<b>R1: Master Plan produced</b>			
1.1: Land use map is produced for all villages in the Council area	59	All villages	295,000,000
<b>R 2: Council landed property increased for infrastructural development activities</b>			
2.1: Acquisition and registration of 500 hectares of land		Selected areas	40,000,000
<b>R 3: acquisition of land certificates increased</b>			
3.1: Sensitization of the population on the need for land deeds	1	All villages	5,000,000
<b>Total Cost</b>			<b>340,000,000</b>

**Territorial Administration and the Decentralization - MINATD**

<b>Sectorial Strategy of Ministry of Territorial Administration &amp; Decentralization: Ensure the promotion of good governance in the management of public affairs and institution.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision : The Tinto council will ensure durable development ventures through participatory and sustainable management of its resources by applying the good governance policies.	-By 2014, the good governance policies are applied to all council development ventures.	-Project Implementation procedure reports.	-Capacity of the council staff and executive to meet the criteria of good governance. -The political will of the council staff and executive to implement the good governance principles. -Refresher courses on good governance principles are regularly organized. -Key positions are occupied by competent staff.	-By 2014, 100% of Council staff has received training on good governance. -Annual evaluation of staff. -By 2014, the Council organigram is applied.	-training reports.
Specific objective 1	Strengthening the capacities of Council staff to ensure more efficient and effective delivery of sustainable development.	-By 2014, staff needs assessment of the council has been done and Capacity Building training organized -By 2016, 90% of council staff is competent and skilled to carry out their tasks.	-Council	-Staff performance assessment regularly performed. -Willingness of the council staff and executive to learn new approaches in the execution of their tasks. -Availability of capacity building institution. -availability of funds -respect of functions	-Annual evaluation of staff. -Each year a staff is sent for special training	-Council -Personnel file
R1	Competent staff are recruited	-By 2015, key positions are held by competent staff.	-Council	-Availability of funds	-Annual evaluation of staff. -Each year a staff is sent for special training	-Council -Personnel file

R2	Refresher courses are organized	-By 2015, at least 80% of the staff have undergone a related refresher course.	-Council	-Availability of funds	-Annual evaluation of staff. -Each year a staff is sent for special training	-Council -Personnel file
R 3	Equipment pool is equipped	-By 2020, at least 60% of working equipment is available.	-Council	-Availability of funds	-By 2020, at least 60% of working equipment is available.	-Council
R4	Council revenue is increased.	-Annual increase each year of the council revenue by at least 15%	-Council	-Availability of funds	-Annual increase each year of the council revenue by at least 15%	-Council -Personnel file

#### Activities

Activities	Quantity	Location	Estimated Cost (FCFA)
R 1: Competent staff are recruited			
1.1:Needs assessment carried out for the Council Human Resources	01	Council	2.000.000
1.2: Recruitment of competent staff	08		
R 2: Refresher courses are organized			
2.1: Placement of staff for refresher courses	10		50.000.000
2.2:Organisation of capacity building workshop for staff	Forfeit		40.000.000
R 3: Equipment pool is equipped			
3.1: Purchase of office 'ICT' equipment – computers, printers, photocopier, scanner, etc	Forfeit		25.000.000
3.2: Purchase of Heavy Duty equipment	Front Loader -01		620.000.000
	Bulldozer - 01		550.000.000
	Compactor - 01		585.000.000
	Excavator - 01		600.000.000
	Grade - 01		450.000.000
	Tipper Truck - 01		90.000.000
R 4: Council revenue is increased.			
4.1 Purchase of all season bike ('YAMAHA AG 100') bikes for revenue collectors	02		7.000.000

<b>Total Cost</b>			<b>3.019.000.000</b>
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### Tourism and Leisure

<b>Sectorial Strategy of Ministry of Tourism and Leisure: Develop and promote tourism both nationally and internationally thereby increasing the revenue of the Council.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision : Touristic sites and establishments within the Council area are well developed to attract and satisfy tourist from across the globe and to increase revenue for the Council.	-At least 60% of touristic sites and establishments are developed by 2025. -statistics on tourist visits are published annually.	Reports from: - MINTOUR - Council -Tourist guides -Tourist sites visit logbook	-Ability of the Council to sign partnership agreements with touristic development funders through North-South Cooperation. -Availability of tourist potentials within the Council area	-At least 60% of touristic sites/establishments exploited -At least 1 signed agreements agreement with partner by 2015.	report from: - DD MINTOUR - Council
Specific objective 1	Exploitation of potential Tourist sites	-At least 30% of identified tourist sites are exploited by 2016 exploited	MINTOUR report Council's report	The population is cooperative enough to collaborate	-At least 50% of villages actively participate in tourist development projects.	-Council's report - DD MINTOUR
R 1	- 01 local tourism board is established within the Tinto Council area and renovations in the tourism industry.	- A DO's order showing the legalized status of the local tourism board	MINTOUR report	The population has a team spirit	-number of communities actively participating in development projects	Reports from: -Council -DD MINTOUR

R 2	All potential tourist sites are identified and exploited	-At least 30% of identified sites are exploited/developed by 2016.	MINTOUR report	-Ability of Council to partner with funding agencies to develop tourist potential sites. -Availability of tourist potentials within the council area	Number of partnership agreements.  Number of sites/establishments exploited	-RD MINTOUR report Tinto Council report.
<b>Activities:</b>						
<b>Activity</b>				<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
R 1: a local tourism board is established						
1.1.: Creation of a tourism board, recruit and train tourism guards(5 guards)				01	Tinto Council	500,000
1.2:organization of exchange visits				03	-Kribi -Douala -Limbe	1,250,000
1.3:Organization of annual Miss Tourism context				01	Tinto	5,000,000
1.4: production of documentary and post cards, leaflets, brochures etc and the creation of website to sell the touristic potentials				01	Tinto	5,000,000
R.2.: Develop all identified tourist sites with recreational facilities						
2.1: Develop access roads to tourist sites and develop recreational facilities				06	-Mbio Hill -Apio Hill of Ashum -Man made lake of Bachuo-Akagbe -River Manyu water fall -Sumbe Natural beach -Bayang-Mbu Santuary	500,000,000
2.2: Create passage of boats from River Mbu to Bakebe				01	Mbu	30,000,000
2.3:Construction of a classified hotel and the renovation of the Tinto Council guest house				01	Tinto	100,000,000
<b>Total Cost</b>						<b>644,550,000</b>

**COMMERCE**

<b>Sectorial Strategy of Ministry of Commerce: -To reduce the cost of living, and protect consumers -Increase the level of economic activity</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision : The Tinto Council will contribute to the promotion of an enabling business environment for the trade in cash crops and other commodities and at the same time protecting the consumers by implementing the trade regulation policies.	-By 2015, at least an increase by 90% of the population are sensitized on consumer protective laws	-DD of Trade. - Council. -interviews with consumers. -Chamber of Commerce reports.	-Chamber of Commerce sensitizes the consumers of the protective laws. -The existence of a good business relationship between consumers, producers and suppliers. -The ability of the Council to implement the consumer regulation policies. -Good working relationships between the Tinto Council, MINCOMMERCE, business operators and taxation department.	-Annual sensitization campaigns organized by Chamber of Commerce. -number of consumer protection laws defaulters identified and sanctioned. -number of meetings between the Tinto council and business operators.	Reports from: -Chamber of Commerce. -Tinto Council. -DD of Trade -sensitization/meeting reports.
Specific Objective	Improved security of commercial premises, diversification of commercial activities and increase in revenue for council and population.	-By 2015, at least 4 weekly markets are rehabilitated/ constructed. -By 2015, at least 90% of the population is sensitized on consumer protective laws.	Reports from: -DD of Trade/Commerce -Council	-Chamber of Commerce sensitizes the consumers of the protective laws. -The existence of a good business relationship between consumers, producers and suppliers. -The ability of the Council to implement the consumer regulation policies. -Good working relationships between the Tinto Council, MINCOMMERCE, business operators and taxation department. -The ability of the Council to mobilize resources.	-At least a market is constructed each year	Reports from: -Chamber of Commerce -DD Trade -Council

R 1	Market infrastructures are improved.	-By 2015, at least 4 weekly markets are rehabilitated/constructed.	Reports from: -DD of Trade/Commerce -Council	-The ability of the council to mobilize resources	-At least a market is constructed each year	Reports from: -DD Trade -Council
R2	Storage facilities structures for goods are improved upon.	-At least 02 Warehouses are constructed by 2018	Reports from: -DD of Trade/Commerce -Council -SDD MINADER	-The ability of the council to mobilize resources	-At least a warehouse is constructed every 3 years	Reports from: -DD Trade -Council
R3	Trade fares are organized	-At least 01 trade fare is organized every 2 years	Reports from: -DD of Trade/Commerce -Council	-The ability of the council to mobilize resources	-At least 01 trade fare is organized every 2 years	Reports from: -DD Trade -Council
R4	Understanding of the tax policy and consumer protective laws are improved	-By 2015, at least 90% of commercial actors understand and apply the tax policies	Reports from: -DD of Trade/Commerce -Chamber of Commerce -Council	-Chamber of Commerce sensitizes the consumers of the protective laws. -The existence of a good business relationship between consumers, producers and suppliers. -The ability of the Council to implement the consumer regulation policies. -Good working relationships between the Tinto Council, MINCOMMERCE, business operators and taxation department.	-By 2015, at least 90% of commercial actors understand and apply the tax policies	Reports from: -Chamber of Commerce -DD Trade -Council

### Activities

Activities	Quantity	Location	Estimated Cost (FCFA)
R1:Market infrastructures are improved			
1.1: Rehabilitation/ construction of markets with developed sanitary facilities and ramps.	08	Tinto Wire, Sumbe, Bachuo-Akagbe, Numba, Mbeme, Ebensuk, Eyang, Tali I	160.000.000
R2:Storage facilities for goods are improved			
2.1: construction of warehouse/parking store	06	Tinto Wire, Bakebe, Bachuo-Akagbe, Kendem, Sumbe, Mbeme	48.000.000
R3: Trade fares are organized			

3.1:organization of annual trade fares		Rotatory	2.000.000
R4: Understanding of the tax policy and consumer protective laws are improved			
4.1 :sensitization campaigns on tax policies and consumers protective laws	02	All the villages	10.000.000
<b>Total Cost</b>			<b>220.000.000</b>

### Ministry of Transport

<b>Sectorial Strategy of MINISTRY of Transport: Improvement of the transportation services.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision : The Tinto Council will promote economic growth and competitiveness by easing the free movement and safety of persons, goods, and services within the council area.	-By 2015, road accidents will reduce by 30 %. -By 2020, 80% of road users will respect the high way code.	Reports from: -Road safety officials -Police and Gendarmes -Hospital & health centre records	-Effective cordial relation between all road users. -road users respect the highway code.	-By 2015, road accidents will reduce by 30%.	-Reports from: -road safety officials. -the Police -the gendarme -hospitals/health centres. -MINTRANS
Specific objective 1	Improved safe circulation of persons and goods	-By 2015, road accidents will reduce by 30 %. -By 2020, 80% of road users will respect the high way code.	Reports from: -DD MINTRANS. -Hospital records -road safety officials' reports.	-Effective cordial relation between all road users. -road users respect the highway code.	-number of road accidents registered.	Reports from: -MINTRANS -Hospital records. -Gendarme reports -police reports.
R 1	Institutional organisation of Drivers' and 'Okada' riders syndicate improved.	-By 2013, all transporters syndicates have been organized.	Reports from: -DD for MINTRANS -Council	-Relationship between riders, drivers the Transport sector, and the Council is cordial.	-number of conflicts identified in the area.	-DO's office -Transport office -Council's report

R2	Respect of the high way code by road users is increased.	- By 2020, 80% of road users will respect the high way code. % increase in driving schools	-DD Transport. -Council reports	-The participation of all road users in awareness road safety campaigns.	-By 2020, there is increase awareness on the respect of the highway code by 80%.	-SDO office -Transport office -Tinto Council's report
R3	Management of communal roads at village level improved.	-By 2015, management of communal roads by villages in increased by 30%.	DD for transport	Availability of roads safety committees at the village level.	-By 2015, at least 30% of the villages have functional community road safety committees.	Reports from: -DD of Transport -Council -Village Development Associaions.
R4	The infrastructures within the Sector are improved.	-At least 04 modern motor parks are constructed by 2020.	Reports from: -the Council -MINTRANS -MINEPAT -MINTP	-The ability of the council to mobilize funds through partnership agreements by North-South Cooperation. -budget for transports sector development is inserted into the PIB and the Council budget. -Availability of land	-At least 01 partnership agreement signed by the council and private investors by 2018.	-MOU between council and other private investors. -reports of fund raising activities. -reports from MINTRANS.

**Activities :**

Activity	Quantity	Location	Estimated Cost (FCFA)
R 1: Institutional organisation of Drivers' and 'Okada' riders syndicate improved.			
1.1: organisation of awareness campaigns on the importance of a syndicate	02	Kendem, Bakebe, Bachuo-Akagbe, Tinto Wire	400.000
R 2: Respect of the high way code by all road users increased			
2.1:sensitization of population on primary road safty measures	02	All 59 villages	3.000.000
2.2: Production and placement of road signs at strategic positions ( schools, hospitals, village centres, bends etc)		All villages except those of the Mamfe-Bamenda and Mamfe-Kumba axes.	30.000.000
R 3: Management of communal roads at village level improved			
3.1: sensitization and creation of functional village road safety committees	59	All villages	2.950.000
3.2 Material support to village road safety committees	59 sets	All villages	2.950.000
R.4: Infrastructures within the transport sector improved			
4.1:construction of motor parks to include office, toilet, water points, ramps etc	04	Tinto Wire, Bakebe, Bachuo-Akagbe, Kendem	40.000.000

4.2: construction of an automobile safety parking at Tinto Wire	01	Tinto Wire	5.000.000
<b>Total Cost</b>			<b>84.300.000</b>

### Urban Development & Housing

<b>Sectorial Strategy of MINISTRY OF Urban Development &amp; Housing: Facilitation of mobility of pedestrians within the towns and to make Urban centres production and consumption hubs by promoting the emergence of suburb towns.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision : The Tinto Council will seek to transform the villages into suburb towns.	-availability of master plan. -number of land/house owner respect the master plan of the council's urban area. -proportion of urban centre dwellers having access to basic utilities.	Reports from: MINDUH	-Potential of the private sector to grow.	-% increase of the private sector.	-Council Reports
Specific objective 1	Town Planning is improved	-availability of master plan. -number of land/house owner who respect the master plan of the council's urban area. -proportion of urban centre dwellers having access to basic utilities.	MINDUH report.	-Potential of the private sector to grow. -Viability of individuals or entrepreneur within the Tinto Municipality.	-number of existing economic activities.	MINDUH & Council reports.
R 1	Master Plan of Council produced	-number of land use map produced	-MINDUH	-availability of funds	-amount budgeted	Council report MINDUH report

R 2:	Haphazard infrastructural development reduced	-number of persons respecting the land use map	-Council -MINDUH	The population is sensitized on the use of land use map	-number of sensitization campaigns done	-Council report -MINDUH report
R 3:	Infrastructural development improved	-number of infrastructural development projects implemented annually	-Council -MINDUH	-availability of resources	-% of budget used for infrastructural projects	-Council report -MINDUH report
<b>Activities:</b>						
<b>Activity</b>		<b>Quantity</b>	<b>Location</b>		<b>Estimated Cost</b>	
R1: Master plan of Council produced						
1.1: elaboration of a master plan for the council urban space		01	Tinto Urban space		10,000,000	
R 2: haphazard infrastructural development reduced						
2.1: sensitization of the population on the respect of master plan					2,000,000	
R 3: Infrastructural development improved						
3.1: tarring of urban road		5 Km	Tinto urban town		500,000,000	
3.2: construction of public latrines		05	Tinto Wire, Tinto Mbu & Tinto Kirieh		25,000,000	
<b>Total Cost</b>					<b>537,000,000</b>	

#### Ministry of Water & Energy

<b>Sectorial Strategy of Ministry of Water and Energy:</b> <b>Petroleum Sector:</b> Make available petroleum products to all citizens. <b>Water Sector: Provide portable water in quality and quantity to all citizens.</b> <b>Energy Sector: Make available electrical energy to all citizens.</b>		<b>Indicator by level of strategy &amp; source of verification</b>		<b>Assumptions</b>	<b>Indicators of Assumptions and source of verification</b>	
<b>Level</b>	<b>Formulation</b>	<b>Indicators</b>	<b>Source of verification</b>		<b>Indicators</b>	<b>Source of verification</b>
Vision, Goal, Global Objective	Council vision: The Council will provide Water and Energy to all as a means to ensure Economic	-At least 80% of the population has access to permanent potable water supply by 2020. -The rate of water related diseases is reduced by at	-report from the Council. -report from MINEE -reports from village heads. -interviews. -Health center records.	-the existence of various sources of water. -the existence of alternative energy supply apart from AES-SONEL. -Ability of the Council to twin with developed Councils & other NGOs	-At least 80% of identified water sources are developed	-MINEE reports. -Council reports.

	growth to the entire population of the Council area.	least 40% by 2020. -At least an increase by 30% of population has access to permanent energy supply by 2020.		involved in water schemes and energy supply in partnership agreement. -Ability of the Council to write proposal for rural electrification board for sponsorship. -Ability of the council to mobilize funds for water and energy.	by 2018. -At least an increase by 55%, alternative sources of energy are identified and developed by 2020. -At least 01 partnership agreement on water and energy signed by 2015.	
Specific objective 1	Access to potable water by the population improved thereby reduce prevalence rate of water borne diseases.	-At least 80% of the population has access to permanent potable water supply by 2020. -The rate of water related diseases is reduced by at least 40% by 2020.	-hospital records. -reports from MINEE. -reports from Council	-existence of water sources. -Ability by the Council to mobilize funds for water schemes.	-At least 10% of identified water sources (springs, water catchments, water table etc) are developed each year.	Reports from: -MINEE -Council -VDAs
R 1	Management of community water schemes improved.	-At least an increase by 60% of functional water schemes by 2015	Reports from: -MINEE -Council -VDAs	-The presence human resources to manage community water schemes.		
Specific Objective 2	Access to electricity improved	-At least 40% of the population has access to constant electricity supply	Reports from: -MINEE -Council	-The existence of alternate sources of energy. -The ability of the council to mobilize		

		by 2018.	-VDAs	resources and partner with investors in the energy sector.		
R2	Electrical power connections to communities are increased.	-At least an increase by 10% coverage of electrical connections to communities each year.	Reports from: -MINEE -Council -VDAs			
<b>Activities :</b>						
<b>Activity</b>		<b>Quantity</b>	<b>Location</b>		<b>Estimated Cost (FCFA)</b>	
R 1: Management of community water schemes improved						
1.1:establishment of a Council Strategic Water Policy & Institution of a water platform		01	Tinto Council		10.000.000	
1.2: training of Water Management Committees (WMCs)		354	6 elected members /village		30.000.000	
1.3: training of caretakers of community waer schemes		236	04 elected members/village		25.000. 000	
1.4: material support to caretaker committees		59 sets	All villages		17.700.000	
1.5:equipment for platform for supervision ( all season bikes)		02			7.000.000	
1.6:protection of water catchments with trees and fences		34	Identified catchments		170.000.000	
1.7: establishment of gravity water supply		34			510.000.000	
1.8:extension of gravity water supply		15			150.000.000	
1.8:repairs of broken down taps/pipes		28			700.000	
R 2:Access to constant electrical power supply improved						
2.1:sensitization campaign on household connections of electricity for communities with electricity supply			All villages connected by AES-Sonel with electricity		300.000	
2.2:Feasibility studies for small hydro-power plant		02	Manyu river water fall, Sumbe water fall		50.000.000	
2.3:Feasibility studies on alternative sources of energy/Renewable energy					25.000.000	
2.4Lobby for the implementation of rural electrification projects					10.000.000	
<b>Total Cost</b>					<b>1.005.700.000</b>	

## Women Empowerment and Family

Sectorial Strategy of MINISTRY OF WOMEN EMPOWERMENT AND FAMILY: Promotion and protection of women's rights. Economic empowerment of a woman. Promotion and protection of a girl child.		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision : The empowerment of the woman economically, socially, culturally and politically	Number of programs executed taking into consideration the needs of the woman.	DD MINPROF	-Most projects are gender sensitive -availability of funds.	Number of gender sensitive projects implemented	DD MINPROF
Specific objective 1	Reduce the marginalization of the woman.	-proportion of girls enrolled in schools -Proportion of women having access to and own land and landed property	DD reports of: -MINSEC -MINBASE -MINPROF -Council	Equal opportunities are provided for the acquisition of knowledge -stable Socio-political and economic environment.	-proportion of gender biased opportunities and projects implemented.	DD MINPROF annual report
R 1	Women's network is strengthened	-Number of associations formed. -annual activities to improve on the status of the woman executed by the network/association	DD MINPROF annual report	Women are easily mobilized for this purpose	Number of women's groups per zone	DD MINPROF annual report
R 2	Access to credits and loan facilities increased	Number of women/groups benefiting from credit facilities.	Statistics from micro finance enterprises.	Women groups have collaterals	Number of groups having collaterals to obtain loans.	Statistics from micro finance enterprises
Specific objective 4	Creation and construction of 3 functional women's centres in strategic areas within the Council area:	-no of functional women's centres created, constructed and equipped. -proportion of women having access and using the centre	Reports from: -management of centres. -council -MINPROF	-availability of resources. -women are willing to take part in activities carried out in women's centres. -availability of land.	-proportion of women using the centres. -amount of resources mobilized. -hectares of land acquired.	Reports from: -management of the centres. _Council -MINPROF. -land certificates.

<b>Activities:</b>			
<b>For R1</b>	<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
R 1: Women's network is strengthened			
1.1 women are sensitized on the formation of groups	100 groups	All villages	3,000,000
1.2 financial assistance to groups to register as Common Initiative Groups CIGs	100	All villages	2,000,000
1.3: support to the annual celebration of International Day of Women	1	All villages	7,000,000
1.4: Support to the celebration of World Rural Women Day with exhibition	01	All villages	5,000,000
1.5 sensitization campaigns on the Rights to Education, access to landed property, against bad traditional practices etc	01	All villages	6,000,000
R 2: Access to credits and loan facilities increased			
2.1 Training of women group leaders (5/Village) on income-generating activities, project management and proposal writing	295	All villages	7,500,000
2.2 putting in place a revolving loan scheme for women	01	Selected village	50,000,000
2.3 Construction and equipping a Women's Center	01	Selected village	70,000,000
<b>Total Cost</b>			<b>150,000,000</b>

## Youth Affairs and Civic Education

Sectorial Strategy of Ministry of Youth Affairs & Civic Education: Promotion of Youth Economic Employment Programs.		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective	Council vision : The Council will reduce Youth unemployment, develop youth capital and explore the productivity potentials, inculcate in them patriotic values towards the development of the Council area through Youth support programs.	-proportion of unemployed youths. -proportion of youths benefiting from youth support programs. -no. of youths associations. -proportion of youths participating in development actions.	Reports from: - Council -PAJER-U -PIFMA -MINJEUNES	-availability of unemployed youths. -The ability of the Council to partner with institution involved in Youth development programs. -the ability of the Council to lobby for the insertion into the PIB budget for youth development programs.	-no of unemployed youths -no of partnership agreements signed. -no of youth development program inserted into the PIB	reports from: - Council -MINJEUNES -PAJER-U -PIFMA
Specific objective 1	Harness the effective and efficient contributions of youth productive capacities for development	-proportion of youths involved in development activities/programs	Reports from: -Council -PAJER-U -PIFMAS -MINJEC	-availability of youths -availability of funds - The ability of the Council to partner with institutions involved in Youth development programs. -the ability of the Council to lobby for the insertion into the PIB budget for youth development programs. -sensitization on the opportunities for youth development	-no of unemployed youths -no of partnership agreements signed. -no of youth development program inserted into the PIB. -no of sensitization campaigns.	reports from: - Council -MINJEC -PAJER-U -PIFMAS

R 1	Reduction of Youth unemployment.	-proportion of youths benefitting from employment opportunity programs.	Reports from: - Council -MINJEC -PAJER-U -PIFMAS	-presence of legible youths for youth employment opportunities. -economic independence attitudes of the youths.	-no of unemployed youths.	reports from: - Council -MINJEC -PAJER-U
R2	Civic responsibility and patriotism among youths increased	-proportion of youths involved in Civic education programs	Reports from: -Tinto Council -MINJEC	-availability of youths. -patriotic spirits of the youths	-proportion of youths in Civic education programs.	reports from: -Tinto Council -MINJEC
<b>Activities:</b>						
<b>Activity</b>				<b>Quantity</b>	<b>Location</b>	<b>Estimated Cost (FCFA)</b>
R 1:Reduction of youth unemployment						
1.1: Construction and equipment of a multi- purpose centre for youth development				01	Tinto Wire	60,000,000
1.2 training of Youth association leaders on group dynamics, project writing and management				20		3,000,000
R 2: Civic responsibilities and patriotism among youths increased						
2.1: Sensitization campaigns on Civic responsibility and Patriotism				01	All villages	10,000,000
2.2: construct and equip a permanent structure for Cameroon National Youth Council (CNYC)						60,000,000
<b>Total Cost</b>						<b>133,000,000</b>

### 5.3. Estimated Cost of the CDP

The CDP for the Tinto Council is estimated to cost **Twenty-Six billion, fifty-eight million, nine hundred and twenty thousand francs (26.058.920.000 F CFA).**

**Table 3: summary of CDP Budget by sector**

<b>Ministry</b>	<b>Amount (F CFA)</b>
Ministry of Arts and Culture	207.500.000
Ministry of Agriculture & Rural Development	1.444.400.000
Ministry of Communications	720.000.000
Ministry of Forestry and Wildlife	284.500.000
Ministry of Higher Education	25.000.000
Ministry of Livestock, Fisheries and Animal Industries	462.500.000
Ministry of Post and Telecommunications	640.000.000
Ministry of Public Works	7.902.700.000
Ministry of Scientific Research	202.500.000
Ministry of Territorial Administration and the Decentralization	3.019.000.000
Ministry of Commerce	220.000.000
Ministry of Transport	84.300.000
Ministry of Water and Energy	1.005.700.000
Ministry of Secondary Education	1.245.120.000
Ministry of Basic Education	4.617.700.000
Ministry of Labour & Social Security	9.300.000
Ministry of Tourism and Leisure	644.550.000
Ministry of Sports and Physical Education	192.000.000
Ministry of Small & Medium Sized Enterprises, Social Economy and Handicrafts	68.000.000
Ministry of Mines, Industries & Technological Development	120.000.000
Ministry of State Property, Surveys and Land Tenure	340.000.000
Ministry of Urban Development	537.000.000
Ministry of Youths & Civic Education	133.000.000
Ministry of Women Empowerment and the Family	150.000.000
Ministry of Employment & Vocatioanl Training	228.300.000
Ministry of Environment, Nature Protection and Sustainable Development	572.600.000
Ministry of Public Health	689.950.000
Ministry of Social Affairs	293.300.000
<b>Total</b>	<b>26.058.920.000</b>

## 5.4. Land Use Plan

### 5.4.1 Management of urban space

Urban development and planning is a continuous process involving administrators, investors, developers, and of course the local inhabitants.

In managing the Tinto urban space, the following elements come into play, the built-up area and Settlement, Forest, Agriculture (Farming and Livestock), Water bodies and other features. The urban space also forms the core of commercial activities in the Council area. Famous infrastructures include the Weekly market, the Grand Stand, the Council Guest House, Council chambers, churches and institutions of learning. These infrastructures are widespread in the urban space with no specific plan on land use. There are 2 Basic Education Establishments, 2 Secondary Educational Establishments and 1 Vocational training Institution SAR/SM (only structure as no students on roll at time of survey). There is 01 health unit and 8 administrative units. These structures are interspersed with commercial and non formal activities without any proper planning.

### 5.4.2 Land use plan and management of the council space

Spatial distribution of land use/ land cover information and its changes in the Tinto Council area is desirable for development planning, management and monitoring of programs at local, regional and national level. This

information does not only provide a better understanding of land utilisation aspects but also play a vital role in the formulation of policies and programs required for developmental planning. For ensuring sustainable development, it is necessary to monitor ongoing changes in land use/ land cover pattern for over a period of time.

The land use/ land cover for the Tinto Council area are made up of 3,720 km<sup>2</sup>. This land is characteristically of tropical and equatorial rain forest Waste land also makes up an important percentage of the total land. Water bodies are very remarkable, with some taking their rise from the forest within the Council area.

There are 65 Basic Education Establishments, 16 Secondary Education Establishments. There are 12 health units and 8 administrative units. These structures are interspersed with commercial and non formal activities without any proper planning. The Council area has 8 periodic/weekly markets. Apart from the main market of Tinto, none of the markets are properly constructed with permanent materials. In most of the markets stalls are huts constructed with local materials. There is no cattle market in Tinto.

The landuse/ Landcover of the Council area is as follows;

**Table 4 : Land use/ Land cover of the Tinto Council area**

SN	Class	Sub Class	
1	Built up Land	Town Settlement	
2		Village settlement	
3	Agricultural land	Crop land	
4		Fallow land	
5		Plantation	
6		montane forest	
7	Forest	Sub montane forest	
8		Community forest	
11		Savannah	
12	Grass Land	Woodland savanna	
13	Others	Open land	
14		barren Rocky	
35		Sheet rocks	
16		Degraded rocks	
17		Swampy bush land	
18		Marshy/ Swampy Land	
19		Water bodies	Rivers/ Streams

The natural resources of the Council area, their location, usage, potential, user, management, tendency and problem/constraint are represented in table below;

**Table 5: Matrices' for Analyzing Land use Zoning: Problems, constraint, strength and potential**

Zones	Characteristics	Actual use	Potentials	Constraints/problems	Accessibility and control
Zone for mixed cropping	Clayish soil – Ferralitic soil	Maize ,beans, oil palms, groundnuts, Coffee, tubers vegetable, fruits	reserves Open field	Reduced fertility, Soil erosion ; Presence of locusts and caterpillars and other leaves eaters; Existence of farmer/ grazer conflicts ; Flooding in certain zones Heavily leached	Inheritance; Tenancy

Pasture zone	Vegetation (trees, shrubs, grass)	Livestock(,small ruminants),	Zone pending official Decision There is the presence of flora and shrubs within the savannahs areas.	Reduction of grazing land; Intrusion into cattle paths; Bush fires Farmer/Grazier conflict	Administration
Forest areas	Savannah shrubs	Zones for fuel wood exploitation, fishing, harvesting of medicinal plants (barks, roots ; Small scale hunting	Forest reserves ; Harvesting of medicinal plants and food items, small scale hunting	Uncontrolled bush fires; Illegal harvesting of fuel wood (deforestation) ; Bush fire burning down trees due to farming and hunting activities Farming by population and using bush fire as a means of clearing	Limited control by administration and traditional authorities
Water bodies/ Rivers	Water	Construction of houses; Domestic use; Fishing and Agriculture	Drinking and agricultural production	pollution Destruction of river banks Drying off of water leading to a drop in level of water level Population cutting down surrounding trees thus rendering the waterfall surroundings bear	Free access Limited control by Administration
Protected areas	Natural Forest	Sacred forest Water catchment sites Hunting Forest exploitation	Natural forest exist providing a high biodiversity Could be used for touristic sites Could be used for research Customary right offers local inhabitants to reap benefits Sponge or water reservoir for the communities	Threatened by farming and quest for more land for settlement Urbanisation is a great threat to the wildlife Some wildlife are threat to human	MINFOF Community Forest Management Institutions Traditional Authorities
Mineral resources	Laterite, Gravel and Stone Quarry	Road construction Construction of houses	Employ many youths Source of council revenue Exploited by inhabitants for their welfare and construction of houses	Could destabilise the environment Bring many unscrupulous people to the community for exploitation Poor access to the site Dangerous activity with possibility of causing some health hazards	Traditional Authorities and the council

## 5. PROGRAMMING

### 6.1 *Resource mobilisation (identification and description of resources)*

**Resource Mobilisation** - Everyone seems to be talking about it, but what is it? It seems that there is no accepted definition. Classical definitions are:

- Resources = means of supplying what is needed or a stock that can be drawn on
- Mobilisation = moving these, call up, assemble, prepare, for use, etc

The theory of Resource Mobilisation argues that a social movement cannot be sustained simply by discontent with existing structures. It must manipulate discontent and efficiently manage it through the aggregation and distribution of resources (money and labour). For it to succeed there must be an adequate resource base. This can come from the Council and its partners directly or 'sponsors'; people or groups outside that may be sympathetic to the 'cause' (conscience supporters), share common goals, or have a vested interest in its success. Resource Mobilisation emphasises the interaction between resource availability and the goal preferences of the Council.

In economics, resources are often referred to as the **factors of production**; they include:

- **Land** (acreage and raw materials)
- **Labour** (unskilled, semi-skilled, professional)
- **Capital** (machines, factories, transportation equipment, and infrastructure) and
- **Entrepreneurship** (organizing the other factors of production and risk-taking)

The combination of Land, Labour, Capital, and Entrepreneurship will lead to the production/development of educational structures, dig roads, produce sufficient food, carry out capacity building, etc. or produce any other good or service.

However, the Council lives in a world of scarce resources. Scarcity refers to a physical condition where the quantity desired of a particular resource exceeds the quantity available in the absence of a rationing system.

In the case of final goods, Needs represent those goods and services required for human survival. Needs are determined by nature, climate and region, and are often finite. Human Wants or Desires refer to everything else. Human wants are determined by society and the culture in which an individual lives. These wants are indeed unlimited and represent the source of the problem facing all economic systems.

#### 6.1.1. *What are resources?*

Resources are the means an organisation has at its disposal to allow it to operate. They include:

- Money/Finance/Funds
- Incomes/revenues e.g. from services, products, taxes, subscription, registration
- Loans e.g. from banks, donor agencies, credit unions, International Financing Institutions
- Grants e.g., from donor agencies, Embassies,
- Donations e.g. from individuals, companies, charities
- Human resources
- Material, equipment, logistics resources (land, equipment, infrastructure etc.)

For the council to survive it should be self sustaining; that is it should be able to provide its key services/products within its own resources, and be able to mobilise its resources to ensure continued survival.

This implies that the council should know:

- What are its key or core, final products/services,
- What resources are needed to supply these,
- What is the cost of supplying these,
- Who is mobilising the resources and managing them.

Based on the above theory the LSO and the Council Executive met to evaluate the resources that shall be used for the AIP and the Triennial programme.

The table below summarizes the money available meant for investment for the current fiscal year 2012

**Table 6 : summary of resources for Annual and Triennial Plans**

<b>Source of Funding</b>	<b>Type</b>	<b>Amount in FCFA</b>	<b>Remarks</b>	<b>Projections for 2013 (FCFA)</b>	<b>Projections for 2014 (FCFA)</b>
PUBLIC INVESTMENT BUDGET	GRANT	181.770.000	Available	190.000.000	190.000.000
FEICOM	LOAN	56.050.000	Available	45.500.000	32.750.000
AFRICAN DEVELOPMENT BANK	GRANT	27.000.000	Available	25.000.000	20.000.000
CAC	GRANT	50.000.000	Available	40.000.000	30.000.000
PNDP	GRANT	56.900.000	Available	45.000.000	60.000.000
COUNCIL INTERNAL REVENUE		12.120.000	Not readily available	12.120.000	14.000.000
MINISTRY OF FOREST AND WILDLIFE	GRANT	5.000.000	Tree planting	1.000.000	1.000.000
<b>TOTAL</b>		<b>338.840.000</b>		<b>358.620.000</b>	<b>338.750.000</b>

6.2. Mid Term Expenditure Framework (MITEF) for 3 years

Table 7: Triennial Plan for Tinto Council

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y	Y	Y	Human	Material	Financial ( 1000 FCFA)	
						1	2	3				
BASIC EDUCATION												
Construction and equipment of a block of 02 classrooms, at GS Kapelle	-02 classrooms are constructed at GS Kapelle, -60 desks -02 teacher's tables	-Needs assessment -Feasibility studies -mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report - 02 classrooms are constructed ,60 benches and 2 teachers tables provided to G.S.Kapelle	-Number of study reports -Number of classrooms constructed -number of desk and benches provided	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	18.050	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction and equipment of a block of 02 classrooms, at GNS Kapelle	-02 classrooms are constructed at GS Kapelle, -120 desks, 40 tables and 06 black board	-Needs assessment -Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report - 02 classrooms are constructed -120 benches 40 tables and 06 blackboard	-Number of study reports -Number of classrooms constructed -number of desk, blackboard and benches provided	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	27.500	PIB
Construction of a block of 02 classrooms and a toilet at GS Chinda	-02 classrooms are constructed at GS Chinda - A toilet with 3 squatting holes is constructed at GS Chinda	-Needs assessment -Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed -a toilet with 3 squatting holes is constructed at GS Chinda	-Number of study reports -Number of classrooms Number of toilet constructed	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	22.750	FEICOM/Council

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction and equipment of a block of 02 classrooms and Construction of a toilet at GS Ekpore	-02 classrooms are constructed at GS Ekpore -A toilet with 3 squatting holes is constructed at GS Ekpore	-Feasibility studies -mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-a toilet with 3 squatting holes is constructed at GS Ekpore	-Number of study reports -Number of classrooms constructed - Number of toilet constructed	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor		x		-engineer -skilled and unskilled labour	Building construction materials	19.500	FEICOM/Co unci
Construction of a block of 02 classrooms, at GS Atibong	-02 classrooms are constructed at GS Atibong	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	22.750	FEICOM/Co unci

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
		-Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project		Number of reports	Mayor -MINPAT -MINTP -MINDUB Contractor	X			Contractor -Skilled and unskilled labour	Construction material		
Construction of a block of 02 classrooms and toilet at GS Koano	-02 classrooms are constructed at GS Koano -a toilet with 3 squatting holes is constructed at GS Koano	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed -a toilet with 3 squatting holes is constructed at GS Koano	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	22.750	FEICOM/Council

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction of a block of 02 classrooms and a toilet at GS Sabes	-02 classrooms are constructed at GS Sabes - A toilet with 3 squatting holes constructed at GS Sabes	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed - A toilet with 3 squatting holes constructed at GS Sabes	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor		x		-engineer -skilled and unskilled labour	Building construction materials	22.750	FEICOM/Council
Construction of a ventilated pit toilet with 6 compartments at GS Ayukaba	Ventilated pit toilet with 6 compartments is constructed at GS Ayukaba	-Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	studies report -a toilet with 6 compartments is constructed in GS Ayukaba	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor	X			Contractor -Skilled and unskilled labour	Construction material	5.000	ADB

*SECONDARY EDUCATION*

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction of a block of 02 classrooms, at GSS Nchamba	-02 classrooms are constructed at GSS Nchamba	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINESUP -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	18.000	PIB
Construction of a block of 02 classrooms, at GSS Sumbe	-02 classrooms are constructed at GSS Sumbe	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINESUP -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	18.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction of a block of 02 classrooms and a toilet at GSS Nfiatock	-02 classrooms are constructed at GSS Mfaitock -A toilet with 3 squatting holes is constructed at GSS Nfaitock	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed - a toilet with 3 squatting holes is constructed at GSS Mfaitock	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINESUP -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	22.750	PIB
Construction of a block of 02 classrooms, at GHS Tinto	-02 classrooms are constructed at GHS Tinto	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINESUP -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	18.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
<i>Rehabilitation and equipment of 2 block of classrooms at GSS Ebeagwa</i>	Two classrooms are rehabilitated and 60 benches provided to GSS Ebeagwa	-Need assessment -Feasibility studies -mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	studies report -two classrooms are rehabilitated and 60 benches supplied	-Number of study reports -Number of classrooms constructed -number of desk provided	-Mayor -MINETP -MINEPAT -MINESUP -Contractor	X			-engineer -skilled and unskilled labour	Building construction materials	6.300	PIB
Construction of a block of 02 classrooms and a toilet at GBSS Bakebe	-02 classrooms are constructed at GBSS Bakebe -A toilet with 3 squatting holes is constructed at GBSS Bakebe	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed -a toilet with 3 squatting holes is constructed at GBSS Bakebe	-Number of study reports -Number of classrooms Number of toilet constructed	-Mayor -MINETP -MINEPAT -MINESUP -Contractor		X		-engineer -skilled and unskilled labour	Building construction materials		

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction of a block of 02 classrooms, and a toilet at GSS Kendem	-02 classrooms are constructed at GSS Kendem -A toilet with 3 squatting holes is constructed at GSS Kendem	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed -a toilet with 3 squatting holes is constructed at GSS Kendem	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINESUP -Contractor			X	-engineer -skilled and unskilled labour	Building construction materials	25 000	PIB
Construction of a student hostel in Tinto Wire	-A student hostile is constructed in Tinto Wire	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -Student Hostel constructed	-Number of study reports -Constructed student hostel	-Mayor -MINETP -MINEPAT -MINESUP -MINTOUR -Contractor			X	-engineer -skilled and unskilled labour	Building construction materials	80.000	PIB
<i>Public Health</i>												

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
<i>Construction of a health Centre in Ayukaba</i>	A health Centre constructed	-Resource mobilization -contract process -execution of project -monitoring and evaluation of project. -handing over of project.	Health Centre in constructed at Ayukaba	Constructed health Centre	Mayor -MINPAT -MINTP - MINSANTE Contractor		x		-local and skilled labour	-stones -sand Land -planks etc	50.000	PIB
<i>Rehabilitation of Tali Health Centre</i>	Tali health Centre rehabilitated	-Resource mobilization -contract process -execution of project -monitoring and evaluation of project. -handing over of project.	Health Centre in Tali is rehabilitated	Rehabilitated health centre	Mayor -MINPAT -MINTP - MINSANTE Contractor		x		-local and skilled labour	-stones -sand Land -planks etc	20.000	PIB
<i>Construction and equipment of Bachuo-Akagbe Health Centre</i>	Bachuo-Akagbe Health Centre is constructed and equipped	-Resource mobilization -contract process -execution of project -monitoring and evaluation of project. -handing over of project.	Health Centre in Bachuo-Akagbe is constructed and equipped	Constructed and equipped health Centre	Mayor -MINPAT -MINTP - MINSANTE Contractor			x	-local and skilled labour	-stones -sand Land -planks etc	50.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction of 14 twin toilet for some 14 households	14 twin toilet are constructed for some 14 households	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	studies report -14 twin toilet for 14 households	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor	X			Contractor -Skilled and unskilled labour	Construction material	5.000	ADB
Construction of a ventilated pit toilet with 6 compartment at the Tinto Sub Divisional Hospital	A ventilated pit toilet with 6 compartment constructed at Tinto Sub divisional hospital	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-Studies report -6 compartment ventilated pit toilet constructed	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor	X			Contractor -Skilled and unskilled labour	Construction material	5.000	ADB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction of a ventilated pit toilet with 6 compartment at the Kendem Health Centre	A ventilated pit toilet with 6 compartment constructed at Kendem Health Centre	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-Studies report -6 compartment ventilated pit toilet constructed	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor	X			Contractor -Skilled and unskilled labour	Construction material	5.000	ADB
Construction of a ventilated pit toilet with 6 compartment at the Tali Health Centre	A ventilated pit toilet with 6 compartment constructed at Tali Health Centre	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-Studies report -6 compartment ventilated pit toilet constructed	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor	X			Contractor -Skilled and unskilled labour	Construction material	5.000	ADB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction of a ventilated pit toilet with 6 compartment at the Takwai Health Centre	A ventilated pit toilet with 6 compartment constructed at Takai Health Centre	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-Studies report -6 compartment ventilated pit toilet constructed	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor	X			Contractor -Skilled and unskilled labour	Construction material	5.000	ADB
<b>PUBLIC WORKS</b>												
<i>Maintenance and rehabilitation of urban streets within Tinto and rehabilitated</i>	Streets within the Tinto Urban area are maintained	Identification of streets -contract award process -execution and monitoring of project -handing over of project	-study reports Number of streets maintained	-Number of streets maintained	-Mayor -MINTP -Engineer -Contractor	X			-engineer -local and skilled labour	Road maintenance materials and equipment	60.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
<i>Purchase of Small equipment for road maintenance</i>	Road equipment purchase	-Need assessment -contract award process -execution and monitoring of project -handing over of project	-study reports -Type of equipment purchase	Number of equipment purchase	-Mayor -MINTP -Engineer -Contractor	X			-engineer -local and skilled labour	Road maintenance materials and equipment	2.220	PIB
<i>Construction of farm to market road from Atibong-Wire to Mfornkem quarters over 14km</i>	14 km road linking Atibong Wire to Mfornkem quarters is constructed	-mobilization of resources. -contract award process & award of contract -implementation of project -monitoring and evaluation of project -handing over of project	14 km road is constructed linking Atibong Wire and Mfornkem	Road constructed	-Mayor -DD MINTP -DD MNPAT -Contractor			X	-skilled labour -unskilled labour	-stones -gravel	85.000	Council Beneficiary community
<i>Water and Energy</i>												
<i>Electrification of Mamboh Community</i>	All 4 neighbourhoods in Mamboh are electrified	-Mobilisation of resources -contract award process -execution and monitoring of project -handing over of project	-Study Reports -Number of household supplied with electricity	Number of household having electricity	-Mayor -MINEE SONEL	X			Skilled and unskilled labour	Electric polls, cables, dig axes	30.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
<i>Electrification of Bakebe Community</i>	All neighbourhoods in Bakebe are electrified	-Mobilisation of resources -contract award process -execution and monitoring of project -handing over of project	-Study Reports -Number of households supplied with electricity	Number of households having electricity	-Mayor -MINEE SONEL	X			Skilled and unskilled labour	Electric polls, cables, dig axes	33.000	PIB
<i>Step down electricity from Fotabe to Defang</i>	Electricity is step down from Fotabe to Defang	-Mobilisation of resources -contract award process -execution and monitoring of project -handing over of project	-Study Reports -Number of households supplied with electricity	Number of households having electricity	-Mayor -MINEE SONEL	X			Skilled and unskilled labour		3.500	PNDP
<i>Step down electricity from Kendem to Mile 30 over 37 km</i>	Electricity is step down from Kendem to Mile 30	-Mobilisation of resources -contract award process -execution and monitoring of project -handing over of project	-Study Reports -Number of households supplied with electricity	Number of households having electricity	-Mayor -MINEE SONEL	X			Skilled and unskilled labour		25.000	PNDP

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
<i>Construction of water supply schemes in Mamboh</i>	A water scheme is constructed at Mamboh	-feasibility studies -mobilization of resources -contract award process -execution , monitoring and evaluation of project -handing over of project	-studies report -a water supply scheme is constructed at Mamboh	-number of study reports -number of tanks constructed. -number of water schemes constructed. -number of stand taps -drive length of water scheme	-Mayor -Engineer -MINTP -MINEE -MINEPAT	X			-Engineer -skilled and unskilled labour	Construction materials	30.000	PIB
<i>Construction of a borehole with a hand pump at Tali II</i>	A borehole with hand pump constructed at Tali II	Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-studies report -A borehole with hand pump is constructed at Tali II	-Number of reports -Number of boreholes with hand pumps constructed	Mayor -MINPAT -MINTP -MINDUB Contractor	X			Contractor -Skilled and unskilled labour	Construction material	9.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Completion of the water catchment project and extension of water to Edjuingang	-Water catchment project is completed -Water is extended to Edjuingang	-feasibility studies -mobilization of resources -contract award process -execution , monitoring and evaluation of project -handing over of project	-studies report -a water catmint construction project is completed -Water is extended to Edjuingang village	-number of study reports -number of tanks constructed. -number of water schemes constructed. -number of stand taps -drive length of water scheme	-Mayor -Engineer -MINTP -MINEE -MINEPAT		X		-Engineer -skilled and unskilled labour	Construction materials	20.000	
Support to the extension of water from Ashum, Nfaitock A and to Eyang over 81 km	Water is extended to Ashum, Nfaitock A and Eyang	-feasibility studies -mobilization of resources -contract award process -execution , monitoring and evaluation of project -handing over of project	-studies report -Water is supplied to 3 communities	-number of study reports constructed. -number of stand taps -drive length of water scheme	-Mayor -Engineer -MINTP -MINEE -MINEPAT	X			-Engineer -skilled and unskilled labour	Construction materials	25.000	PNDP

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Rehabilitation of catchment at Atibong Wire	A catchment rehabilitated	-mobilization of resources. -contract award process & award of contract -implementation of project -monitoring and evaluation of project -handing over of project	Cathment rehabilitated	Number of catchment rehabilitated	-Mayor -DD MINEE -DD MINTP -DD MINEPAT -DD Environmen t -Contractor		X		Labour -skilled -unskilled	-sand -stones -gravel etc	10.000	
Commerce												
Construction of a seasonal market in Bakebe	A seasonal market constructed in Bakebe	-needs assessments -feasibility studies -resource mobilization -contract award process -execution, monitoring and evaluation of project -handing over of project.	-needs assessment reports -studies reports Number f sheds constructed	-number of sheds constructed	-Mayor -MINTP -MINEPAT -Contractor	X			-contractor -engineer -skilled and unskilled labour	building construction materials.	20.000	PIB
Art and Culture												

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Supply of equipment for Nfainchang Town Hall	Equipment purchased	-needs assessments- -mobilisation of resources -contract award process -supply of equipment -reception of equipment	Assessment reports -Number of equipments purchased	number of assessment reports -number of equipments supplied	-Mayor - MINECULT -Contractor	X					3.000	PIB
Tourism and Leisure												
Construction of a Multi purpose restaurant in Tinto Wire	A multipurpose restaurant constructed I Tinto Wire	-needs assessments -feasibility studies -resource mobilization -contract award process -execution, monitoring and evaluation of project -handing over of project.	-needs assessment reports -studies reports	-Constructed restaurant	-Mayor -MINTP - MINETOUR -Contractor	X			-contractor -engineer -skilled and unskilled labour	building construction materials.	9.700	PNDP
Social Affairs												

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule			Resources			Sources of Finance
			Product	Indicator		Y 1	Y 2	Y 3	Human	Material	Financial ( 1000 FCFA)	
Construction of a Social Center in Tinto Wire	A social centre is constructed in Tinto Wire	-Resource mobilization -contract process -execution of project -monitoring and evaluation of project. -handing over of project.	Social centre constructed in Tinto Wire	Constructed Social centre	Mayor -MINPAT -MINTP -MINAS Contractor			x	-local and skilled labour	-stones -sand Land -planks etc	50.000	

### **6.3. Summary environmental management framework for the mid-term investment plan**

Organic Law No. 96/12 of 5th August, 1996 on Environmental Management in Cameroon stipulates in chapter 11, Article 17, that the promoter or owner of any project which may endanger the environment owing to its dimension, nature or impact of its activities on the natural environment, shall carry out an impact assessment, in conformity with the prescriptions of the specifications. This assessment shall determine the direct and indirect incidence of the said project on the ecological balance of the area where the project is located, the physical environment and quality of life of the population, and the impact on the environment in general. To this effect, a subsequent text of application, Ministerial Order No. 0070/MINEP of 22nd April, 2005, specifies the categories of projects liable to either a detailed or summary Environmental Impact Assessment (EIA).

The environmental aspects are not usually given much attention while preparing development plans. This has led to haphazard and uncontrolled development activities leading to overuse, congestion, incompatible land use and consequently creating high risk environments to the city and rural dwellers. Deterioration of the natural and socio-economic living conditions specifically includes:

- Overcrowding,
- Congestion,
- Lack of sufficient water supply,
- Unhygienic living conditions,
- Air and noise pollution.

The best use of the land needs to be assessed in terms of not only the economic aspects but also in terms of the environmental aspects in order to ensure sustainable developments because the environment constitutes the base on which all activities are carried out.

Lack of proper land use control results in poor land use compatibility with houses being constructed haphazardly on areas such as steep slopes and marshy areas which are highly prone to disaster.

The overall objective of the Council Developmental Plan is to incorporate environmental considerations for improving environmental quality.

The specific objectives are: -

- To map the characteristics and environmental profile so as to identify the environmental pollution hot spots;
- To prepare an environmental management plan that includes rehabilitation and mitigation measures; and
- To recommend guidelines for environmentally compatible land use planning.

#### **6.3.1. Potential socio-environmental impact (positive or negative)**

From the micro-projects contained in the triennial investment plan, the main impacts and socio-environmental mitigation measures are as follow:

- 1) The main potential impacts and Mitigation measures ;
- 2) The Socio- environmental management plan.

### 6.3.2. Optimizing and/or Mitigation measures

From the micro-projects contained in the triennial investment plan, the main Potential impacts and the socio-environmental mitigation measures are as follow;

**Table 8: Potential Socio- environmental impacts and Mitigation Measures**

Micro project types contained in the Triennial Plan including site (localization) of the project	Potential socio-environmental impacts	Social-environmental mitigation measures
<b>Micro projects dealing with the construction or rehabilitation of basic community infrastructure (e.g. Schools, classrooms, health centers, markets, warehouses, community halls, women training centers etc)</b>		
<ul style="list-style-type: none"> <li>- Construction of 2 class rooms each at:</li> <li>- -GS Atibong-Wire</li> <li>- -GS Chinda</li> <li>- -GS Nfaitock</li> <li>- -GS Koano</li> <li>- -GS Sabe</li> <li>- -GS Kepelle</li> <li>- Construction of a Nursery School Block at GNS Kepelle.</li> </ul>	<ul style="list-style-type: none"> <li>- Risks related to the acquisition of lands for the localization of the micro project</li> </ul>	<ul style="list-style-type: none"> <li>- Sensitize and inform the affected persons on the necessity of the site and the choice criteria.</li> <li>- Obtain Land donation attestation signed by the village chief and the proprietor of the site</li> </ul>
<ul style="list-style-type: none"> <li>- Construction of a Nursery School Block at GNS Kepelle.</li> </ul>	<ul style="list-style-type: none"> <li>- Conflicts related to the choice of site/ involuntary displacement of persons for site use</li> </ul>	<ul style="list-style-type: none"> <li>- Inform the affected persons ;</li> <li>- Census (Count the persons) / affected homes and evaluate their property.</li> <li>- Compensate affected persons in conformity with the Resettlement Action Plan (RAP) terms or clauses.</li> </ul>
<ul style="list-style-type: none"> <li>- Construction of a VIP latrine/ Toilet at:</li> <li>- -GS Chinda</li> <li>- -GS Nfaitock</li> <li>- -GS Koano</li> <li>- -GS Sabes</li> <li>- -GS Ayukaba</li> </ul>	<ul style="list-style-type: none"> <li>- Conflicts related to the use, and non durability or fragility of the work.</li> </ul>	<ul style="list-style-type: none"> <li>- Putting in place a Micro Project ( MP) management committee including women and establish use rules as well as a functioning and maintenance mechanisms</li> </ul>
<ul style="list-style-type: none"> <li>- Construction of Ventilated Pit Latrine with six (06) compartments at:</li> <li>- -Tinto Sub Divisional Hospital</li> </ul>	<ul style="list-style-type: none"> <li>- Diverse impacts related to the choice of site.</li> </ul>	<ul style="list-style-type: none"> <li>- Systematically avoid setting up works in sensitive zones such as ; swampy areas, sacred zones, rivers, parks and protected areas, used zones, mountain sides etc ;</li> </ul>
<ul style="list-style-type: none"> <li>- Construction of Ventilated Pit Latrine with six (06) compartments at:</li> <li>- -Tinto Sub Divisional Hospital</li> <li>- -Kendem Health centre</li> <li>- -Tali Health Centre</li> <li>- -Takwai Health Center</li> </ul>	<ul style="list-style-type: none"> <li>- Erosion due to the use of borrowed pit or zones/ gravel quarry or sand and /or the excavation of the Project site.</li> </ul>	<ul style="list-style-type: none"> <li>- Restore the borrowed zones while respecting the natural sloping nature of the land.</li> <li>- Re-afforestation in the affected zones ;</li> <li>- Planting of grass (vegetative cover) in the affected zones ;</li> </ul>
<ul style="list-style-type: none"> <li>- Construction of fourteen (14) twin toilets for 14 households.</li> </ul>	<ul style="list-style-type: none"> <li>- Impacts related to pollution due to waste oil from vehicles</li> </ul>	<ul style="list-style-type: none"> <li>- Use adapted engines and change filters regularly ;</li> <li>- Put in place engine oil reception tanks and get them returned to specialized enterprises.</li> </ul>
<ul style="list-style-type: none"> <li>- Construction of a seasonal market at Bakebe.</li> </ul>	<ul style="list-style-type: none"> <li>- Air pollution by dust due to the transportation of materials and circulation of machines</li> </ul>	<ul style="list-style-type: none"> <li>- Respect the project site security rules and regulations (wearing of masks, boots,)</li> <li>- Watering the works with water from a permanent water source.</li> </ul>
<ul style="list-style-type: none"> <li>- Construction of a seasonal market at Bakebe.</li> </ul>	<ul style="list-style-type: none"> <li>- The loss of woody species related to the clearing of the site.</li> </ul>	<ul style="list-style-type: none"> <li>- Re-afforestation around the works.</li> </ul>

<b>Micro project types contained in the Triennial Plan including site (localization) of the project</b>	<b>Potential socio-environmental impacts</b>	<b>Social-environmental mitigation measures</b>
<ul style="list-style-type: none"> <li>- Construction of a Motor Park at Bakebe.</li> <li>- Construction of a Grand Stand at Kendem.</li> <li>- Construction of a Multi Restaurants at:               <ul style="list-style-type: none"> <li>-Tinto</li> <li>-Bakebe</li> <li>-Bachuo Akagbe</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- The increase in the prevalence rate of STD/HIV/AIDS, and eventually on poaching</li> </ul>	<ul style="list-style-type: none"> <li>- Sensitize the direct beneficiary population and personnel on STDs and HIV/AIDS, and on poaching through bill boards and meetings</li> </ul>
	<ul style="list-style-type: none"> <li>- Accident risks related to diverse movements and works</li> </ul>	<ul style="list-style-type: none"> <li>- Respect the distance between the road and the site.</li> <li>- Put project site sign boards;</li> <li>- Observe basic security rules (putting on the appropriate uniforms, speed limitation, etc.)</li> <li>- Ensure site security</li> </ul>
	<ul style="list-style-type: none"> <li>- The increase of revenue within the micro project zone.</li> </ul>	<ul style="list-style-type: none"> <li>- The recruitment of personnel on the basis of competition and transparency;</li> <li>- Favour the recruitment of the local population for mobilized labour as well as the use of labour intensive techniques (HIMO). ;</li> </ul>
	<ul style="list-style-type: none"> <li>- Pollutions related to waste generated during the works.</li> </ul>	<ul style="list-style-type: none"> <li>- Avoid depositing waste matter within the river channel ( at least keep 100m distance from the river)</li> <li>- Deposit within the old borrowed zones</li> </ul>
	<ul style="list-style-type: none"> <li>- Impacts related to solid waste generated as a result of work.</li> </ul>	<ul style="list-style-type: none"> <li>- Preview garbage cans for the evacuation of solid wastes which will be taken to be emptied ;</li> </ul>
	<ul style="list-style-type: none"> <li>- Impacts related to domestic wastes. (Used water, excreta, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>- Preview a good drainage system especially for used water</li> </ul>
	<ul style="list-style-type: none"> <li>- Improvement in the access to basic services.</li> </ul>	<ul style="list-style-type: none"> <li>- Train the management committee on key issues including, maintenance and the management of works</li> <li>- Preview a water point to improve on the utilization of the work.</li> </ul>
	<ul style="list-style-type: none"> <li>- Floods and water stagnation risks around the work.</li> </ul>	<ul style="list-style-type: none"> <li>- Preview a simplified network for the purification of rain water, including its evacuation.</li> </ul>
<ul style="list-style-type: none"> <li>- Hydraulic projects/ Water Supply Projects (e.g. Wells, bore holes, rehabilitation of water catchment areas, Protected water catchment areas source, extension of potable water supply, Rehabilitation and extension of water supply, Rehabilitation of storage tank, Rehabilitation of water network etc)</li> </ul>		
<ul style="list-style-type: none"> <li>- Construction of a Borehole at Tali II.</li> <li>- Construction of a Water Supply Scheme at Mambo</li> </ul>	<ul style="list-style-type: none"> <li>- Potential Socio-environmental impacts</li> </ul>	<ul style="list-style-type: none"> <li>- Socio-environmental mitigation measures</li> </ul>
	<ul style="list-style-type: none"> <li>- Risks related to land acquisition for micro project localization.</li> </ul>	<ul style="list-style-type: none"> <li>- Sensitize and inform affected persons on the necessity of a site and choice criteria.</li> <li>- Obtain a land donation attestation, signed by the village chief and proprietor of the site.</li> </ul>

<b>Micro project types contained in the Triennial Plan including site (localization) of the project</b>	<b>Potential socio-environmental impacts</b>	<b>Social-environmental mitigation measures</b>
	<ul style="list-style-type: none"> <li>- Conflicts related to choice of site/ involuntary displacement of persons for the use of site.</li> </ul>	<ul style="list-style-type: none"> <li>- Inform affected persons;</li> <li>- Count the persons / homes affected and evaluate their property.</li> <li>- Compensate those affected in conformity with the Resettlement Action Plan (RAP) terms</li> </ul>
	<ul style="list-style-type: none"> <li>- Conflicts related to the use, and the non durability or fragility of the work</li> </ul>	<ul style="list-style-type: none"> <li>- Putting in place a Micro Project (MP) management committee including women and establish use rules as well as a functioning and maintenance mechanisms.</li> </ul>
	<ul style="list-style-type: none"> <li>- Diverse impacts related to the choice of site.</li> </ul>	<ul style="list-style-type: none"> <li>- Systematically avoid to localize or set up works within sensitive zones such as marshy zones, sacred zones, River channels, protected parks, used zones, mountain sides, flanks of mountains, etc.</li> </ul>
	<ul style="list-style-type: none"> <li>- Pollution of water points either by phytosanitary products or latrines</li> </ul>	<ul style="list-style-type: none"> <li>- Forbid farming with phytosanitary products around the immediate borders of the site (maintain a distance of at least 300 metres)</li> <li>- Maintain latrines at least 50 m from the water point</li> </ul>
	<ul style="list-style-type: none"> <li>- Impacts related to the pollution due to waste oil from vehicles or machines</li> </ul>	<ul style="list-style-type: none"> <li>- Use adapted machines/ change filters</li> <li>- Put in place recuperation tanks of machine oils and get them returned to specialized enterprises.</li> </ul>
	<ul style="list-style-type: none"> <li>- Air pollution by dust due to the transportation of materials and the circulation of machines</li> </ul>	<ul style="list-style-type: none"> <li>- Respect of security rules and regulations at the site (the wearing of masks, boots)</li> <li>- Watering the works with water from permanent water courses.</li> </ul>
	<ul style="list-style-type: none"> <li>- The loss of woody species related to the clearing of the site.</li> </ul>	<ul style="list-style-type: none"> <li>- Re-forestation beyond the works or come to a consensus as to a site to carry out the re-forestation exercise.</li> </ul>
	<ul style="list-style-type: none"> <li>- The increase in the prevalence rate of STDs/HIV/AIDS and eventually on poaching.</li> </ul>	<ul style="list-style-type: none"> <li>- Sensitize the direct beneficiary population and personnel on STDs, HIV, poaching through billboards and meetings.</li> </ul>
	<ul style="list-style-type: none"> <li>- Accident risk emanating from the works.</li> </ul>	<ul style="list-style-type: none"> <li>- Put sign boards at the site;</li> <li>- Observe basic security rules (wearing the appropriate uniforms, speed limitation, etc.)</li> <li>- Ensure security at the site</li> </ul>
	<ul style="list-style-type: none"> <li>- The increase of revenue within the micro-project zone.</li> </ul>	<ul style="list-style-type: none"> <li>- Favour the recruitment of local labour as well as the use of labour intensive techniques( HIMO)</li> <li>- Recruitment to be done on the basis of competency and transparency</li> </ul>
	<ul style="list-style-type: none"> <li>- Impacts related to waste</li> </ul>	<ul style="list-style-type: none"> <li>- Avoid the deposit of waste matter in river</li> </ul>

<b>Micro project types contained in the Triennial Plan including site (localization) of the project</b>	<b>Potential socio-environmental impacts</b>	<b>Social-environmental mitigation measures</b>
	matter generated during the works	channels ( at least 100m distance from the river ) - Deposit in old borrowed zones.
	- Floods and standing water risks around the works.	- Preview a simplified rain water purification network including a means of an eventual evacuation into lost and well secured wells
	- Risks of contamination and the infiltration of dirty and muddy water.	- Render secure water points by building a fence around; Render impermeable the sides with tiles or marble stones
	- Perturbation of water quality.	- Regular physico-chemical water treatment.
- Interconnecting projects (e.g. Rehabilitation of rural path, maintenance of rural roads, extension of rural road, construction of bridges, culverts, extension of electricity network, farm to market roads etc		
<ul style="list-style-type: none"> <li>- Maintenance of Urban streets in Tinto.</li> <li>- Rural Electrification project for Mambo</li> </ul>	- Potential socio-environmental impacts	- Socio-environmental Mitigation Measures
	- Risks related to land acquisition for micro project localization	- Sensitize and inform affected persons on the necessity of a site and choice criteria. - Obtain a land donation attestation, signed by the village chief and proprietor of the site.
	- Conflicts related to choice of site/ involuntary displacement of persons for the use of the site.	- Count the persons / homes affected and evaluate their property. - Compensate those affected in conformity with the involuntary displaced and Resettlement Action Plan (RAP) terms
	- Conflicts related to the use, and non durability or fragility of the work	- Putting in place a Micro Project ( MP) management committee including women and establish usage rules as well as a functioning and maintenance mechanisms
	- Diverse impacts related to the choice of site.	- Systematically avoid to localize works within sensitive zones such as marshy zones, sacred zones, water courses, protected parks, used zones, & mountains sides, etc.
	- Impacts related to the pollution due to waste oil from vehicles or machine	- Use adapted machines - Put in place recuperation tanks of machine oils and get them returned to specialized enterprises
	- Air pollution by dust due to the transportation of materials and the circulation of machines	- Respect of security rules and regulations at the site (the wearing of masks, boots) - Watering the works with water from permanent water courses.
	- The loss of woody species related to the clearing of the site.	- Re-afforestation around the works
	- The increase in the	- Sensitize the direct beneficiary population

Micro project types contained in the Triennial Plan including site (localization) of the project	Potential socio-environmental impacts	Social-environmental mitigation measures
	prevalence rate of STDs/HIV/AIDS	and personnel on STDs, HIV, poaching through billboards and meetings. - Put bill boards for prevention.
	- Accident risks related to works.	- Put site sign boards; - Observe basic security rules (the wearing of the appropriate uniforms, speed limits, etc.)
	- The increase of revenues within the micro-project zone.	- The recruitment of personnel on the basis of competence and transparency ; - Favour the recruitment of local labour as well as the use of labour intensive techniques (HIMO);
	- Impacts related to waste matter generated during the works	- Avoid the deposit of waste matter in river channel ( at least 100m distance from the river ) - Deposit the biodegradable part within old borrowed zones.
	- Floods and standing water risks around the works.	- Preview a simplified rain water purification network including a means of an eventual evacuation into lost and well secured wells
	- Risks of contamination and the infiltration of dirty and muddy water around the work.	- Render secure water points by building a fence around; Render impermeable the sides with tiles or marble stones
	- Risks of persons, and birds being electrocuted or fire hazards.	- Organize sensitization sessions for the direct beneficiary population. - Put in place protection boards right through the site line. - Install fire proofs around the works;
	- Noise or sound pollution by the noise generated by a functioning generator.	- Buying of generators endowed with anti-noise mechanisms ; - Secure the generator within a site equipped to that effect; - Avoid installing a generator in the midst of or near habitation or public services

### 6.3.3. Simplified environmental management plan

The plan consists of précising for each environmental measure envisaged in the triennial plan, actors (institutional arrangements) cost, periods and follow up actors. The table below shows the summary of such plan.

**Table 9: Summary table of socio-environmental management plan for Tinto Council area**

<b>Environmental measures</b>	<b>Tasks</b>	<b>Actors to be put in place</b>	<b>Period</b>	<b>Follow up Actors</b>	<b>Cost</b>	<b>Observations</b>
- Recruitment of a Council Development officer/ Task or duty as a member of the steering Committee of the CDP		Council (Council Tender board)	- 2011 (March-May)	- Municipal councillors - PNDP	- PM (Contract Award, Tender)	
- Training of Council Development officer on environment issues and on the social and environmental management framework of the PNDP	- Prepare the terms of Reference (ToR)	- PNDP	- 2011-2012	- Delegation MINEP ; - Delegation MINAS ; - PNDP ; - Council	- Incorporated into PNDP budget	
- Use of socio –environmental Screening form for micro projects (during feasibility studies)		- Consultant in-charge of feasibility studies for micro-projects	- 2011-2014	- Delegation MINEP ; - Delegation MINAS ; - PNDP ; - Municipal councillors; - Council Development officer	- PM (Contract Award, Tender)	- Related cost should be included in the micro project conception cost.
- Training of COMES (Council sessions extended to sector ministries) on safeguards policies and on social and environmental aspects to be taken into consideration		- PNDP, Council	- 2011-2012	- Delegation MINEP ; - Delegation MINAS ; -	- Incorporated into the PNDP budget	
- Provision to carry out simplified environmental impact studies	- -Prepare the ToR ; - - Make sure ToR is approved; - -Recruit a	- PNDP, Council (municipal councillors)	- 2011-2014	- Delegation MINEP ; - Delegation MINAS ; - PNDP ; - Council Development officer ; - Municipal	- It cost at least 7millionsFC FA for a simplified study, and	- In case of resettlement, the cost is to be borne by the Mayor.

Environmental measures	Tasks	Actors to be put in place	Period	Follow up Actors	Cost	Observations
	<ul style="list-style-type: none"> <li>- consultant</li> <li>- Carry out the studies</li> </ul>			councillors	around 8 to 10 million FCFA for detailed study ¶	
<ul style="list-style-type: none"> <li>- Provision to compensate displaced persons</li> </ul>		<ul style="list-style-type: none"> <li>- Council/ municipal councillors</li> </ul>	-	<ul style="list-style-type: none"> <li>- -Council</li> <li>- -MINDAF</li> <li>- -MINAS</li> </ul>	<ul style="list-style-type: none"> <li>- To be evaluated</li> </ul>	<ul style="list-style-type: none"> <li>- The cost is to be borne by the Mayor</li> </ul>
<ul style="list-style-type: none"> <li>- Follow up on the social and environmental management plan, the contractors ( entrepreneur) and also the environmental measures of projects retained</li> </ul>	<ul style="list-style-type: none"> <li>- Extraction of environmental measures of the MPs</li> <li>- Elaborate a follow up plan of the measures</li> </ul>	<ul style="list-style-type: none"> <li>- Council Development officer/ Steering committee of the CDP</li> </ul>	During Work execution <ul style="list-style-type: none"> <li>- 2011-2014</li> </ul>	<ul style="list-style-type: none"> <li>- Delegation MINEP ;MINAS ;</li> <li>- PNDP ;</li> <li>- Municipal Councillors</li> </ul>	<ul style="list-style-type: none"> <li>- Integrated within the council budget</li> </ul>	
<ul style="list-style-type: none"> <li>- Respect of environmental clauses contained in the tender document and the micro project environmental measures.</li> </ul>	<ul style="list-style-type: none"> <li>- -Include the clauses in the Tender document ;</li> <li>- Put operational the clause</li> </ul>	<ul style="list-style-type: none"> <li>- -Council, PNDP</li> <li>- Entrepreneurs or contractors</li> </ul>		<ul style="list-style-type: none"> <li>- Delegation MINEP ;</li> <li>- Council development officer ;</li> <li>- Municipal Councillors</li> </ul>	<ul style="list-style-type: none"> <li>- PM,( contract award - Integrated in the Micro-project cost)</li> </ul>	

#### 6.4. Annual Investment Plan (AIP)

The Council Annual Investment Plan (AIP) is a document that represents the council's plan of work to be realized, when and how much is allocated to each aspect or project for that fiscal year. For the Tinto Council the AIP has an investment plan of priority projects. These projects have different sources of funding. Some of the sources are loans (FEICOM) while others are grants. The various sources include Public Investment Budget, African Development Bank, Council internal revenue, PNDP and the Ministry of Forest and Wildlife.

##### 6.4.1. Available resources and periodicity

*Table 10: Summary of the resources available for the execution of the Annual Investment Plan and their sources*

Source of Funding	Type	Amount	Remarks
PUBLIC INVESTMENT BUDGET	GRANT	181.770.000	Available
FEICOM	LOAN	56.050.000	Available
AFRICAN DEVELOPMENT BANK	GRANT	27.000.000	Available
CAC	GRANT	50.000.000	Quarterly payments
PNDP		56.900.000	Available
COUNCIL INTERNAL REVENUE		12.120.000	Not readily available
MINISTRY OF FOREST AND WILDLIFE	GRANT	5.000.000	TREE PLANTING

#### 6.4.2. Annual plan of priority projects (1<sup>st</sup> year)

**Table 11: Annual Investment Plan**

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Sources of Finance		
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)			
												Beneficiary contribution	Donor contribution		
<b>BASIC EDUCATION</b>															
Construction and equipment of a block of 02 classrooms, at GS Kapelle	-02 classrooms are constructed at GS Kapelle, -60 desks -02 teacher's tables	-Needs assessment -Feasibility studies -mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report - 02 classrooms are constructed ,60 benches and 2 teachers tables provided to G.S.Kapelle	-Number of study reports -Number of classrooms constructed -number of desk and benches provided	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor			X	X	X		- engineer -skilled and unskilled labour	Building construction materials	18.050	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		Beneficiary contribution
Construction and equipment of a block of 02 classrooms, at GNS Kapelle	-02 classrooms are constructed at GS Kapelle, -120 desks, 40 tables and 06 black board	-Needs assessment -Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report - 02 classrooms are constructed -120 benches 40 tables and 06 blackboard	-Number of study reports -Number of classrooms constructed -number of desk, blackboard and benches provided	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor									

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance		
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)			
												Beneficiary contribution	Donor contribution		
Construction of a block of 02 classrooms and a toilet at GS Chinda	-A block of 02 classrooms and a toilet are constructed at GS Chinda	-Needs assessment -Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms and a toilet are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor									22.750	FEICOM/Council

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
Construction of a block of 02 classrooms, at GS Atibong	-02 classrooms are constructed at GS Atibong	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor		X	X	X	- engineer -skilled and unskilled labour	Building construction materials		22.750	FEICOM/Council
Construction of a block of 02 classrooms and toilet at GS Koano	-A block of 02 classrooms and toilet are constructed at GS Koano	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms and toilet are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor		X	X	X	- engineer -skilled and unskilled labour	Building construction materials		22.750	FEICOM/Council

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance		
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)			
												Beneficiary contribution	Donor contribution		
Construction of a block of 02 classrooms and a toilet at GS Nfaintock	-A block of 02 classrooms and a toilet are constructed at GS Nfiatock	-Needs assessment -Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms and a toilet are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor									22.750	FEICOM/Council

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance		
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)			
												Beneficiary contribution	Donor contribution		
Construction of a block of 02 classrooms and a toilet at GS Sabes	-A block of 02 classrooms and a toilet are constructed at GS Sabes	-Needs assessment -Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms and a toilet are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor									22.750	FEICOM/Council

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
Construction of a ventilated pit toilet with 6 compartments at GS Ayukaba	Ventilated pit toilet with 6 compartments is constructed at GS Ayukaba	-Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	studies report -a toilet with 6 comapartment is constructed in GS Ayukaba	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor				X	Contractor -Skilled and unskilled labour	Constructi on material		5.000	ADB
<i>SECONDARY EDUCATION</i>														

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance		
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)			
												Beneficiary contribution	Donor contribution		
Construction of a block of 02 classrooms, at GSS Nchemba	-02 classrooms are constructed at GSS Nchamba	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor		X	X	X	- engineer -skilled and unskilled labour	Building construction materials		18.000	PIB	
Construction of a block of 02 classrooms, and a toilet at GSS Mfairock	-02 classrooms are constructed at GSS Mfairock	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor			X	X	X	- engineer -skilled and unskilled labour	Building construction materials		25.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		Beneficiary contribution
	A toilet with 3 squatting holes is constructed at GSS Nfaitock	-Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	studies report -a toilet with 3 squatting holes is constructed at GSS Nfaitock	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor				X	Contractor -Skilled and unskilled labour	Construction material			FEICOM
Construction of a block of 02 classrooms, at GSS Sumbe	-02 classrooms are constructed at GSS Sumbe	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor		X	X	X	- engineer -skilled and unskilled labour	Building construction materials		18.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
Construction of a block of 02 classrooms, at GHS Tinto	-02 classrooms are constructed at GHS Tinto	-Feasibility studies -Mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	-studies report -02 classrooms are constructed	-Number of study reports -Number of classrooms	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor		X	X	X	- engineer -skilled and unskilled labour	Building construction materials		18.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance		
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		Beneficiary contribution	Donor contribution
<i>Rehabilitation and equipment of 2 block of classrooms at GSS Ebeagwa</i>	Two classrooms are rehabilitated and 60 benches provided to GSS Ebeagwa	-Need assessment -Feasibility studies -mobilisation of resources -contract award process -monitoring and evaluation of project -provisional handing over of project	studies report -two classrooms are rehabilitated and 60 benches supplied	-Number of study reports -Number of classrooms constructed -number of desk provided	-Mayor -MINETP -MINEPAT -MINEDUB -Contractor			X	X	X	- engineer -skilled and unskilled labour	Building construction materials		6.300	PIB
<i>Public Health</i>															

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
Construction of 14 twin toilet for some 14 households	14 twin toilet are constructed for some 14 households	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	studies report -14 twin toilet for 14 households	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor				X	Contractor -Skilled and unskilled labour	Construction material		5.000	ADB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
Construction of a ventilated pit toilet with 6 compartment at the Tinto Sub Divisional Hospital	A ventilated pit toilet with 6 compartment constructed at Tinto Sub divisional hospital	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-Studies report -6 compartment ventilated pit toilet constructed	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor				X	Contractor -Skilled and unskilled labour	Construction material		5.000	ADB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
Construction of a ventilated pit toilet with 6 compartment at the Kendem Health Centre	A ventilated pit toilet with 6 compartment constructed at Kendem Health Centre	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-Studies report -6 compartment ventilated pit toilet constructed	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor				X	Contractor -Skilled and unskilled labour	Construction material		5.000	ADB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
Construction of a ventilated pit toilet with 6 compartment at the Tali Health Centre	A ventilated pit toilet with 6 compartment constructed at Tali Health Centre	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-Studies report 6 compartment ventilated pit toilet constructed	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor				X	Contractor -Skilled and unskilled labour	Construction material		5.000	ADB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
Construction of a ventilated pit toilet with 6 compartment at the Takwai Health Centre	A ventilated pit toilet with 6 compartment constructed at Takai Health Centre	-Need identification -Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-Studies report -6 compartment ventilated pit toilet constructed	Number of reports Number of toilet constructed	Mayor -MINPAT -MINTP -MINDUB Contractor				X	Contract or -Skilled and unskilled labour	Construction material		5.000	ADB
<b>PUBLIC WORKS</b>														
<i>Maintenance and rehabilitation of urban streets within Tinto and rehabilitated</i>	Streets within the Tinto Urban area are maintained	Identification of streets -contract award process -execution and monitoring of project -handing over of project	-study reports Number of streets maintained	-Number of streets maintained	-Mayor -MINTP -Engineer -Contractor		X	X	X	- engineer -local and skilled labour	Road maintenance materials and equipment		60.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
<i>Purchase of Small equipment for road maintenance</i>	Road equipment purchase	-Need assessment -contract award process -execution and monitoring of project -handing over of project	-study reports -Type of equipment purchase	Number of equipment purchase	-Mayor -MINTP -Engineer -Contractor		X			- engineer -local and skilled labour	Road maintenance materials and equipment		2.220	PIB
<i>Water and Energy</i>														
<i>Electrification of Mamboh Community</i>	All 4 neighbourhoods in Mamboh are electrified	-Mobilisation of resources -contract award process -execution and monitoring of project -handing over of project	-Study Reports -Number of household supplied with electricity	Number of household having electricity	-Mayor -MINEE SONEL		x	x	x	Skilled and unskilled labour	Electric polls, cables, dig axes		30.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Sources of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		Beneficiary contribution
<i>Electrification of Bakebe Community</i>	All neighbourhoods in Bakebe are electrified	-Mobilisation of resources -contract award process -execution and monitoring of project -handing over of project	-Study Reports -Number of households supplied with electricity	Number of households having electricity	-Mayor -MINEE SONEL		x	x	x	Skilled and unskilled labour	Electric polls, cables, dig axes		30.000	PIB
<i>Step down electricity from Fotabe to Defang</i>	Electricity is stepped down from Fotabe to Defang	-Mobilisation of resources -contract award process -execution and monitoring of project -handing over of project	-Study Reports -Number of households supplied with electricity	Number of households having electricity	-Mayor -MINEE SONEL		x	x	x	Skilled and unskilled labour		175	3.325	PNDP

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance		
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)			
												Beneficiary contribution	Donor contribution		
<i>Step down electricity from Kendem to Mile 30 over 37 km</i>	Electricity is stepped down from Kendem to Mile 30	-Mobilisation of resources -contract award process -execution and monitoring of project -handing over of project	-Study Reports -Number of households supplied with electricity	Number of households having electricity	-Mayor -MINEE SONEL		x	x	x	Skilled and unskilled labour		3.750	21.250	PNDP	
<i>Construction of water supply schemes in Mamboh</i>	A water scheme is constructed at Mamboh	-feasibility studies -mobilization of resources -contract award process -execution , monitoring and evaluation of project -handing over of project	-studies report -a water supply scheme is constructed at Mamboh	-number of study reports -number of tanks constructed. -number of water schemes constructed. -number of stand taps -drive length of water scheme	-Mayor -Engineer -MINTP -MINEE -MINEPAT			X	X	X	- Engineer -skilled and unskilled labour	Construction materials		30.000	PIB

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
<i>Construction of a borehole with a hand pump at Tali II</i>	A borehole with hand pump constructed at Tali II	Feasibility studies -Mobilisation of resources -contract award process -Monitoring and evaluation of project -provisional handing over of project	-studies report -A borehole with hand pump is constructed at Tali II	-Number of reports -Number of boreholes with hand pumps constructed	Mayor -MINPAT -MINTP -MINDUB Contractor				X	Contractor -Skilled and unskilled labour	Construction material		9.000	PIB
<i>Support to the extension of water from Ashum, Nfaitock A and Eyang over 81 km</i>	Water is extended to Ashum, Nfaitock A and Eyang	-feasibility studies -mobilization of resources -contract award process -execution, monitoring and evaluation of project -handing over of project	-studies report -Water is supplied to 3 communities	-number of study reports constructed. -number of stand taps -drive length of water scheme	-Mayor -Engineer -MINTP -MINEE -MINEPAT		X	X	X	- Engineer -skilled and unskilled labour	Construction materials	1.250	23.750	PNDP

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance		
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)			
												Beneficiary contribution	Donor contribution		
<i>Commerce</i>															
Construction of a seasonal market in Bakebe	A seasonal market constructed in Bakebe	-needs assessments -feasibility studies -resource mobilization -contract award process -execution, monitoring and evaluation of project -handing over of project.	-needs assessment reports -studies reports Number of sheds constructed	-number of sheds constructed	-Mayor -MINTP -MINEPAT -Contractor			X	X		- contractor - engineer -skilled and unskilled labour	Building construction materials.		20'000	PIB
<i>Art and Culture</i>															

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Sources of Finance	
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		
												Beneficiary contribution	Donor contribution	
Supply of equipment for Nfainchang Town Hall	Equipment purchased	-needs assessments- -mobilisation of resources -contract award process -supply of equipment -reception of equipment	Assessment reports -Number of equipments purchased	number of assessment reports -number of equipments supplied	-Mayor - MINECULT -Contractor			X					3.000	PIB
Tourism and Leisure														

Project ( or Micro Project)	Expect Results	Activities	Products and indicators		Person Responsible	Schedule in quarters of a year				Resources			Source of Finance		
			Product	Indicator		1	2	3	4	Human	Material	Financial ( 1000 FCFA)		Beneficiary contribution	Donor contribution
Construction of a Multi purpose restaurant in Tinto Wire	A multipurpose restaurant constructed I Tinto Wire	-needs assessments -feasibility studies -resource mobilization -contract award process -execution, monitoring and evaluation of project -handing over of project.	-needs assessment reports -studies reports	-Constructed restaurant	-Mayor -MINTP - MINETOURL -Contractor		X	X			- contract or - engineer-skilled and unskilled labour	building construction materials.	1.200	8.500	PNDP

### 6.5. Contract Award Plan

Table12: Procurement plan

#### Infrastructures

Project	Elaboration of Request Financing		Elaboration of the Project Convention		Person responsible	Partners	Selection Method	Amount	Preparation of Tender Documents	
	Start	End	Start	End					Start	End
Construction of a Multi	1/8/2012	30/8/2012	1/9/2102	2/9/2012	Mayor	LSO,	Tender	9.700.000	4/9/2012	6/9/2012

Project	Elaboration of Request Financing		Elaboration of the Project Convention		Person responsible	Partners	Selection Method	Amount	Preparation of Tender Documents	
	Start	End	Start	End					Start	End
purpose restaurant in Tinto Wire						PNDP, Council	process			
<i>Support to the extension of water from Ashum, Nfaitock A and to Eyang over 8 km</i>	1/8/2012	30/8/2012	1/9/2102	2/9/2012	Mayor	LSO, PNDP, Council	Tender process	25.000.000	4/9/2012	6/9/2012
<i>Step down electricity from Kendem to Mile 30 over 37 km</i>	1/8/2012	30/8/2012	1/9/2102	2/9/2012	Mayor	LSO, PNDP, Council	Tender process	25.000.000	4/9/2012	6/9/2012
<i>Step down electricity from Fotabe to Defang</i>	1/8/2012	30/8/2012	1/9/2102	2/9/2012	Mayor	LSO, PNDP, Council	Tender process	3.500.000	4/9/2012	6/9/2012

Project	Call for Proposals		Technical and Financial Evaluation		Non objection of the CNC		Negotiation of the Contract		Award of the Contract	
	Start	End	Start	End	Start	End	Start	End	Start	End
Construction of a Multi purpose restaurant in Tinto Wire	7/9/2012	28/9/2012	28/9/2102	29/9/2102	30/9/2012	6/10/2012	8/10/2012	10/10/2012	11/10/2012	12/10/2012
<i>Support to the extension of water from Ashum, Nfaitock A and to Eyang over 8 km</i>	7/9/2012	28/9/2012	28/9/2102	29/9/2102	30/9/2012	6/10/2012	8/10/2012	10/10/2012	11/10/2012	12/10/2012
<i>Step down electricity from Kendem to Mile 30 over 37 km</i>	7/9/2012	28/9/2012	28/9/2102	29/9/2102	30/9/2012	6/10/2012	8/10/2012	10/10/2012	11/10/2012	12/10/2012
<i>Step down electricity from Fotabe to Defang</i>	7/9/2012	28/9/2012	28/9/2102	29/9/2102	30/9/2012	6/10/2012	8/10/2012	10/10/2012	11/10/2012	12/10/2012

Project	Period of Execution		Technical Reception	Provisional Reception	Final Reception
	Start	End	Date	Date	
Construction of a Multi purpose restaurant in Tinto Wire	12/10/2012	12/12/2012	13/12/2012	15/12/2012	14/12/2013
<i>Support to the extension of water from Ashum, Nfaitock A and to Eyang over 8 km</i>	12/10/2012	12/12/2012	13/12/2012	15/12/2012	14/12/2013
<i>Step down electricity from Kendem to Mile 30 over 37 km</i>	12/10/2012	12/12/2012	13/12/2012	15/12/2012	14/12/2013
<i>Step down electricity from Fotabe to Defang</i>	12/10/2012	12/12/2012	13/12/2012	15/12/2012	14/12/2013

	OPERATION	Preparation of TIF	Examination and adoption of TIF	Launching of the construction	Preparation of offers	Opening of bids	Analysis of BIDS	Examination of report of analysis and award proposals	Publication of results	Drafting of contracts	Examination of draft contracts	Signing of contracts	Notification of contractor
01	Maint. And rehabilitation of earth roads	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12
02	Const. of GS Kepelle	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12
03	Const. of GNS at Kepelle	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12
04	Const. of	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12

	market at Bakebe												
05	Electricity at Mambo h	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12
06	Water supply at Mambo h	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12
07	Const. of a Bore Hole at Tali II	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12
08	Construction of 02 classrooms and a block of toilet at GS Chinda	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12
09	Construction of 02 classrooms and a block of toilet at GS Atibong Wire	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12

10	Construction of 02 classrooms and a block of toilet at GS S Mfaitock	27/02/12	29/02/12	2/3/12	3/4/12	4/4/12	4/4/12	5/4/12	6/4/12	9/4/12	10/4/12	11/4/12	11/4/12
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## 7. MONITORING AND EVALUATION MECHANISM

The implementation of the CDP is a matter for the expertise of the local ministerial services with an adequate program of development/capacities. However, considering the specificity of the plan, the technical support proves to be necessary. So for the success of its implementation, the involvement of all local development actors is indispensable.

### 7.1. *Composition and functions of the committee in charge of Monitoring and Evaluation*

During the diagnosis, the committee put in place, by a Municipal Order, to follow-up the studies called the Council Steering Committee. After the validation that precedes the implementation, this committee changed to the Monitoring and follow-up Committee. It is headed by the mayor as chair person and the Council Development Agent as Secretary. This committee was put in place by a municipal order. This committee is the watchdog of the CDP in its execution phase. It is therefore an organ that will ensure the proper implementation of the CDP. The members of this committee are:

*Table 13: The members of the Monitoring and Follow-up Committee*

SN	Position	Name	Gender
1	Chairman	Ntong Philip Ntung	Male
2	Secretary	Tambi Shadrack	Male
3	Member	Akpamie Abang Jones	Male
4	Member	Arrey Pascaline Etchu	Female
5	Member	Agbor Esakenong James	Male
6	Member	Nkwanyoh Comfort Nchange	Female
7	Member	Besong Tabot Paul Ayuk	Male

#### 7.1.1. Village Follow-up Committee (FC)

The Follow-up Committee is mainly responsible for coordinating and managing activities to be undertaken within the village, besides acting as liaison between village and development agencies. To do this, they have to:

- Ensure that they source up internal and external resources;
- Ensure transparency in resource use (present management reports to the assembly of the village);
- Ensure proper implementation of actions contained in the Tinto Council Development Plan that concern village;
- Raise awareness on the contribution (financial, material and human) of the village residents;
- Monitor the implementation of micro-projects;
- Evaluate the micro-projects on completion;
- Promote synergies in development activities

The members of this committee were made up of:

- 01 President
- 01 Vice President
- 01 Secretary

- 01-Assistant Secretary
- 01 Treasurer
- 02 Auditors
- 01 responsible for monitoring, a municipal councilor (in case there is one, and if and only if he/she took part in the workshops)

### 7.1.2. The Actors

The actors who are indispensable for the success of setting/implementing the CDP, among others, include:

- Every actor has a role to play in the process of setting operationalising the plan;
- The Municipal Council;
- The Local services;
- The Council Supervisory Authorities;
- The Decentralized State Services;
- The Population (through the civil society experts);
- The professional organizations and associations;
- The private sector (suppliers of services, economic operators, etc....);
- The development partners of the Council (NGO, project, international institutions in financing of the development, etc....).

### 7.1.3. The Roles of Actors

**Table14: The Roles of actors in the implementation of a CDP**

<b>Actors</b>	<b>Responsibilities</b>
Council Executive	<ul style="list-style-type: none"> <li>- To search for financings</li> <li>- To appreciate the quality of the information providers</li> <li>- To follow the implementation of the projects</li> <li>- To assure the management, the maintenance and the sustainability</li> <li>- To assure the mastery of work</li> </ul>
Municipal Councillors	<ul style="list-style-type: none"> <li>- To stimulate the involvement of the populations through the sensitizations</li> <li>- To watch at the annual programming of the activities</li> <li>- To follow the evolution of the implementation of the plan through the local ministries</li> </ul>
Council services	<ul style="list-style-type: none"> <li>- To elaborate the technical and financial files of the projects</li> <li>- To elaborate the terms of reference and the files of offer</li> <li>- To follow the realization of the projects</li> </ul>
Supervisory Authorities	<ul style="list-style-type: none"> <li>- To facilitate and to watch at the involvement of the technical services</li> <li>- To contribute in search of solutions in case of blockage</li> <li>- To watch at the annual programming of the activities</li> </ul>
Government services	<ul style="list-style-type: none"> <li>- To bring some information (governmental program, norms...)</li> <li>- To counsel the ministries in their respective domain of activity</li> <li>- To bring financial and technical supports for the execution and the follow-up assessment of the projects</li> <li>- To attend the local services in the installation of projects</li> <li>- To appreciate the quality of the information providers</li> <li>- To attract the attention of the ministries in relation to the difficulties of implementing the plan</li> <li>- To participate at the sittings of assessment and auto-evaluation of the plan</li> </ul>
Private Sector /NGO	<ul style="list-style-type: none"> <li>- Bring financings for the exploitation of the public utilities,</li> </ul>

	commercial or other activity generators of incomes - To put at the disposal of the services for survey controls, etc.... - To reinforce the capacities of the local ministries and technical services of the council
Population	- Contribute to the realization of the plan by the human, material and financial resource mobilization - To assure that the council annual work plan is realised
Professional Organizations and associations	- Mobilize and to inform the populations - To bring financings - To execute some projects being a matter for their expertise - To facilitate studies and control - To participate at the development of the yearly activity program
Monitoring and Follow-up Committee	- Assists in the monitoring of the implementation of projects within the planned developmental program
Village Follow-up Committee (FC)	- Coordinating and managing activities to be undertaken within the village, besides acting as liaison between village and development agencies

**7.2. Monitoring and evaluation system and indicators (in relation to the AIP)**

The overall responsibility for the realisation of the CPD rest with the Mayor, so too the monitoring process. The monitoring ensures that what is expected to be done is done at the right time, to the correct specifications and meeting the needs. Since the whole process involves many stakeholders with varying levels of understanding and involvement a simple and easy to use monitoring system is put in place.

The system seeks to monitor the realisation of the process at three levels – physical, process and financial.

*Physical Realisation*

The physical realisation in monitored at the level of the village (or community) where the project is taking place. The responsibility for this rests with the village follow up committee. For every project, the committee is provided with expected realisations and key milestones. The frequency of the monitoring visits depends on the project. But certain key stages must be respected – site installation, completion of any structure, provisional and final handing over sessions. The physical realisation is done using the form (Table: Project Monitoring Form for Physical Realisation)

**Table 15: Project Monitoring Form for Physical Realisation**

Project Name:		Locality (Village):
Project Stage (level)		
Planned Activities (including milestones)	Realised Activities (including milestones)	Comments
Problems Encountered		Proposed Solutions

Members of Committee Present (names & signatures)	
Representative of the Contractor (names & signature)	
Date	

### Process

The process of project realisation is monitored to ensure that there is transparency in the award of the contracts. This process is monitored by the members of the monitoring and follow-up committee. The points to check is for every contract is to see whether the contract award process was duly followed and all concerned actors were involved as well as payment and administrative procedures are respected during implementation. For every contract the committee should check before the award the following items:

- The terms of reference were ready before the contract was advertised
- The advertisement is done using all available channels (radio and newspapers, posted on the notice board of the council and SDO’s office)
- The time period between advertisement and opening of tenders is respected
- The opening and analysis process is respected (members present, reports done and sent)
- The award is done properly
- The payments are based on the contract and works realised

### Financial

The financial expenses are to be monitored at key milestones of any project. The committee should be informed accordingly. The Committee should check to see whether the financial outflows match the physical realisation. In this exercise the MT and any paying officer should be a resource person.

### **7.3. Tools and frequency of reporting**

The reporting on the advancement of the CDP is based on the monitoring and review process. The village follow up committees report reports based on the

### **7.4. Review of the CDP and mechanism for the preparation of the next AIP**

The CDP is a long-term development plan based on the Growth and Employment Strategy (GES) and vision 2035 for Cameroon to become an emerging, democratic and united in diversity nation. But concrete plans are always short term oriented. The CDP has a short 3 year plan derived from the long term plan established in conjunction with anticipated financial resources and the available resources for the first year. Micro projects earmarked are drawn from priority problems identified during PVD by sector for the 8 key sectors (Education, Water & Energy, Commerce, Transport, Public Works, Culture, and Environment, Nature protection and Sustainable Development). The AIP in this CDP of Tinto Council has been developed based on actual resources already available for the current financial year.

Consequently, for the effective and systematic implementation of the CDP, it is expected that the CDP is updated annually. As a result, all the projects effectively implemented should be cancelled from the long

term plan while new projects designed to solve emerging problems be included into the CDP. The Monitoring & Evaluation committee will therefore have the mandate to update the CDP on yearly basis. Such activity should be communicated to all stakeholders so as not to duplicate projects

***Programme Review***

The committee with the assistance of a consultant half yearly goes through the CDP logframes and ascertain the relevance of the goals and strategies put in place. In the course of time some projects identified may be realised by other actors apart from the council or circumstances may change and the problems identified may not be still as strong or intense as now. Therefore the committee has review the state of events.

The committee reviews and makes recommendations to the mayor. The present recommendations are presented to the councillors for deliberation and adoption. The deliberations are then made and approved by the SDO. The review of the programme is guided by the check list Consultation Feedback on the Review of the CDP

*Consultation Feedback on the Review of the CDP*

(This set of questions are discussed for every sector, reviewing the objectives, expected results and activities)

Name of Sector: \_\_\_\_\_

Overall Goal:

1. Do you have any amendments/additions you would like to make to the objectives?

Objective 1 \_\_\_\_\_

Objective 2 \_\_\_\_\_

Objective 3 \_\_\_\_\_

2. Do you have any amendments/additions you would like to make to the expected results?

Result 1 \_\_\_\_\_

Result 2 \_\_\_\_\_

3. Do you have any amendments/additions you would like to make to the activities?

Activity 1 \_\_\_\_\_

Activity 2 \_\_\_\_\_

At the end of every review session the CDP is updated and at the end of the year an annual operation plan for the next year is done.

To make the review process realistic, the baseline data has to be updated periodically. The update process will depend on the sector e.g. for education at the end of October the student and teacher numbers is updated and at the end of July all other data base with respect to educational institution is

done. The calendar of updating will be discussed and agreed with the different sector heads, but all update should be complete by November to allow for effective preparation of the next annual operation plan.

## 8. Communication plan of the CDP

Information flow and feed back is a very vital tool for effective and efficient project management in order to take timely and appropriate mitigating decisions. All the stakeholders of the CDPs especially the Council, Contractors, Technical services, Village authorities, Donors are supposed to be aware of the implementation process. The communication plan is thus derived from the Monitoring and Evaluation framework presented. The table below presents the channel and technique of communication among stakeholders.

The communication plan for CDP identifies the information need of the various stakeholders and who is responsible to give the information and its frequency. This plan is presented in Table below.

**Table 16: Communication plan**

Stakeholders	Information Need	Information Provider	Frequency	Means of
Village Communities	Projects in the CDP	Council	Once the CDP is approved and when updated	Written list of approved projects to the development association
	When contract awarded	Follow-up committee	Once any contract is awarded	Letter and announcement in social groups
Follow-up Committees	Project information	On the contract award process	As the process progresses	Letters and reports
Council	Changes in village baseline	Village development organisations CDO	Half yearly  Once there is a major change	Written
External Elite	Progress of the CDP	Council	As often as possible but at least once a year report	Website, emails and open day
Sectoral Ministries	Contract preparation Technical problems	Council	As the need arises	Letter  Annual reports
Contractors	Contract advertisement	Council	Once contracts are ready	Newspapers Radio Notice boards
Donors /Partners	Project needs and project proposal CDP process	Council	Once the CDP is ready and once dates are done	Letters

### ***Marketing the CDP***

To meet the goals and aspiration of the CDP needs a lot of resources especially finances. To generate such huge amounts of money means a lot of buy in from different stakeholders. To have a good buy in, the council needs to sell the whole concept of the CDP and its projects to possible funding sources. The marketing strategies present this in a buyable form to targeted funding and donors.

The first step in the marketing strategy is the preparation of a summary of the CDP in a concise form that can be distributed to the targeted financing sources. This document contains the key elements of the document such as process of realising the CDP (stressing on the local need assessment and diagnosis by the local population), summary of the projects (project sheets) and what has been done (PIB, PNDP and other donors). This document is distributed electronically to elite of the municipality and the Member of Parliament. The document is sent electronically and hard to donor agencies in the country.

After the selling of the concepts and the projects in a general manner, the council now embarks on targeting of funding. Projects are properly written and sent to donors based on the donor specification. To enhance local participation, the project proposal is also shared with the elite of the village or community from which the project is found. This is done as a call for financial participation.

Based on the concept document the politicians from the area accompany the council to lobby for funding from the various government ministerial departments for direct support or inclusion into public investment budgets.

#### Success factors for marketing of CDP

- First, for successful marketing of the CDP, is transparency and frequent information sharing. All concerned actors in every project should have the same level of information and what who is doing or contributing.
- Second, the council should develop and update a database of all elite from the municipality showing all their contact information.
- Third, the council should open and update regularly a website for general information sharing and selling not only the CDP but the entire municipality (culture, tourist destinations etc).

## **9. CONCLUSION**

The process of the elaboration of the Tinto Council Development Plan would not have been a success without the invaluable support of the various stakeholders – the sector heads, Tinto Council authorities (executive, staff & councillors), communities, development actors and PNDP staff.

The process took into account the Socio-economic situation and other development aspects of the council their potentials and how to harness such for the improvement of the wellbeing of the entire population. This led to the various diagnoses carried out from the village, urban space, council as an institution and sectors. Using the various participatory tools and after the pair-wise ranking, the outcome showed that a number of setbacks hinder the attainment of the MDG. It was revealed that their top priority sectors are: Public Works, Water and Energy, Education and Health.

Considering the fact that its the council that has to bring development in this area under the present decentralization process, the Tinto Council is faced with the responsibility to raise enough resources ( Financial, Human & Material) to meet these challenges. This could be achieved if the implementation of the CDP is followed rigorously. It is the hope of all that, all the development

stakeholders of the council area will be able to collaborate in a holistic manner to change the lives of the populace through contributions (financial, material, human etc) to achieve the objectives of the CDP.

Considering the burning nature of the problems identified and the position and responsibility to be shouldered by the Council within the framework of the current decentralisation process, it would be necessary for this council to mobilise substantial resources to provide and/or satisfy these basic needs of the population. This CDP is the property of the council and needs to be implemented with stringent measures. The hope is that all living forces in the Council area would be able to contribute (financially, materially etc.) for its achievement.

However, in order to overcome the identified setbacks we recommend that the following actions:

- Build the capacity of various follow up committees related to the implementation of the CDP especially at the village level and other committees like road maintenance, water management, water caretakers, Hygiene and Sanitation, Health etc. And the putting in place a user friendly fee for water schemes.
- Build the capacities of the councillors on the roles and responsibilities vis-a vis development aspirations of their constituencies.
- The aspects of good governance policy should be implemented in all council affairs and a constant communication between the council and the population on the activities of the council.
- There is an urgent need for the Tinto council to improve on its revenue collection strategies, device alternative sources to generate revenue (better fund raising/ mobilization strategies) that can help the council carry out its developmental functions. There is a great deal of mineral deposits (sand and stone) abound within the council area. But these resources are being exploited illegally.
- The tourism sector is another source on revenue that could be developed. We suggest that some feasibility studies be carried out in the development of some tourist sites like the ‘man made ‘lake at Bachuo Akagbe where it is accessible. Other sites are the water falls of Rivers Manyu and Mbu. Also of interest could also be on how to create access roads to the Hills of Mbio and Ashum so that in future, annual sporting events (Mt race) could be organized.
- The council should strengthen its staff capacity by redeployment, training and employment of competent staff that meets the challenges of the new decentralization dispensation and to comply with the new council organigram.
- The council should work at developing the local economy sector as there is a lot of potentials in the transformation of food stuff sector and the exploitation of NTFPs
- The council should look into alternative sources of energy to boost the economic growth of the council area.
- The council shares same problems with her neighbouring councils. South- South cooperation especially on road infrastructures will help improve on the economic situation of her populace. For example working with the Batibo Council, the road linking Mbeme-Koano-Kugwe could be rehabilitated. This will facilitate the evacuation of farm produce as its a zone for high production of Oil palm.

## Pictures



DO's Office Tinto



Abandoned stand tap Tinto town



Sub-Divisional Hospital Tinto Mbu



Tinto Council Truck



Agric Post Tinto Town



Municipal Grand Stand Tinto Wire



Chief's Palace Tinto Kerieh



Saturday Market Tinto Town



Crossing a river by rafters – a common means of transport



Women in the think of the municipality's economy



Community meeting



Oil palm processing not for adults only



Government Primary Pupil participating environmental sanitation

## 10. ANNEXES

- Project Presentation Sheets for the AIP
- Deliberation and Prefectoral order for validation and approval of the CDP
- Municipal order putting in place the Monitoring and Evaluation Committee
- **Document A:** Atlas of thematic maps (existing infrastructures, spatial planning of priority infrastructures)

**Document B:** Consolidation report

### *End Notes*

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<sup>i</sup> Full and a more detail information on the bio-physical environment is found in the Consolidation Report (2012)

<sup>ii</sup> For fuller understanding of the council as an institution see the report Council Institutional Diagnosis (2011)