

REPUBLIQUE DU CAMEROUN

Paix-Travail-Patrie

MINISTRE DE L'ADMINISTRATION
TERRITORIALE
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REGION DU SUD-OUEST
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MANENGOUBA

ARRONDISSEMENT DE BANGEM
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REPUBLIC OF CAMEROON

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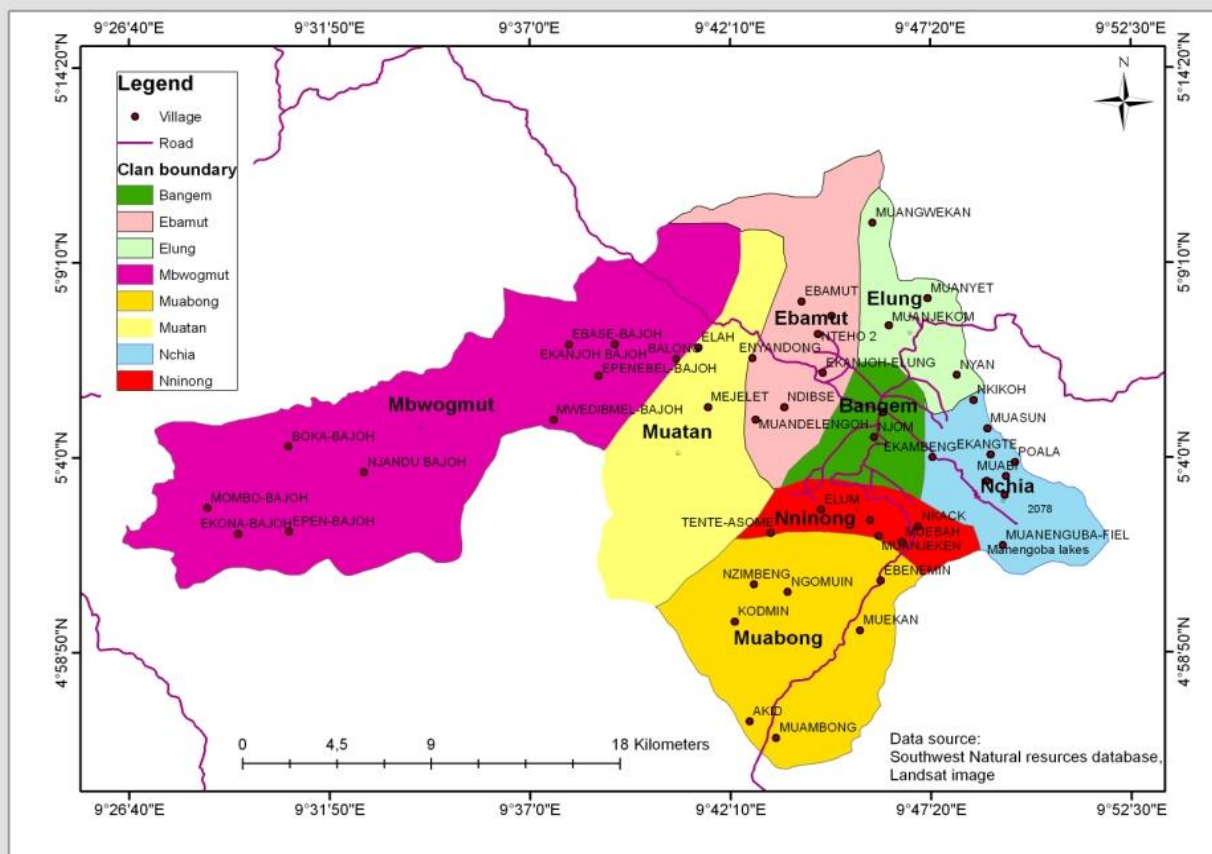
MINISTRY OF TERRITORIAL
ADMINISTRATION AND
DECENTRALISATION

SOUTH WEST REGION
KOUPE MANENGOUBA DIVISION

BANGEM SUB DIVISION
BANGEM COUNCIL



COMMUNAL DEVELOPMENT PLAN FOR BANGEM COUNCIL



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EXECUTIVE SUMMARY

The present document is a Council Development Plan (CDP) for Bangem Council (BC). It traces the state of development in the Bangem Council Area (BCA) so as to come up with a short term three (3) years development plan. The Bangem Council with financial and technical support from the National Community Driven Participative Program with French acronym (PNDP), and general assistance from COSACODE engaged in the process on 20th July 2011 (date of launching of project).

A team put in place by COSACODE and the Bangem Council organized a training session for 24 local facilitators to facilitate the participative territorial diagnosis, institutional diagnosis, council diagnosis, village vital data collection. During the Council and urban space diagnosis, the following problems were identified.

1. Inadequate water supply. Most village population drink water from poor quality sources
2. Most villages are far from the main health services.
3. Insufficient schools blocks, Equipment and old dilapidated structures.
4. Poor states and means of transport and circulation of goods and services and people.
5. Weak agro-pastoral production
6. Poor management of environment and natural resources
7. Weak capacity of the council to carry out economic development activities.
8. Lack of women and the girl child participation in decision taking.
9. Leisure, sport, recreation and culture infrastructures are absence or least develop.
10. Existence of spotted communication network coverage (MTN and Orange) non existence of CAMTEL network.
11. Poor development of sporting activities, leisure, recreation and culture
12. Insufficient electricity coverage
13. Weaknesses in the internal functions of the Bangem Rural Council.

These problems identified were a subject of analysis during workshops and planning meetings with the council authority and other development actors in the coming months. From the responses got from the field, pressing solutions needed to address the above problems includes microprojects amongst which are:

- Rehabilitation and construction of portable water points,
- Construction and equipping of health centres
- Extension of electricity supply
- Rehabilitation, maintenance and construction of road networks
- Rehabilitation and equipping of schools
- Construction, Maintenance and extension of Market
- Establishment of agricultural training centres
- Reestablishment of Farmers Cooperative Societies

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LIST OF ABBREVIATIONS AND ACRONYMS

AES-SONEL	Cameroon National Electricity Corporation
ANAFOR	National Agency of Forestry Development
ARV	Anti Retro Virals
CAMWATER	Cameroon Water Utilities Corporation
CDE	Camerounaise Des Eaux (Water Corporation)
CEFAM	Local Government Training Centre
CIG	Common Initiative Group
FEICOM	National Council Support Fund for Mutual Assistance
GESP	Growth and Employment Strategy Paper
ICT	Information and Communication Technology
MINADER	Ministry of Agriculture and Rural Development
MINAS	Ministry of Social Affairs
MINATD	Ministry of Territorial Administration and Decentralization
MINCOM	Ministry of Communication
MINCOMMERCE	Ministry of Trade
MINCULT	Ministry of Culture
MINDAF	Ministry of State Property and Land Tenure
MINDUH	Ministry of Urban Development and Housing
MINEDUB	Ministry of Basic Education
MINEE	Ministry of Energy and Water Resources
MINEFOP	Ministry of Employment and Vocational Training
MINESEC	Ministry of Secondary Education
MINESUP	Ministry of Higher Education
MINEP	Ministry of Environment and Nature Protection
MINEPAT	Ministry of the Economy, Planning and Regional Development
MINEPIA	Ministry of Livestock, Fisheries and Animal Industries
MINFI	Ministry of Finance
MINFOF	Ministry of Forestry and Wildlife
MINFOPRA	Ministry of Public Service and Administrative Reform
MINIMDT	Ministry of Industry, Mines and Technological Development
MINJEUN	Ministry of Youth Affairs
MINJUSTICE	Ministry of Justice
MINPMEESA	Ministry of Small and Medium-sized Enterprises, Social Economy & Handicrafts
MINPOSTEL	Ministry of Posts and Telecommunications
MINPROFF	Ministry of Women's Empowerment and the Family
MINRESI	Ministry of Scientific Research and Innovation
MINREXT	Ministry of External Relations
MINSANTE	Ministry of Public Health
MINSEP	Ministry of Sports and Physical Education
MINT	Ministry of Transport
MINTOUR	Ministry of Tourism
MINTP	Ministry of Public Works
MINTSS	Ministry of Labour and Social Security
NGO	Non Governmental Organization
NTFP	Non Timber Frest Products
OHADA	Organization for the Harmonization of Business Law in Africa
PRSP	Poverty Reduction Strategy Paper
SAR/SM	Rural Handicrafts Section/Home Economics Section
SME	Small and Medium-sized Enterprise

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CHAPTER ONE

INTRODUCTION

1.1. Context And Justification

After adoption of the Decentralization policy, the state created democratically elected institutions at local level (local government) that serve the interest of the people and communities. The decentralization policies put in place by Cameroon aim at creating development through the promotion of social dialogue and community participation in the management of its affairs, coordination and good governance. This law on decentralization confers on the local councils the responsibility to carry out local development activities and contribute towards poverty reduction through efficient mobilization of local actors and efficient utilization of local resources.

It is in this context that PNDP is motivated to support the Bangem Council financially and technically in the elaboration of a CDP for her long and short term development initiatives. PNDP has initiated collaboration with the Bangem Rural Council (BRC) for the elaboration and realization of a CDP through participatory CID, UPD and VPD. The role of all collectives (council staff, village heads, development actors and community members) in the accomplishment of this mission cannot be over emphasized. In this effect a protocol accord was signed between PNDP, BRC and COSACODE as the implementing Local Support Organization (LSO).

The process aims at enhancing community participation in governance and development of the Bangem Municipality (BM). This empowers local council to plan and execute their development activities. The CDP will guide the BRC and her development partners plan public investment and at the same time provide consistency and coordination of development activities in the council area. In this report, the present state of development is presented, which accommodates all sectors and services with the Bangem Municipality.

The USD reflects actual specifications like history, sociology, natural resources, economy and infrastructure etc. It serves as baseline data for the strategic planning of future development in the BCA. It will help the council to mobilize people in the area to work towards the same goals and to direct the council's activities towards democratically-identified development priorities.

The importance to engage in a participatory elaboration process with the BRC to realize and own a 3 years CDP is as follows:

- The Bangem council will be able to obtain relevant information on the council area and can use this information for realistic planning and monitoring of development activities,
- To present a true picture of the needs and opportunities in the council area and share information obtained with all stakeholders,
- Communities and the council together will be able to set the agenda for development priorities,
- Improve co-operation amongst councils, communities, private and public institutions, external support agencies that will result in investment in productive ventures and projects in the BCA.

1.2. Objectives of communal development plan

The principal objective is to realize a CDP in close collaboration with the Bangem Council staff through an analysis of functions of the different organs, identification of its strengths and weaknesses, its potentials, constraints and also the analysis of different problems that they are facing and finally to put in place a plan of action for the development of a 3 years CDP. The diagnosis summarizes all relevant physical and socio-economic information about the BCA to allow identification of needs of the population and development potentials. More specifically:

- To identify council actions and investments, by order of priority and plan in space and time
- To be able to conceive and budget in relation to the financial potential and available means of the council, monitor and implement in space and time based on the councilors priorities
- To ensure elites and other stakeholders to be implicated in the implementation of decentralization process within their municipality.
- To sensitize local communities on the need to be directly involve in their development.
- To prepare annual, triennial investment plans and socio-environmental impact assessment plan, putting in place a monitoring and evaluation committee and provide a work plan for its functioning.

1.3. Structure of the CDP

The document is structured to content information that is relevant to for the elaboration and production of the CDP in a context initiated by the baselines diagnoses. It outlines the methodology used in the collection and treatment of data, consolidated results of the various participatory diagnosis (Institutional, urban space and the village by village diagnosis) according to the different sectors (private and public), synthesis of all social and economic activities and services, consolidated problems and needs per sector, findings and conclusion. The appendix shows some of the tools prepared, produced and used during the various diagnoses. The information gathered during the exercise is classified as shown in table 1.

Table 1 Relevant information regarding the structure of this document

Information	Relevance of Information
1. Introduction: Background of the study and methods used	Reflects council's decision to develop a CDP and how the CDP will be use.
2. Population: Population size, growth rate, spatial distribution, age structure, mortality and birth rate.	Direct link to poverty status of the population and needs
3. Environment and Land Use: Natural resources, potential for development, environmental threats, land use types, agricultural, grazing and forest areas.	Shows in which areas the Bangem council needs to intervene and where national authorities need to be mobilized
4. Economy: Sectors: primary (agriculture, animal rearing, fishery, forestry), secondary (manufacturing, industries), tertiary (tourism, finances, transport, trade), informal sector. Employment, position of women and children, products and markets	Good overview of the opportunities and problems in the local economy is essential for the council to steer the council towards development.
5. Technical Infrastructure: Number and status of roads, bridges, electricity and drinking water supplies	These types of infrastructure fall under the responsibility of the council and can be expected to form a major part of the CDP
6. Social Infrastructure: Number and status of schools, hospitals, health centres, socio-cultural activities; entertainment, sports and recreation	Most of this infrastructure falls under the authority of the council or can benefit from an enabling environment provided by the

facilities, hotels, identified needs for staff, materials and buildings	council (e.g. private sector)
7. Council Organization and Functioning: Status and needs of the council organization (staff, buildings), existing short and long term plans, annual budget	Explains what the council needs in order to function properly and effectively carry out development activities
8. Development activities: Activities of council, Village Development Associations (VDA), churches, donors in development	Describes how the council can harmonize its CDP with other development actors in the council area
9. Conclusions: Main findings from the urban space diagnosis	Summarise potentials and needs for council area development

CHAPTER TWO

METHODOLOGY

The methodology used was the Rapid Community Diagnosis (RCD). It is made up of 8 principal stages:

- Preparatory process
- Collecting and analysis of information (photographs of some tools used are useful)
- Consolidation of data mapping and diagnosis
- Planning workshop, resource mobilization and programming
- Implementation of participatory monitoring and evaluation mechanism

2.1. Preparation of the entire process

The preparation process was done from the 20th to 24th July 2011. The principal objective of this stage was to accord with the Council staff on the objectives and methodology for the realization of CDP, implication and role of each actor (local population, decentralized services of the state, community actors, and organizations) operating with the council locality. During this stage, the Bangem Council and COSACODE developed a calendar of activities that permitted personnel's manage well the time and have effective and maximum participation of all persons and stakeholders. In this same phase, semi structured questionnaires containing maximum information to be used during the diagnosis were prepared by the planning team and presented to the staff of Bangem Council for approval. The Mayor and council staff at this stage were informed of the different actors on the calendar of work and how the exercise will be conducted.

The organizational approach that was applied allowed in the decision-making process the direct and institutionalized participation of a wide group of people representing the community along with the mayor, members of Bangem council and local authorities. A working group was set up by Municipal Decision N°21/2011 of 29th July 2011 bearing on the appointment of members of the steering committee for the elaboration of the Bangem Council Development Plan and made up of the following:

1. Ekonloeh Benedict N. as Chairman (First Deputy Major)
2. Kang Primus Metuge (Secretary)
3. Mrs Epie Magaret Dione (Women leader)
4. Chief Mesambe Chief of Ekaku (member)
5. Mrs. Enongene Agenes Senge (member)
6. Mr. Ajang Simon Akwe (member)

Their role is to permanently follow-up and participate in activities related to the CID, USD and village diagnosis process and to guarantee a reliable link between the council and its partners, especially the consultants (COSACODE) and the communities. People from the community, including specialists from various fields, were appointed as members of this commission. The Steering Committee members are committed and are working closely with the personnel's provided by the COSACODE who are facilitating the planning and preparation process. The direct involvement of people outside the BRC gives full local ownership to the CDP.

2.1.1. The start off stage

A workshop was organized for the official launching of the project on 20 July 2011. It was presided over by the Lord Mayor of Bangem Rural Council on the high patronage of the Sub-Divisional Officer for Bangem and a host of service heads. Participants were: Chiefs and local population, Chief, Councillors, Council staff, church leaders, traditional chiefs and head of deconcentrated state services etc. The objective of the workshop was to sensitize and informed the local population as key players in the elaboration of the CDP and its importance, identification of different actors and their roles. To sensitize the village leaders and development actors on the necessity of mobilizing the population to participate in all stages of the process of elaborating the CDP and most especially its implementation.

2.1.2. Trainings in participatory socio-economic data collection

In the participatory socio-economic data collection training, 24 local facilitators persons from the 8 Clans that make up Bangem Sub-Division were trained on data collection procedure. The collectors were chosen based on their educational background that allows them to deliver quality data of all villages. All local facilitators were identified and trained on the bases of the following criteria:

- Must come from the Bangem Council Area,
- Must have at least Ordinary level certificate,
- Must be highly available and committed,
- Must be apt and can speak in public,
- Have a mastery of the Council Area.

The training took place on 21, 22, 23 July 2011. The team formed by COSACODE to facilitate the CID, USD and VSD is made of the following persons below. In addition to the following team members are accompanied by local facilitators selected from the different villages. Table 2 shows the teams, members and their working areas.

Table 2. List of COSACODE Personels and their areas of work

Team	Team member	Area of work
A	<ul style="list-style-type: none">• Sone Michael Ebune• Joseph Mbah• Joseph Cutler	Village by v Diagnosis
B	<ul style="list-style-type: none">• Nzene Sylvester Enongene• Motale Moses Sakwe	Urban Space Diagnosis
C	<ul style="list-style-type: none">• Ntiege Hans Sumelong• Joanes Toulac Jang	Council Institutional Diagnosis
D	<ul style="list-style-type: none">• Buh Wong Gaston	GPS point collection
E	<ul style="list-style-type: none">• Mengot Fridah	Secretary

2.2. Collection and treatment of data

The objective of information and planning was to inform all stakeholders in the urban space/village diagnosis process and to finalize the planning of all activities. The following activities were carried out. The council assisted by the consultants from COSACODE finalizes the details of the work plan.

Session for information, planning, data collection, restitution, and problem analysis were organized and official letters sent to all chiefs with attached work plan for the exercise.

2.3. Data consolidation and mapping

The collection of basic vital data started from 27th July to 26th August 2011 and concentrated on: The presentation of the Council (GPS points of the basic social infrastructures, location, physical features, population data, economic activities, development actors of the council, State of development of the Council Area (CA), the productive sectors (Agriculture, rearing, exploitation of natural resources, transformation, trade and commerce, artisans, tourism etc).the infrastructure and social services (education, health, road, water and sanitation, energy, social protection, means of information and communication). Collection of the GPS coordinates of each basic social infrastructure was done with a GPS model Garmin 60 CSX; Map datum set: WGS84; Accuracy set at +- 3m; Position format set at decimal degree.

Data filled on PNDP form provided were obtained after triangulating of 3 sources. Administrative reports, semi-structured interviews on the fields, direct observation and counting on the field.

Tools used were: Term of reference for group work, check list, semi structured interviews, data collection form provided by PNDP, mapping, transect, observation.

The data collected was treated, classified according to sector, treated and elaborated in a participatory manner. The information will then used for participatory prioritization and planning of the activities of the CDP for the next 3 years.

2.4. Strategic planning, resource mobilisation and programing workshop

The strategic planning was done by bringing together participants from diverse backgrounds – Council staff, CDP steering committee members; councilors, heads of government departmental services with particular focus on those services that competence has been hand to the councils. Equally present, were prominent elites, traditional rulers, members of the civil society organizations and gender mainstreamed, that ensured protection of interest for all. PNDP who is the main sponsor was highly represented.

Uring the workshop a participative approach was adopted applying many tools icuding group work, plenary sessions presentations, question-and-answer, brief presentations, experience sharing and brainstorming.

The logical frameworks developed according to sectors earlier on were presented for validation in plenary by the various divisional delegates in Kupe-Muanenguba Division. The logical frameworks were later on validated after clarification and inputs were made on case-by-case basis. This lead to the preparation of an annual investment plan (AIP) and triennial plan. The annual investment plans were accompanied by a contract award plan. On the basis of medium-term plans, 3-year action plans were formulated for basic and secondary education, public health, public works, water and energy, livestock, environment and agriculture.

2.5. Put in place a participatory monitoring and evaluation mechanism

A twelve man committee was put in place by the mayor to follow up the elaboration of the CDP. Each member was given a TOR of their responsibility. This committee will be supported in the various community by the village development committees put during the village diagnosis.

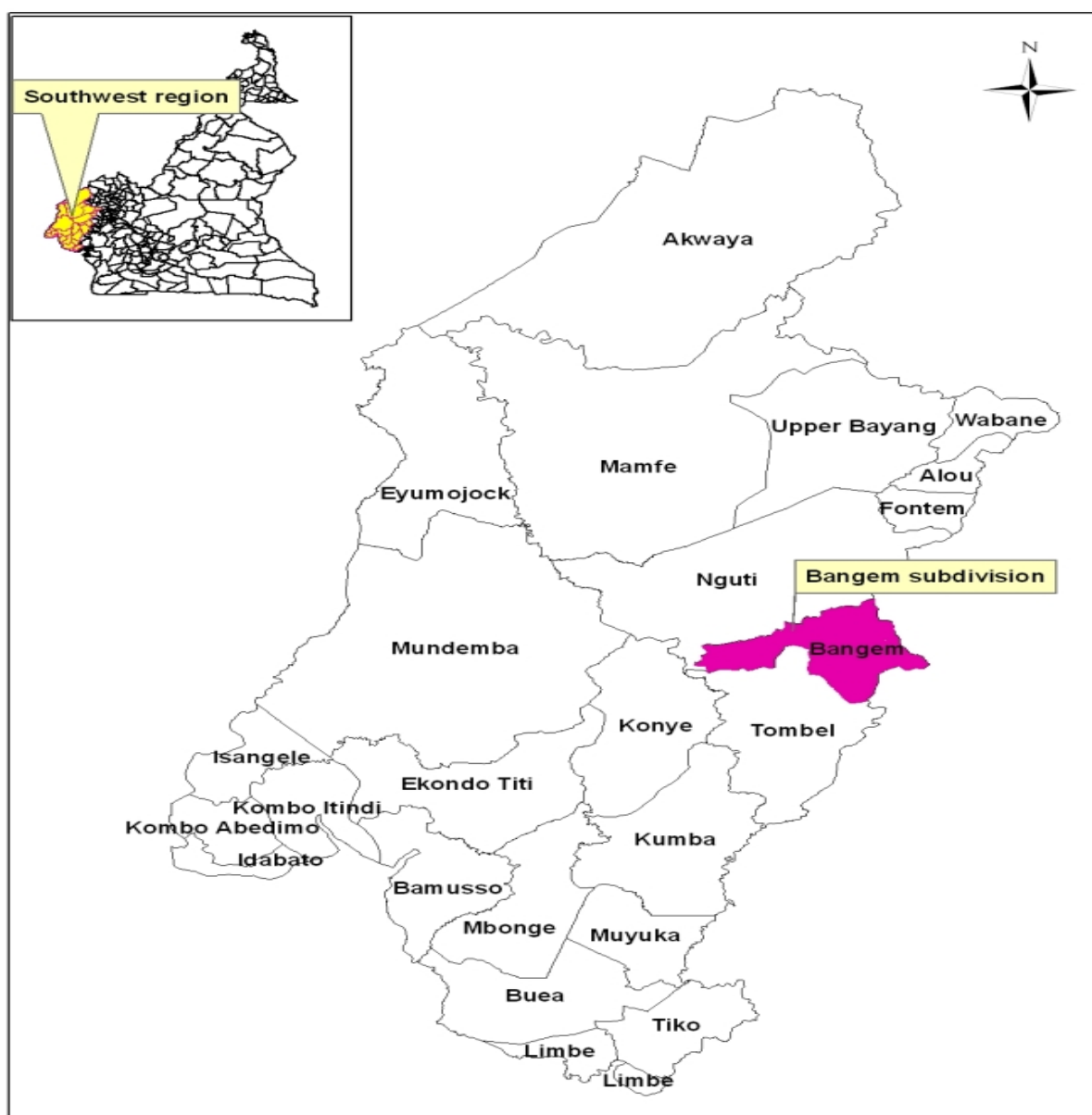
CHAPTER THREE

SUMMMARY PRESENTATION OF THE COUNCIL

3.1. Location of the council

Bangem council is found in Kupe Muanenguba Division of the South West Region of Cameroon. It is about 94 km from the town of Kumba and has an altitude of about 400m above sea level, with a surface area of 1500 square km. The Council shares common boundaries to the north with Tinto Sub division, to the south with Konye Sub division, to the south-east with Bangem and Melong, to the east with Santchou, Dschang and Fontem and to the west with Eyumojock and Toko. Topographically, the land is generally flat and raised 400m above sea level with gentle and steep hills dotted within the thick humid forest in the municipality. It is host to several forest reserves including part of the Bakossi national park, Bayang Mbo and the proposed Muanenguba integral ecological reserve.

Council Localization map vis-à-vis division's chief town and in Cameroon,



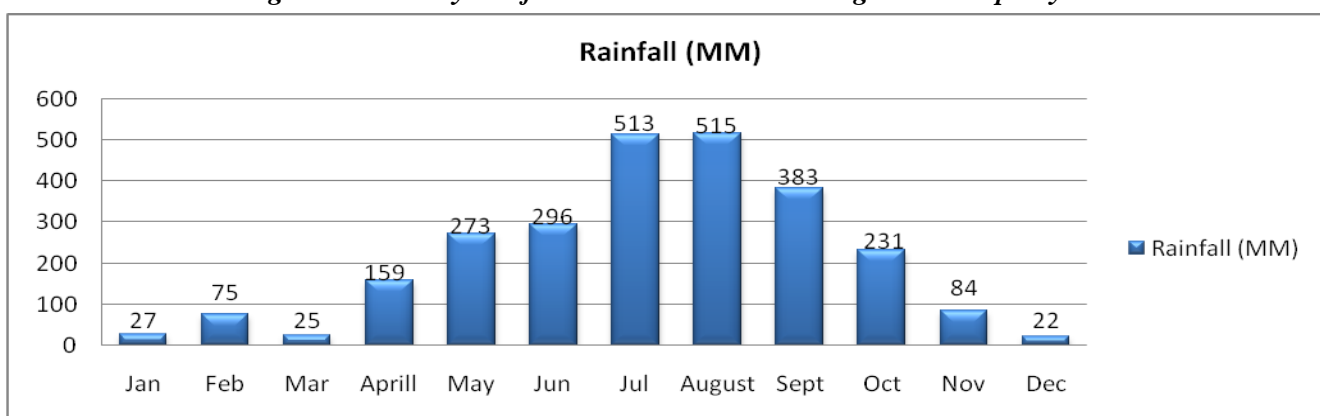
3.2. Description of biophysical environment

3.2.1. Climate:

The climate of the Bangem Council area is equatorial, with heavy rainfall fairly well distributed throughout the year and giving rise to forest vegetation and fertile soils. The dry season runs from the month of November to March. During this period, the weather is bright with little rainfall, cold nights and hot days. The rainy season, on the other hand, starts gradually from April and heaviest from August till late October. It has an average relative humidity of 80% and average annual temperature of 15-25 degrees centigrade, with dry season from November to February, light rains from March till May, and rainy season from June till October.

Rainfall: Generally average rainfall varies between 515mm to 15mm per month around Bangem, peaking in August and sparingly in February as indicated in the figure 1 below.

Figure 1: Monthly rainfall distribution within Bangem municipality

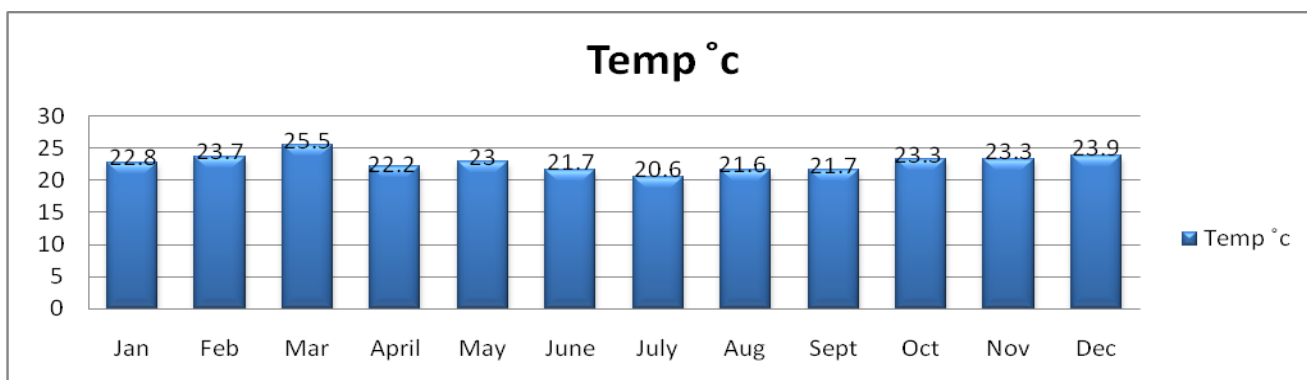


Source: Ejedepang Koge (1986).

As observed on figure 1, rainfall decreases from the Month of August to December. Muanenguba being in a mountainous region experiences orographic rainfall.

Humidity and temperature: Temperatures around Bangem town range from 20.6°C to 25.5°C giving a range of about 4.9°C. This temperature is distributed monthly as follows:

Figure 2: Monthly temperature distribution around Bangem area



Source Ejedepang Koge (1986)

From the data above, the coldest period starts from June to September while March appears to be the hottest month. There is severe cold condition during June to September, because of the high altitude,

while people suffer from high temperature during March. Paradoxically, the Northeast trade winds (Hamattan) moderate the temperature during the dry season in this region.

3.2.2. Soils

Soil consists of a comparatively thin layer of materials that covers the underlying rock, on which plants grow. Soil depth ranges from a few centimeters to over a meter. The Bangem Council area is dominated by volcanic₂ soils. The northern area is composed of acidic and volcanic soils covering areas like Ebamut, Nteho and Enyando. The soil Nkikoh, Muabi, Nyan Poala, and Ekangte have been formed from the recent local deposits of the volcanic cones of Muanenguba Mountain. Mbat and Ekanben villages, which are also part of the zone (Nhia Clan), have volcanic and basic soils respectively.

Part of Nninong Clan (Ebonemin Mueba and Nkack), and from Muambong clan, have volcanic soils. South West in the Muatan clan i.e. central Assume (Muetanaku and Ngomin) the soil is acidic. While the Bangem clan have basic soil with some element of clay in it as the distribution of soil types closely approximates the distribution of rock types since soils are developed from the decomposition of rocks. Above all, the nature of the parent material will have a major effect on the properties of the young soils and may exert an influence on even the oldest soils.

Generally the soils across the Bangem municipality are volcanic, hydro orphic and ferralitic. This makes it possible for a wide range of plants to be cultivated. Additional organic and inorganic fertilizers are imperative for high yields. Most soils in the council are naturally rich. The soils on the slopes of Mounts Muanenguba are very fertile volcanic soils, which are suitable for the cultivation of a wide range of both cash and food crops. In some places, they are interrupted with sandy, clay, loam and sedimentary soils which are also very good for crop production

3.2.3. Relief

The Bangem municipality stands out as an area of irregular relief configuration of highlands and lowlands. Plains, deeply grooved valleys and caves, which give a distinct relief feature of the area, interrupt the highlands. There are areas as high as 2,396 meters around Mount Muanenguba. The mountain is of volcanic origin. In fact, it is an extinct volcano. The altitude ranges from 200 to 2,396 meters above sea level. The area has an outstanding mountain, namely, Mount (2,396 meters). The slopes of these mountains are made up of mainly fertile volcanic soils, which are good for the cultivation of a wide range of crops, and sustain a high dense tropical forest rich in both flora and fauna. Generally, the council area land is of low gradient, punctuated with a few ridges and hills, whose valleys had been deepened by run-off. The council area drained by a few rivers, with River Mungo being the biggest and longest. There are a number of crater lakes, including the Muanenguba twin lakes which are a very significant tourist attraction.

3.2.4. Hydrography

The hydrography is made of rivers, streams, springs and twin lakes. In the hinterlands, these springs and streams which take on different names at different locations serve as vital sources for drinking water. As far as rivers are concerned, the Muanenguba region has about five (5) major rivers with smaller streams emptying their water to them. In the southwestern part of this region, river Chide and river chunge are most prominent. Tributaries to river chide include river muamekum, (Muambong) toe (Ngomin) and chunge (nkincunge). River chide then moves southwest ward in addition to other small rivers in Tombel sub division to meet river mungo. River Dibomba stand southwards as the major river, with rivers like Moukokuume, Njabeu, Nedieu Ebong, Mberebe, Eyene and Djoube as tributaries. River Dibombe continues its movement southward to river Wouri. River Mbe with its tributary Muasum alongside river Mbwe appear to be prominent heading to the

cross river in Manyu Division and Nigeria. Eastwards, river Adibengoh, Ntisan and Nye empty their waters into rivers Nkam. Due to the low altitude around Mboawasum area, this area has portions, which are swampy. Other swampy areas can be found around Mbourouku and Melong; meanwhile there is a pond at Muanyet.

3.2.5. Flora and vegetation

Muanenguba region is in the humid tropics, which has tropical rainforest vegetation. But the altitudinal modifications have given rise to dominant grassland vegetation and some patches of forest. The vegetation of this region is less varied as we should expect in a region, which has one distinct climate with alternative rainy and dry season. The region has a transition from equatorial rainforest at its borders, to sub montane and montane forest, shrubs and grassland. It has one of the best-developed sub montane forests in West Africa and it is rich in montane endemics of guinea Congolian affinity. The region is forested on the southern slopes

3.2.6. Fauna:

According to Ejedepang Koge (1986) the Muanenguba region was the original and initial dense settlement place of all the Bakossi people and their relatives. Hence in order to survive, both the forest and the animals were over used. In this light, most of the large forest mammals have disappeared like the Elephants, Lions, Buffaloes, Gorillas etc. At the moment, what are mostly found are the herbivores and rodents like Deer, Hare, Grass cutter, Porcupine etc.

The birds in this region are similar to those of the Cameroon Mountain but there exist a scarcity of very large birds like Eagles, Vultures etc. Some species observed in this zone include the stonechat, scaly francolin, African harrier hawk, pipits species, yellow bishop and red-eyed puff back shrike.

The aquatic community is not well developed here. The female lake has some Tilapia in it. There are various species of amphibians; some of which are locally consumed. Three species of amphibians are endemic to this region. They include cardioglossa, trafeziata leplodactylon, erythrogaster and phynodon species. The absence of large fish in this region is probably based on the rough topography of its river regimes. This area also accommodates chameleon, snakes and other reptiles.

There is a good population of insects including butterflies, millipedes, beetles etc. some butterfly species include byclus euphidra and papilo.

3.2.7. Mineral resources

As for this moment Minerals such as gold, is yet to be discovered. The municipality has gravels, sand, harsh which could be used for road maintenance and construction work

2.2.8. Protected area

There are a good number of protected areas in the municipality. These includes the Bakossi National Park 29,320 ha, Mt. Muanenguba (Proposed Integral Ecological Reserve)

Table 3: Relevance of information regarding protected areas of the council

Type	Localisation	Surface Area (ha)	Dominant Species	Degree of Value	Status
Parks	Bakossi National Park		Chimps, Drills etc,	NA	
	Mt. Muanenguba (Proposed Integral Ecological Reserve)	5,252 ha	Chimps, Drills & <i>Prunus africana</i>		
	Muanenguba twin lakes (Proposed		Tilapia and other fish species.	Culturally very high.	

	sacred grooves				
Reserves	Farm Lands	10 ha	Cutting grass, hare, monkeys	Agricultural importance	
Sacred Forests	Muanenguba	5 ha	Buffalo, Hares, Mbih	Spots for traditional performances	
Sacred Sites	Abukume	NA	NA	NA	

3.2.9 Strengths/Opportunities and Weaknesses/Threats of the biophysical Environment

Domain	STRENGTHS/OPPORTUNITIES	WEAKNESSES/THREATS
Soil	<ul style="list-style-type: none"> The volcanic and rich soil is favorable for the development of diversified agriculture (cocoa, coffee, palms, banana, and cassava.) 	<ul style="list-style-type: none"> Existence of a very bad roads within the municipality Enclavement of village and the municipality
Climate and relief	<ul style="list-style-type: none"> The hot and humid climate include high land are particularly favorable to the culture of cash Cocoa, Coffee, Cassava, banana, palm which are demanded in the local and international market. 	<ul style="list-style-type: none"> Abundance of mud holes and muddy roads in the rainy seasons which make the accessibility to villages totally impossible Very hilly relief. Or accidental relief which is an obstacle to the mechanization of agriculture Landslide in some villages
Forest and fauna	<ul style="list-style-type: none"> Existence of abundant tree species, Non timber forests products, medicinal plants, wildlife. High possibility of the council to increase the council revenue through the exploitation of council or Community forest and also to access the mechanism of carbon market 	<ul style="list-style-type: none"> Difficult accessibility and ,accidental reliefs Low perception of the forest and fauna as a source of income for starting up the development of the area Rampant illegal forest exploitation, poaching
Hydrography	<ul style="list-style-type: none"> Existence of numerous Springs water, Streams and Rivers which flow from the mountains to the valley and which can be easily bottled and commercialized. Existence of frogs, toads, tadpoles and fishes. 	<ul style="list-style-type: none"> Unsustainable exploitation of halieutic resources (tadpodes) Limited availability of water during the dry season
Tourism	<ul style="list-style-type: none"> Existence of abundant touristic sites (parks, virgin forests, fauna, waterfall .) Existence of twin lake which is a wonderful touristic site 	<ul style="list-style-type: none"> Inexistence of touristic tracks Absence of promotion
Mines	<ul style="list-style-type: none"> Existence of sand, harsh and stones which can be used on construction work 	<ul style="list-style-type: none"> Mines (sand, harsh and stones) are not exploited really

Natural hazards		<ul style="list-style-type: none"> Few environmental hazards like floods, strong winds and landslides could be observed in riverbanks of some villages and hillsides respectively
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3.3. History of the people of the council:

3.3.1. Origin of the people,

Bangem council area consists of sixty-three (63) villages belonging to eight clans: the Bangem, Nninong, Muambong, Nhia, Elung, Ebamut and Muatan clans. The council area is inhabited by mainly the Bakossi tribe, all of whom share the same ancestor as descendants of Ngog who was married to Sumediang and they had seven sons. They lived in Mwekan, about 10Km from Bangem in the western part of the Muanenguba Mountain.

Bangem - formerly part of the Kumba Eastern Area Federation (Kumba North) - became a Sub-Divisional Headquarter in the 1953, incorporating all of Bakossi (in the western aspects of the Kupe and Muanenguba mountains. In 1968 Bangem was split into Bangem (Northern Bakossi) and Tombel (Southern Bakossi) (Ejedepang-Koge, 1986) and subsequently achieved Divisional Headquarter (Kupe Muanenguba) status in the 1993. In 1963, the Bangem District was created covering the land occupied by the Bakossi people. Bangem District was split into Northern and Southern districts in 1968, and, in 1977, the Bakossi Council was also split into Northern and Southern councils.

3.3.2. Population

Bangem municipality has an estimated population of 19775 inhabitants occupying an area of 1500 km. sq with a density of about 13 persons per square kilometre. Such a population is structured and distributed as follows:

Table 6: Distribution and structure of population within the municipality

TOTAL POPULATION OF BANGEM MUNICIPALITY					
Clan	Village	Total	Men	Women	Children > 16years
Bangem		2023	1002	1021	977
Nninong		3369	1494	1875	1158
Muambong		2693	1360	1547	1107
Nhia		1576	773	803	725
Elung		2620	1230	1390	1112
Ebamut		1132	589	521	332
Mbwogmut		4054	1995	2050	1697
Muatan		2317	1051	1101	888
Total		19775	9494	10308	7996

Sources: survey

Population Distribution: Bangem Council area has more than 25% of the total population of Kupe Mueneguba Division. Since the terrain is undulating and highly inaccessible, heavily concentrated population areas are in the hinterlands. The Mbwogmut community comprising of 10 villages is the most thickly populated, followed by the Nninong, Nhia, Elung and Muambong clans. The Bangem clan, Ebamut and Muatan clans are relatively sparsely populated.

Rural vs. Urban Population: The population of Bangem Municipality is basically rural (about 75%) with Bangem towns classified as semi urban.

3.3.3. Ethnic groups:

Migration Pattern: Movement in and out of Bangem municipality is similar like in other rural communities. There is significant movement of indigenous people out of Bangem Municipality to other areas of the South West Region, Kumba, etc Douala, Yaounde, and even out of the country. People move out of Bangem for several reasons including the search for job opportunities, higher education, and other economic opportunities. Movement into the municipality is significantly low. However, most of the internal migration is due to farmers' quest for new farmlands and administrative transfers of teachers and other civil servants, particularly since the creation of the Divisional headquarters.

Movement out of Bangem municipality is high due to the following: work and higher education opportunities, the search for better social facilities and the human desire to discover the world. This high rural-urban migration can be attributed to the absence of electricity in close to 85% of the municipality's village communities, job creating structures and the generally slow pace of life. On the other hand movement into Bangem is slow compared to movement out of the area. Emigrants from villages around migrate to settle and do business, while people of the North West Region of Cameroon also migrate here to take advantage of the fertility of the soil that is good for the cultivation of cocoa and major food crops such as plantains and yams that have become important sources of income. The creation of a Divisional headquarters here constitutes a pull factor. There are a few services that have been established in Bangem town to cater for the needs of workers in various Divisional services and including road side sellers of food, drinks, and provision stores.

3.3.3. Religion:

The main religions in Bangem Municipality are Christianity, Islam and Animism. The Christian religions have the following denominations; Catholic, Presbyterian, Apostolic, Full Gospel and Baptist. Traditionalists adhere to 'juju' and shrine worship. It is common to have people, who are both Christians and traditionalists however; Christianity is increasingly becoming more dominant. Below is a table on the distribution of these institutions. The main religions in Bangem Municipality are Christianity, Islam and Animism. The Christian religions have the following denominations; Catholic, Presbyterian, Apostolic and Full Gospel. Traditionalists adhere to 'juju' and shrine worship. Several persons are both Christians and traditionalists however; Christianity is increasingly becoming more dominant. Below is a table on the distribution of these institutions.

3.3.4. Main economic activities:

The population of Bangem Council area consists predominantly of farmers. Over 80% of the population is involved in agriculture which therefore constitutes the basis of the local economy. The rest (20%) of the population is involved in other sectors including administration, teaching, petit trading, transportation and forest exploitation. Livestock is reared as a part time activity.

The lack of electricity has rendered it difficult for any processing activities to develop thus agriculture is limited to farming, harvesting and sale of farm produce in the primary state. Non-farm actors include civil servants, teachers, medical personnel, petit traders and motor cycle riders. The youth unemployment rate is extremely high as many have rejected farm work and possess no marketable skill needed for any gainful employment. They engage in farm work to assist their parents and not as a permanent profession. The crime rate however has remained relatively low.

Children in this municipality go to school and offer assistance to their parents as the need arise; they help in farm preparation, weeding after planting and harvesting. They also help in the market during

the weekends and do other household chores. Therefore, children in this municipality are not deprived of their education.

In Bangem council area, household surveys reveal that in the municipality the following prevails: housing is semi permanent (mud or plank), Education is averagely at the primary school level, and Clothing is largely obtained through traders of second hand goods from nearby towns. Feeding habits are reflected in the availability of what is produced locally. Sanitation conditions are poor as it is commonplace to find stray animals and some homes without pit toilet facilities. People bath upstream while others collect the downstream water for domestic and related chores.

3.3.4.1. Agriculture

Due to the favourable climatic conditions and the very fertile soils, the region can support a wide range of crops, domestic animals and birds. As a result, most inhabitants of Bangem municipality are farmers, and farming is the main source of employment. An average farmer crops between 1- 4 hectares. Primary crops for the various clans include as follows:

- Food crops: Some of the food crops cultivated in the area are plantains, coco yams, maize, sweet yams, cassava, pepper, okra, beans and bananas. The municipality has the potentials for producing more including vegetable of all varies.
- Export crops: The following cash crops are grown: cocoa, coffee and oil palm. The Bajoh clan is the highest producer of cocoa in the council area while the Bangem clan areas are the highest producer of coffee robusta. Other export crops with production potential are green beans and strawberry and fruits such as mangoes, guava, cola nuts and avocado.

3.3.4.2. Livestock breeding and fishery

In Bangem council area, there is small-scale rearing of pigs, goats, sheep, cows, horses and poultry, mainly as a form of family savings and for ceremonies. Commercial enterprises are non-existent except in the case of the Bororo who rear cows for money in the Muanenguba Mountain region. The native population stopped rearing cattle, in particular the short-horned species known locally as the “muturu”. Increasingly, the culture of rearing goats and sheep is dying out, as people now farm close to their homes, and the local population is not equipped with alternative skills for rearing animals, not least of which is the complementary relationship between food crop production and animal rearing.

Almost everyone in Bangem Municipality is practicing some husbandry, mostly at a small-scale, household consumption level. Everyone keeps fowls. A few farmers keep goats (~1 - 5 goats) or pigs (2-5). Livestock are consumed in the home, or sold for funerals mostly. However, the development of livestock and fishery in the municipality is hampered by a number of difficulties, including a poor and largely impracticable road network, low prices of products, small farm sizes, lack of inputs and improved breeds, substantial post-harvest losses, lack of processing facilities, poor stock and ageing farming population, and poor husbandry practices.

3.3.4.3. Hunting

Hunting is the first recognized human activity in this region. History holds that “Ngoe” the first man to settle in this area, was a hunter. Animals hunted in the area include duiker, bus-buck, porcupine, giant rats, bush cats, civet cats, monkeys pangolin, squirrels lyrax and cane rats. Large mammals like elephants. Lions and gorillas have disappeared from this area to forested Babubock area and its environs. Some hunters reveal that they last saw these animals during the early 1970s. Rodents like grass cutters are more dominant.

3.3.4.4. Forest Exploitation:

The Bangem council area's forest has a wide range of endemic, unique and endangered flora and fauna and also has a share in the contribution of the forestry sector to Cameroon's economy: providing wood to the numerous carpentry and furniture workshops nationwide. There is little pollution in the Council area. This leaves the environment in an appreciable state with fresh air to breath. Bangem municipality falls within the tropical evergreen rainforest zone of Cameroon in Mbwohmut area. It is endowed with valuable forest resources including Timber, Non Timber Forest Products (NTFPs) and wildlife. There exist several tree and animal species (No data is available). Another visible problem is river poisoning where by villagers up stream use chemical (Gamaline) for fishing and run off from chemical farming. Hunting, fishing, collection of NTFPs and forest exploitation are guided by forestry laws. However, poaching and illegal forest exploitation still prevails. There is high exploitation of timber (African mahogany, Sapelli, Iroko, Bubinga, Small leaves Akom, Milk stick and Black Afara) within the council area from Mbwohmut clan. Timber is exploited for home use and a substantial quantity is illegally exploited for commercial purposes that serve a timber supply chain in Kumba, Douala, Limbe and Buea. NTFPs, including wildlife (bush meat) provides substantial income, employment and serves as food source to a good number of people in Bangem council area. Like timber exploitation, there is no information on the total quantity of NTFP harvested from the area

3.3.4.5. Collection of non timber forest products:

The unique plant species, *Coffea montekupeensis*, known in Bakossi as “deh a mbine,” is a wild coffee plant believed to be more valuable than the Robusta and Arabica coffees common in Cameroon.

Table 11: Identified commonly used NTFPs within the municipality

Common name	Vernacular name	Scientific name	Local use	Means of Local valorization	Opportunity to Valorize
Njangsa	Esange	<i>Ricinodendron heudoletti</i>	Food spice	NA	High
Cashew nuts	Nkeh		Edable nut	NA	medium
Mushroom	Nwueh		Food	NA	High
Bush mango		<i>Irvingia gabonensis</i>	Food spice	NA	High
Bush pepper	Nyoup	c	Food spice	NA	High
Cola nuts	Abih	<i>Garcinia lucida</i>	Edible fruit	NA	High
Alakata pepper,	Mboniete	<i>Aframomum spp.</i>	Medicinal	NA	Low
Bitter cola,	Nyieh	<i>Garcinia kola</i>	Edible fruit	NA	High
Eru,		<i>Nitium africana</i>	Food	NA	High
Country onion	Mbulekang	<i>Gnetum africanum</i>	Food spice	NA	High
Prunus		<i>Prunus africana</i>	Medicinal	NA	High

Source: COSACODE Field Survey 2011

3.3.4.6: Handicrafts:

Handicraft activities were realized to be carried out by few of the villages in the municipality. This constituted a considerable source of income for the local people. Basic handicraft activities include weaving, stitching and carving. The main products are thatches, sleeping mats, wood utensils and traditional musical instruments/attire.

3.3.4.7: Commerce:

Trading is not a very developed activity in the municipality. This is so because of the enclave nature of the municipality. Traders buy goods from Kumba, Douala and Bafousam and are distributed in other villages through petit traders who are resident in these villages. Villages in the hinterlands transport their needed goods through head loads or motorcycles from the market centers. There are 5 provision stores, 3 cold stores and 25 off licences supplying basic commodities within the municipality.

3.3.4.8. Industry:

There are no major industries within the municipality but for apprentice which is the only industrious activity going on in all the villages within the municipality. This helps to provide some required maintenance services to the local population. This includes hairdressing, carpentry, motorcycles and motor mechanics. These services are employing a hand full of the youthful population. This portion of the population is neither farmers nor businessmen, but rather investing more on this sector.

3.4. Basic socio economic infrastructure

As far as socio economic infrastructures for Bangem Council area is concerned, the following were identified

3.4.1. Health: There are 10 health centers and 1 Hospital otherwise call district hospital, with different capacities and functions spread over 18 villages out of the 65 villages found in the municipality. There are 11 state integrated health centers (IHC), 1 Presbyterian health centers (PHC), 2 Local health attendant centers (LHC) and 2 cottage pharmacies. Very few of these centers are partially equipped with the basic working and materials / instruments needed for even minor consultations. Majority of them are empty with a few having sleeping beds, baby's cot, and thermometer, microscope, and haemoglobin and wash bottles. The mission health centers are far better equipped. The commonly encountered diseases within the municipality are malaria, diarrhea, dysentery and typhoid.

3.4.2. Markets:

Trading is not a very developed activity in the municipality. This is so because of the enclave nature of the municipality. Traders buy goods from Kumba, Douala and Bafousam and are distributed in other villages through petit traders who are resident in these villages. Villages in the hinterlands transport their needed goods through head loads or motorcycles to and from the market centers. There are 5 provision stores, 3 cold stores and 25 off licences supplying basic commodities within the municipality.

However, there are two organized markets, the Bangem town and the muambong markets that usually operates on Wednesdays and Saturdays for the former and Thursday for later. of which is held in an open space with a few permanent, semi permanent and temporal structures.

3.4.3. Education:

The government has opened many primary and secondary schools in Bangem council area, thereby improving the rate of school attendance in the area. There are thirty four primary (government, mission and lay private) four nursery and four secondary and two high schools in the municipality. There is also a Teachers Training College in Bangem.

Indeed, most, villages now have at least a primary school at walkable distance of less than 1 km, taking many pupils just 15 – 20 minutes. However, the council area has no institution of higher learning while the opening of many schools has not been matched with adequate infrastructure and staff.

3.4.4. Social amenities:

There is one grand stand, one developing foot ball field, and one women empowerment centre in the municipality. Also there are five motels all which are found in Bangem town.

3.4.5. Financial institutions:

There are four financial institutions offering some elementary bank services within the area. These institutions include: Bangem area cooperative credit union, Bangem Post office, Chunge cooperative credit union, and Express Union. Each of these institutions has at least one worker who does not keep their daily schedule in most cases, except for Express Union. Membership to these Credit Unions is mostly limited to men. Women involved in any kind of business are left to operate a more efficient informal financial sector in which they make regular contributions to the benefit of one member. This is called the 'Njangi'. These njangis' are common in all settlements in the municipality.

3.4.6. Communication: There is no multi media centre found in the municipality. In terms of communication, the post office serves as a medium of exchange of information. There are also some scanty networks of Orange and MTN mobile telephone networks.

3.4.7. Water and Energy resources:

There is only one major source of water supply in the municipality, with more than 70% of villages and quarters having pipe-borne water. Very few communities rely on streams, rivers, springs and rainfall for water supply, particularly in Mb Wongmut clan. Women and girls here have to walk long distances to fetch water which is time consuming and labour intensive in areas with no pipe borne water supply. Furthermore, there is high prevalence of water borne diseases in these communities due to contamination of water sources.

Only Bangem are electrified. More than 80% of the rural communities do not have access to electricity supply. This is one of the factors of rural-urban migration by youths. All villages within the municipality use bush lamps for lightening. In villages that have thermal electricity, bush lamps are used as standby source of energy. In most of the villages, there are individual generators that are used during specific occasions. Owners of personal generators face difficulties of finding fuel and general maintenance due to lack of technicians who can carry out such repairs.

However, a few villages along one phase medium tension line have received studies. These includes : Mbat, Munyet, Elum I, Ebamut. To carry out studies and proposals, the position of the village should be considered in relation to three phase line or the single medium phase line.

3.4.8. Decentralised state services:

The administrative set up including the attached services of Kupe-Muanenguba Division are all present in Bangem Town. There are twenty two state services in Bangem that covers the entire municipality. All these heads of services are under the supervision of the Senior Divisional Officer. Their main functions are to provide technical services in their various spheres of competence. These include sensitization on government policies, training, providing legal documents and advice including liaising with divisional, regional and national institutions. The police and gendarmerie provide services in the domains of law and order. They are also involved in disputes and conflict resolution. A major preoccupation in this sector is the inadequacy of personnel, infrastructure and equipment. Most of the services are not housed in their own buildings and the limited staffs are usually away from their places of work for long periods on a monthly basis. This explains the huge gaps experienced by researchers seeking information about the municipality.

3.4.9. Roads

The municipality is handicapped by a poor road network. The main roads that are passable most of the year are the Bangem-Melong and to a larger extent Tombel-Bangem, roads, thanks to regular maintenance work carried out on some of them by the South West Development Authority (SOWEDA). Otherwise, most of the roads are always in a deplorable state, especially during the rainy season. Some parts of the Council area, especially the Mbwongmut clan (Ekanjoh Bajoh, Epen, Ekona and Mombo, etc) landlocked. With the opening and contraction of the Nguti - Bangem Road, villages like Elah, Ballock and Ekanjoh Bajoh, will be accessible though only during the dry season.

Transportation in this area is only by road. The road from Melong to Bangem about 33Km and from Tombel to Bangem about 54Km is passable all year round with small vehicles, (called “clandor”) which barely have the necessary documents and therefore carry overload to enable them pay their way through corrupt uniform officers. Conversely, from Bangem to the other villages is mostly done through trekking or with poorly maintained motorcycles that have no documents or helmets at high risk to the user. However, the road from Bangem to Nguti has just been opened up, though it has deteriorated drastically over the last couple months, hence leaving the situation as though nothing was done.

3.4.10. Tourism

Tourism is not developed with very few structures like Hotel and no restaurants. There are a lot of potentials for the tourism industry in the municipality. However, the facilities that could bust the sector are seriously lacking. The few structures are localized within the urban space and these include: One hotel [Prestige hotel] – with over 16 self contained rooms 2 VIP studios and a functional restaurant and bar; 4 inns with over 20 rooms in all [PFPP-Farmers bar, DAMCO, Peter Ekane and Esuh] Restaurants - bars are few and not well organized. The usual custom is for people to look for food round beer spots around the old market squares

3.5 Main resources and their potentials of the municipality

Table 2: Main potentials and Resources of the municipality

Natural resources	Localization	Potentials	User	Controller	Management access	Trends	Problem/constraints	Action to be taken
Forest	All of Mbwoqmut clan, Ebamut, Muetan and part of Nninong clan	Presence of floral and fauna biodiversity	Local population, hunters (wood & game)	MINFOF service	Free access undefined	Degradation (frequent felling of trees), agricultural practice by area, rearing of cattle, habitation by area	1. indiscriminate felling of wood ; 2. creation of non authorised farms 4. insufficient personnel and means for surveillance 5. Occupation by the inhabitants 6. Destruction of tree cover	1. control intensified 2. start process of forest set up (follow up and finalization) 3. undertake actions such as replanting of trees on degraded areas 4. forbid new installations 5. sensitize present inhabitants on the status of the forest 6. identify new rehabilitation sites
Sand	In Mbwoqmut clan, Muakwe, Muajekon	More than 80% un-exploited	Local pop. constituted of men	Traditional Chiefs Head of exploitation sites	Abusive and anarchic management	Other sites are still unexploited	Occasional anarchic exploitation of some sites	Organisation of sand exploitation
Gravel and Stones	In all the villages	More than 80% un-exploited	Local pop. Constituted of men	Traditional Chiefs Head of exploitation sites	Abusive and anarchic management	Other sites are still unexploited	Occasional anarchic exploitation of some sites	Organisation of gravel and stones exploitation
Rocks	Muadelegoe, etc	10% potential exploited as touristic sites	Local population is made up of old and women	Traditional Chief	Areas not put used by the communities	-	Access to the rock face is difficult hence limited number of tourist visiting. Insufficient and rough surface area used drier for cassava	Constructin of trails through to all the sites

Cultivable land	All the villages	More than 80% land not cultivated	Farming pop. Made up of Gbaya ,Bororo s,Kako and refugees from central African Republic	Traditional Chiefs Family heads	Anarchie management	Slight reduction of cultivable land through the effect of population increase	Poor mines exploitation technique Destination of crops by cattle	Demarcation of agropastoral areas
Grazing land	Nhia and Elung villages, particularly around the twin lakes on mt Muanenguba	58% yet to be exploited	Livestock farming population made up of Bororos and central-African refugees	-Council - Administrative authorities concerned	Free range system of livestock keeping	Considerable and progressive reduction of grazing land	Invasion of the grazing area by Bokassa and « sensitive thorns » Wild fire	Creation of forage plantations Sensitization on disadvantages of wild fire
« Gallery forest » and swamp	All the villages	Timber Raphia Cane	Local pop. For the construction of houses, cane work fuel wood and ponds	Traditional Chiefs Family head	Anarchic and abusive management	Progressive diminution of raphia	Over exploitation of raphia wild fire	Sensitization on disadvantages of wild fire and sustainable exploitation of natural resources
		Animals	Subsistence hunting	Free	Subsistence hunting	Diminution of animals	Wild fire	Sensitization on disadvantages of wild fire
Water Courses	All the villages	-	Fish, particularly tadpoles	-	Subsistence fishing	Reduction of fish	Fishing by poisoning	Sensitization on disadvantages (or dangers involved) in fishing by poisoning
Prunus africana	Villages	Potential yet to be exploited	Edible fruits and stem (trunk) used for constructions	Free	-	Under exploited	-	-

CHAPTER FOUR

Summary of key findings from the participatory diagnosis

4.1. Summary of council institutional diagnosis (strength and weakness)

4.1.1. Human resources

AREA	STRENGTHS	WEAKNESSES
Human Resources	<ul style="list-style-type: none"> ▪ Existence of a good staffing capacity (though limited in knowledge and skills) ▪ Existence of a highly motivated and visionary leader ▪ Highly educated councillors and enriched debates during council sessions. 	<ul style="list-style-type: none"> ▪ Insufficient qualified Personnel ▪ No system for staff Evaluation ▪ Inadequate understanding of staff/Roles and functions ▪ Inadequate internal communication flow

4.1.2. Financial Resources:

Table 25: Situation of council as an institution

AREAS	STRENGTHS	WEAKNESSES
Financial Resources	<ul style="list-style-type: none"> • Diversification of revenue collection potentials • Increased Administrative Accounts. • Emerging culture of good Governance (Transparency in management). 	<ul style="list-style-type: none"> • Wide disparity in council budgeting and budget realization • Limited exploitation of the other revenue sources • Tax evasion by business community

Council Assets:

Table 26: Situation of council as an institution Investment Rates

AREAS	STRENGTHS	WEAKNESSES
Council property	<ul style="list-style-type: none"> • Existence of Basic office Equipment in vehicles, plots and some building 	<ul style="list-style-type: none"> • Inadequate office space • Inadequate office equipment

4.1.4. Management of relationships (to insist on strengths and weaknesses);

Table 28: Situation of the council Strengths, Weaknesses Opportunities and Threads

AREAS	STRENGTHS	WEAKNESSES
Management of the relationship	<ul style="list-style-type: none"> • Partnership agreements with some organizations. 	<ul style="list-style-type: none"> • Inadequate collaboration with Development Technical Services

4.2. Common problems and needs identified by sector

	SECTOR	Problems/ constraints	Causes	Effects	Needs
0	Council as institution	Inadequate funds to realize community	<ul style="list-style-type: none"> • No industries • Limited sources of revenue • Insufficient assistance from donors, • Unexploited natural resources • Difficulties in collecting local Revenue • No partnership with other councils • Delay in approval of monographic studies by administration 	<ul style="list-style-type: none"> • No daily market • Non extension of electricity to greater part of the councilarea • Inadequate equipments health centres • Poor road network within the BCA • Uncoordinated development • No development plan in place 	<ul style="list-style-type: none"> • Elaboration of the council organigramme as per Decision No 136 of 14 August 2009. • Computerizing the council services • Equipping the council technical services with public works equipments • Capacity building of council workers on tax collection revenue, mailing, • 10 Application for funding of identified projects • Initiate 5 income generating activities • Develop Terms of Reference for Funding Strategy Document • Negotiate partnership agreements with technical and financial partners other than FEICOM
1	Basic Education	<ul style="list-style-type: none"> • Limited access to quality education 	<ul style="list-style-type: none"> • Insufficient qualified teaching staff, • Insufficient classrooms for learning, • Limited rehabilitation of school infrastructures, • Limited equipment of classrooms for example chairs • Absence of building for the newly created nursery school, • Limited access to didactic materials for pupil and teachers, • Insufficient latrines and stand taps in 	<ul style="list-style-type: none"> • Juvenile delinquency, • Difficulty in socioprofessional insertion of youths • Prostitution 	<p>Infrastructures</p> <ul style="list-style-type: none"> • 6 New nursery schools created. • 36 classrooms to build • 20 classrooms to be rehabilitated <p>Equipment.</p> <ul style="list-style-type: none"> • 996 desks • 35 computers • 34 libraries <p>Staff.</p> <ul style="list-style-type: none"> • 70 teachers of primary schools <p>Environment.</p>

			schools,		<ul style="list-style-type: none"> • 30 water points • 30 latrines constructed • 70 waste bins provided • 1 000 Trees planted
2	Secondary Education	<ul style="list-style-type: none"> • Limited access to quality education 	<ul style="list-style-type: none"> • Insufficient qualified teaching staff , • Insufficient classrooms for learning, • Limited rehabilitation of school infrastructures, • Limited equipment of classrooms for example chair • Absence of building for the newly created nursery school, • Limited access to didactic materials for pupil and teachers, • Insufficient latrines and stand taps in schools, • Absence of an equipped library • Limited exposure to communication and information technology 	<ul style="list-style-type: none"> • Juvenile delinquency, • Difficulty in socio-professional insertion of youths • Prostitution 	<p>Infrastructures:</p> <ul style="list-style-type: none"> • 1 New GHS created at Epen • 30 classrooms to be built <p>Equipment.</p> <ul style="list-style-type: none"> • 300 desks • 40 computers • 6 scientific Lab • 13 Pharmacy <p>Staff</p> <ul style="list-style-type: none"> • 42 teachers of secondary schools (general) • 8 teachers Technical Education <p>Environment.</p> <ul style="list-style-type: none"> • 18 water points • 19 latrines • 13 school farms • 14 waste bins provided • 10 000Trees planted
3	Agriculture and Rural Development	Weak agricultural production	<ul style="list-style-type: none"> • Insufficient support of farmers • Limited organizational & finance management capacities of farmers • Limited access to agricultural equipments by farmers, • Farmers use of rudimentary equipments, • Limited access to improved seeds and other agricultural inputs, • Insufficient Storage & value adding 	<ul style="list-style-type: none"> • Low revenue • Food insecurity, 	<ul style="list-style-type: none"> • construction: Construction of 8 agricultural post • Staff Needs: 8 Agricultural technicians • Marketing structures: -8 coffee hauling machines; 8 warehouses or stores & 6 cocoa ovens • Inputs: Improve seeds and seedlings, pesticides and fertilizers; Loan facilities.

			infrastructure, <ul style="list-style-type: none"> • High soil degradation due to poor farming practices • Disorganized marketing of farmers produces • Insufficient marketing infrastructure 		<ul style="list-style-type: none"> • Transportation of crops: 120 km of good farm to market roads; transportation tools(trucks, wheelbarrows) • Working materials: working tools (hoes ,cutlasses, files)
4	Livestock, Fisheries and Animal industries	Weak livestock & fisheries production	<ul style="list-style-type: none"> • Insufficient support of livestock & fishery farmers • Limited organizational & finance management capacities of livestock & fishery farmers • Absence of animal material production unites, • Limited access to improved animals feed, • Rapid loss of indigenous livestock breeds 	<ul style="list-style-type: none"> • Low revenue • Food insecurity, • Absence of livestock products in the market 	<ul style="list-style-type: none"> • Creations & construction: 7 vet post (Nkikoh, Muabi, Nkack, 1 vet post in Bangem; Create & manage 2 livestock markets (pigs, sheep/goats, poultry) at Bangem & Muambong & create a cattle market at Bangem town • Inputs: improve species (pigs, cows, goats); vaccine drugs; animal feeds • Transportation: transporting tools • Working materials: Construction 2 slaughter houses (Muambong; confining spaces for goats breeding; construction of 8 Animal dips (Muanenguba, Nkikoh, Muabi, Nkack, Eyandong, Ekanjoh Bajoh, Muayet & Epen) • Staff Needs: 1 vet doctor, 8 vet nurses, 3 livestock technicians & 3 fishery technicians. Creation & equipment of Vet clinics • Fishery equipment: adapted nets, hooks, ropes, breeding inputs (feed, drugs, high quality species...); 20 ponds to be created & 10 ponds to be

					rehabilitated
5	Public Health	<ul style="list-style-type: none"> Inadequate access of the population to quality health care. 	<ul style="list-style-type: none"> Poor coverage of health services, Insufficient qualified staff Insufficient health education equipments, Limited access to medicines, Insufficient health education of the population, High attraction of the population towards the witch doctors and charlatans Weak capacities to finance health care services 	<ul style="list-style-type: none"> High mortality and morbidity rates Low frequency 	<ul style="list-style-type: none"> Staff Needs: 2_ Medical doctors; 36 IDE,IB,AS; 01 Matrons & 12 Comis Equipment: 10 delivery beds; 10 fridges; 50 ordinary beds; 10 laboratory with microscopes (other necessary equipments); 5 Generators; 10 Pharmacies; 1 CD 4 testing machine; 1 Eco-graphy machine; 1 X-ray machine & 1 TB unit Infrastructure: Construction of 4 health centres(Nkikoh, Nkack, Muabi, Bangem); Contruction of 8 residencies for MD & chief of post (Nkikoh, Nkack, Muabi, Bangem, Muambong, Ekanjoh bajoh, Ndibse, Muaku) Environment.: 8 water points; 100 Trees; 12 incinerators/waste bins; 18 latrines & 12 fences Program: 4 Malaria, Tuberculosis program; program for vulnerable groups Management committees: health committee & management committee
		Vulnerability of population to HIV/AIDS	<ul style="list-style-type: none"> Low level of education sensitization of the population Limited access of the population to HIV/AIDS preventive measures Stigmatization of people living with HIV/AIDS, Inactiveness of local AIDS committees 	<ul style="list-style-type: none"> High incidence of HIV/AIDS 	<ul style="list-style-type: none"> 6 HIV/AIDs programs Sensitize and organise HIV free screening exercises in the municipality

6	Public Works	<ul style="list-style-type: none"> • High enclavment of the municipality 	<ul style="list-style-type: none"> • Poor state of roads • Insufficient management of access roads, 	<ul style="list-style-type: none"> • High transport costs of basic commodities, • Difficulty in moving farm products and • Difficulty to move people and other material resources • Frequent over loading of vehicle 	<ul style="list-style-type: none"> • Construction: Construction of 99 km of roads 10 km of bridges and 20 culverts • Rehabilitation: Rehabilitation of 159.79Km, 21 bridges and 74 culverts
7	Arts and Culture	Difficulty in valorizing the municipality cultural potential	<ul style="list-style-type: none"> • Limited capacity to promote and develop cultural initiatives, • Absence of socio-cultural infrastructures, • Weak organizational and financial capacity 	<ul style="list-style-type: none"> • Cultural alienation, • Limited contribution of culture in the economic development of the family and the municipality. 	<ul style="list-style-type: none"> • Creations & construction: 8 culture centres to be constructed for (exposition of masks, celebration of cultural festivities, dancing of traditional music, teaching of vernacular language.) the clans • Organise training workshop on the importance of arts and culture in local economic growth • Organise awareness campaigns on Arts and Cultural issues
8	Social Affairs	Weakness in social protection of the children, the elderly and socio-economic insertion of persons with disabilities (PWDS)	<ul style="list-style-type: none"> • Dis-functioning of state services due to limited number of personnel, means of transport and inadequate office equipment • Difficulties to access social assistance by vulnerable groups and hand carps. • Low sensitization on the procedure of establishing marriage and birth certificates • Laxity on part of the parents 	<ul style="list-style-type: none"> • Violence in family households • Vulnerable to HIV/AIDS • Weak social cohesion • Difficulties in socio economic insertion. 	<ul style="list-style-type: none"> • Creations & construction: 8 social centers to be constructed and equipped for empowerment of vulnerable groups staff for vulnerable group centers

9	Energy and Water Resources.	<ul style="list-style-type: none"> • Insufficient power supply 	<ul style="list-style-type: none"> • Low voltage and frequent cuts in power 	<ul style="list-style-type: none"> • Difficulty developing economic activities • Difficulty in using electrical Appliance, • Limited use modern communication information technology, 	<ul style="list-style-type: none"> • Extend electricity to 6 villages • Mobilize population participation for electricity project
		<ul style="list-style-type: none"> • Insufficient supply of water 	<ul style="list-style-type: none"> • Limited public stand taps • Poor management of public stand taps • Limited capacity of technicians in maintaining the system • Limited capacity of the management committee 	<ul style="list-style-type: none"> • Movements to long distances to carry water in nearby streams 	<ul style="list-style-type: none"> • Construction new systems: 6 gravitational water systems (Elah, Balock, Ekona, Mombo, Epenebel & Ebase) • Rehabilitation: Muambong water supply (Banbegong, Muandon & Muasock) by changing the asbestos pipes; Carry out repairs stand taps • Management:: Put in place water management committees and enhance their capacities • Extension: Extend water projects of 6 villages (20 taps to maintain, 3 water supply source to be rehabilitated and 15 new water taps to be installed
10	Employment & Vocational Training	<ul style="list-style-type: none"> • Difficulty in accessing decent employment and vocational training 	<ul style="list-style-type: none"> • Insufficient personnel teaching in SAR/SM ; • Insufficient infrastructure and equipments in SAR/SM • Faible capacité entrepreneuriale des chercheurs d'emploi • Absence of initiative professional training and potential workers 	<ul style="list-style-type: none"> • Proliferation of illegal economic activities or informally • Juvenile delinquency 	<ul style="list-style-type: none"> • Organise awareness campaigns on Employment & Vocational Training lissues • Organise training workshop on the importance of Employment & Vocational Training in local economic growth • At least 01 youth empowerment center created

11	Labour and Social Security	-No affiliation of socioprofessional groups to CNPS	-Limited information concerning registration to CNPS -fear of business promoters to pay out money	<ul style="list-style-type: none"> No benefits during retirement 	<ul style="list-style-type: none"> Organise awareness campaigns on Labour and Social Security issues Organise training workshop on the importance of Labour and Social Security in local economic growth Promotion of CNPS services within the municipality
12	Tourism and leisure	<ul style="list-style-type: none"> Low development of activities in the tourism sector. 	<ul style="list-style-type: none"> Low capacity to welcome tourist (Restaurants, hotels, etc...) Low development of tourist sites (Lakes, mountains, forest, etc...) Enclave nature of the council Inefficient communication system No recreational parks No organised taxi system Few hotels No tourist reception center 	<ul style="list-style-type: none"> Weak tourists attraction Weak economic status of the municipality and its population. Low income mobilization Rural exodus by youths Few tourist 	<ul style="list-style-type: none"> Empowerment of ecotourism activities within the municipality Creation of 01 tourism board in Bangem Construction of 01 touristic lodge around the Muanenguba lakes Publicize existence of tourist sites in Bangem council area
13	Forestry and Wildlife	<ul style="list-style-type: none"> Degradation of flora and fauna potential of the municipality 	<ul style="list-style-type: none"> Unsustainable harvesting of non timber forest products Unsustainable hunting Frequent bush fires 	<ul style="list-style-type: none"> climatic disturbances biodiversity loss (animals and plants) 	<ul style="list-style-type: none"> Creation of a 2 council forest Support the gazettelement process of 2 Commuity forest (Muaku and Nkonte)
14	Environment and nature Protection	Environmental degradation.	<ul style="list-style-type: none"> poor mining exploitation practices public waste (dirt, public and private toilettes, slaughter houses) recurrent bush fires 	<ul style="list-style-type: none"> loss of human life biodiversity loss (animals and plants) epidemics Destruction of property and houses 	<ul style="list-style-type: none"> 1 000 ornamental trees to plant within the urban space 1000 pits toilets to be treated

15	Urban Development and Housing	Poor urban road infrastructure	<ul style="list-style-type: none"> • Absence of maintenance • Insufficient assistance from the state • Council is poor 	<ul style="list-style-type: none"> • Poor mobility in town and new settlements 	<ul style="list-style-type: none"> • Construction of 50 social houses • Construct/rehabilitate 35 km of urban roads network
		Absence of proper drainage system	<ul style="list-style-type: none"> • Obstruction of drains • Absence of maintenance • Limited field of studies • No assistance from the state 	<ul style="list-style-type: none"> • irrational use of road, gutters & water ways • uncontrollable erosion • Artificial swamps • invasion of homes by floods 	<ul style="list-style-type: none"> • Organise awareness campaigns on Labour and Social Security lissues • Organise training workshop on the importance of Labour and Social Security in local economic growth
		Management of waste and sanitation	<ul style="list-style-type: none"> • Identification of site • Limited knowledge education • No means of disposal • An archaic disposal 	<ul style="list-style-type: none"> • Undesired environment • People exposed to diseases • Obstruction of gutters and water ways. 	<ul style="list-style-type: none"> • Provide waste disposal cans at strategic locations in the Bangem Municipality
16	State Property and Land Affairs	Difficult access to secure lands and houses	-long and costly procedure for obtaining land certificate		<ul style="list-style-type: none"> • Elaboration of a land use plan within the municipality • Organise awareness campaigns on Labour and Social Security lissues • Organise training workshop on the importance of Labour and Social Security in local economic growth
17	Scientific Research and Innovation	None mastering of multiplication of improved vegetative planting material.	<ul style="list-style-type: none"> • Weak level producers training, • Insufficient support and backstopping of producers; • Difficulty in accessing financing of projects, • Low promotion of the sector 	<ul style="list-style-type: none"> • Use low potential planting material; • Low production and productivity ; • Drop in producers revenues • Poverty 	<ul style="list-style-type: none"> • A Research program to increase production of producers.

18	Commerce	Difficulty in marketing local products	<ul style="list-style-type: none"> • weak security in the area of animal slaughter markets 	<ul style="list-style-type: none"> • Insecurity of operators and users • Limited revenue derived • Environmental pollution • high speculations in products • risk of epidemics and loss of goods 	<ul style="list-style-type: none"> • 5 hangers construction at Nkack, Muakwe, Ndibse I, Muaku & Ekambeng •
19	Youth Affairs and civic education	<ul style="list-style-type: none"> • Difficulty in socio-professional insertion of youths 	<ul style="list-style-type: none"> • Weak entrepreneur capacity of youths • Limited access to micro financing, • Weak mobilization of youths in income generation activities, 	<ul style="list-style-type: none"> • Juvenile delinquency, • Prostitution • Wide spread of HIV/AIDS 	<ul style="list-style-type: none"> • Construction and equipment of 8 youth empowerment centers • Lobby for the creation of more income generation activities • Encourage parents to send children to technical/vocational schools
20	Sports and Physical Education	<ul style="list-style-type: none"> • Difficulty in practicing sporting activities. 	<ul style="list-style-type: none"> • Insufficient sporting infrastructures, • Limited sporting equipments in schools and collages • Insufficient teachers/monitors in physical education in schools and collages, 	<ul style="list-style-type: none"> • poor development of sporting and leisure disciplines 	<ul style="list-style-type: none"> • Construction of a multi-purpose sports complex in Bangem town
21	Small and Medium Size Enterprise, Social Economy and Handicraft	<ul style="list-style-type: none"> • Difficulty in developing the artisanal and handicraft sector 	<ul style="list-style-type: none"> • Limited spirit and capacity of entrepreneurship • Weak promotion of the sector • Weak attraction of youths in production activities (agriculture, mechanics, sewing, carpentry) • Ignorance of the population on the procedures and formalities in creating an 	<ul style="list-style-type: none"> • Weak economic status of the population and the municipality, 	<ul style="list-style-type: none"> • Construction and equipment of 8 handicraft centres

			enterprise,		
22	Mines, Industries and Technological Development	<ul style="list-style-type: none"> • Difficulty in developing the s mining sector 	<ul style="list-style-type: none"> • Weak organization and structuring of the actors, • Limited technical and financial capacities of the artisan mining, • Non valorization of the mining potential of the municipality. 	<ul style="list-style-type: none"> • waste of mineral resources • pampering of the population • Weak economic power of the council. 	<ul style="list-style-type: none"> • Carry out studies for the exploitation of existing minerals
23	Transport	Precarious conditions of the transport sector in the municipality.	<ul style="list-style-type: none"> • Poor state of roads • Absence of transport agencies • Non respect of transporters regulations, • Poor speculation on transport fairs • Defective vehicles and motor bikes used by transporters • Overloading of vehicles and motor bikes • Drivers/bike taxi men do not process driving licenses and other legal documents (carte grise, insurance, etc.) • Non respect of the driving code by drivers and other users, • increase consumption of alcohol by transporters • non-management of motto parks 	<ul style="list-style-type: none"> • High frequencies of minor road accidents • High transport fairs • High level of roads insecurity. • increased insecurity on passengers at specific points where they await a vehicle 	<ul style="list-style-type: none"> • Organise awareness campaigns on Transport lissues • Organise training workshop on the importance of Transport and its regulation in local economic growth • Construction of a central motto park
24	post and Telecommunication	<ul style="list-style-type: none"> • Difficulties to access information and the postal services 	<ul style="list-style-type: none"> • Low reception of telephone network, • Absence of relay antennas (radio, television, internet and telephone) • Limited understanding of ITC by the population. • None existence of Tele centers 	<ul style="list-style-type: none"> • Under information by the population • Limited exposure to the external world • Capacity to look for innovation is very limited, 	<ul style="list-style-type: none"> • 8 multimedia center to construct • construction of a TV antenna • construction of 3 Tele centers
25	Communication	Difficulties to access	<ul style="list-style-type: none"> • Low reception of telephone network, • Absence of relay antennas (radio, 	<ul style="list-style-type: none"> • Under information by the population 	<ul style="list-style-type: none"> • Creation of a community radio

		information	television, internet and telephone)		
26	Territorial Administration and Decentralization	Weak institutional development of the council	<ul style="list-style-type: none"> • Insufficient qualified personnel; • Weak financial and managerial capacity, • Non valorization of potential relationship with other organizations ; • Difficulty in mobilizing and securing council income • Limited mastering of council landed property. 		
27	Women Empowerment and the Family	School dropout girls are jobless	<ul style="list-style-type: none"> • Weak economic status of women, • Limited representation and participation of women political and developmental circles to care of their interest • Ignorance of the family law, • Force marriages • Under scolarisation of young girls, • Overloaded with home care choir, • High attachment to traditions and cultural beliefs. 	<ul style="list-style-type: none"> • weakening of the family and society • increase dependence of women on men • Proliferation of the phenomenon of single mothers and abandoned children, 	<ul style="list-style-type: none"> • Reinforce the women empowerment with more programs and staff. • Promote Female entrepreneurship and education
28	Higher education	Insufficient number of higher degree holders in the council	<ul style="list-style-type: none"> • poor nature of parents • absence of motivating factors for youths to pursue higher studies • High attraction of youths in the exploitation of minerals and other small lucrative activities • distance of available universities and institutions 	<ul style="list-style-type: none"> • difficulties in integrating socio-professional activities by youths • Juvenile delinquency • under development • insufficient number of intellectual elites 	<ul style="list-style-type: none"> • 10 scholarship program to institute

CHAPTER FIVE

STRATEGIC PLAN

5.1 Vision and objectives of the communal development plan

In defining a vision for the Bangem Council, inspiration has been drawn from the participatory diagnosis of Bangem Council institution, urban space, village by village and the support document for Development for the period 2012 – 2014. The problem, institutional and SWOT analyses of the Bangem Municipality are inputs into the process of designing a Vision and Strategic Objectives of the Bangem Council. Creating a dream in the distant and foreseeable future for the Bangem Council requires the design of a Long-term vision, formulating a goal, determining strategic objectives, specifying a series of projects or action points for the Bangem Council and developing a financial plan for the projects on action points identified.

The key principles of this vision are access to social facilities, healthy communities, growth management and sustainable development.

Vision of Bangem council

“A Municipality Endowed with a Diversified and Vibrant Economy, Living in Harmony with Nature, where Human Dignity is Promoted.”

Goal of the Bangem Council

In order to initiate the realisation of this dream or vision, a three year goal for the Bangem municipality has been defined to be an enabling framework for a sustained growth of the Bangem

Council established. This goal has been elaborated taking in to consideration the strengths / weaknesses and opportunities / threats of the municipality, making reference to Cameroon Growth and Employment Strategy Paper (GESP) and in line with the current decentralisation process. It is therefore considered to be realistic and attainable within the framework of this strategic plan. All stakeholders will have to be involved and with the dynamic and visionary leadership of the mayor, the vision will be achieved.

Strategic Objectives of Bangem Municipality

1. Increase Council revenue
2. Improve on water supply systems and management.
3. Improve on the infrastructure and services of principal health Centres.
4. Increase food/livestock production and family incomes.
5. Improve on school infrastructure schools blocks, equipments and old dilapidated structures.
6. Improve on the state of the roads of transport and circulation of goods, services and people.
7. Enhance environment protection and natural resources management
8. Reduce gender inequality.
9. Improve on council capacity to carry out economic development activities.
10. Existence of spotted communication network coverage (MTN and Orange) non existence of CAMTEL network.
11. Improve on the electricity coverage of the municipality
12. Enhance the internal functions of the Council.

13. Develop tourist sector.

14. Increase technical/vocational institutions.

5.2. Logical frame by sector

I: Agriculture And Rural Development

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Food stuff for consumption and sales regularly available in the Municipality	At least 50% of the population consume at least 2 meals a day yearly	-Testimonies -Administrative reports	Favorable economic conditions
Specific Objective	Agricultural production & productivity increased	Crop yields increase by at least 5% yearly	-Farm records - Administrative reports	-Favorable climatic conditions
Results	Soil quality improved	At least 40% of farmers use organic and inorganic fertilizers and increase their yields by at least 2% yearly	-Farm visits - Administrative reports	Bush fires reduced
	Use of improved planting materials increased	At least 40% of farmers use improved planting materials each planting season	Farm visits - Administrative reports	Affordable planting materials made available
	Use of pesticides increased	Infestation by pest and disease reduced by at least 5% yearly	Farm visits Administrative reports	Epidemics reduced
	Transportation of crops improved	At least 30% of farmers transport their crops using push trucks by 2014	Administrative reports -Testimonies	Enabling economic climate
	Storage, processing and marketing of produce improved	At least 40% of farmers store and process at least 30% of their produce before sales at good prices	Testimonies Visits Administrative reports	Affordable storage and processing equipment made available
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 soil quality improved				
1.1 train farmers on soil improvement methods		63	All villages	6.300 000
R2 Use of improved planting materials increased				
2.1 sensitize farmers on the use of improved planting materials		63	All villages	3.150 000
2.2Distribute planting material to farmers		Maize-6000kg, Cassava -200,000 cuttings, Plantain suckers- 20,000 yams setts-20,000	All villages	6.300,000
R3. Use of pesticides increased				
3.1 Train farmers on pest and disease control		63	All villages	6.300,000

R4 transportation of crops improved			
4.1 support farmers with push trucks through loans	500 Farmers	Selected from all villages	30,000,000
R5 Storage, processing and marketing of produce improved			
5.1 Train farmers on storage processing and marketing of farm produce	63	All villages	6.300 000
5.2 link farmers up to processing equipment manufacturers	-	All villages	
5.3 Construct Cocoa ovens	6	Selected villages	6,000,000
5.4 Construct warehouses	8	Selected villages	80,000,000
5.5 Organise farmers into marketing cooperatives	10 cooperatives	Selected villages	1,000,000

2: Fisheries

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Sustainable increase of fish for consumption and sales in the municipality	By 2014, at least 50% of the population have access to fish for consumption and marketing	-Testimonies -Administrative reports	Favourable policy framework
Specific Objective	scaling-up small-scale fish farming to mitigate poverty among smallholders	Fish production increased by at least 2% each year	-Testimonies -Administrative reports	Enabling economic and political climate
Results	Increase freshwater fish for the domestic market	By 2015, at least 20 Fish ponds are created and functional		
	Increase youth employment opportunity			
	Fish ponds increased		-Visit to fish ponds -Administrative reports	Availability of fingerlings ensured
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R Fish ponds increased				
4.1 Sensitise Communities on Fish farming		63	All villages	6.300 000
4.2 Train selected farmers on fish farming		1 training organized for 20 Fish Farmers	Bangem	1 000 000
4.3 Construct fish ponds		20	From selected villages	40 000 000
4.4 supply fingerlings		2000	In villages with constructed fish ponds	5 000 000

3: Livestock

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Consumption of Animal protein increased	At least 60% of the population consume meat	-Testimonies -Administrative reports Interviews	Epidemics reduced
Specific Objective	Livestock production and productivity increased	By 2015, at least 50% of the Livestock farmers increase their production by at least 5% yearly	-Administrative reports -Farm visits -Testimonies	-Epidemics reduced & Zoo-technical norms -favorable economic conditions
Results	Methods of livestock production improved	At least 50% of livestock farmers apply improved production methods yearly	-Visits - Administrative reports Interviews	-collaboration of farmers -Favorable Economic conditions
	Access to improved livestock feed increased	At least 30% of livestock farmers use improved livestock feed yearly	-Administrative Reports -visits	-Favorable Economic conditions Availability of livestock feed ensured
	Access to improved animal breeds increased	At least 40% of livestock farmers use improved animal breed	Farm visits Pictures Administrative reports	Favorable economic conditions
	Livestock infrastructure increased	By 2015, at least two slaughter Houses and 8 Animal Dips are constructed and functional	-Visits -Administrative reports	Enabling Economic climate
	Access to Animal drugs increased	By 2013, at least 40% of Livestock farmers have access to Animal drugs	-Testimonies -Farm visits -Administrative reports	Drugs are sold at affordable prices
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Methods of livestock production & management improved				
1.1 Organise trainings on livestock production & Management		63	All villages	6.300 000
R2 Access to improved livestock feed improved				
2.1 Train farmers on livestock feed production		63	All the villages	6.300 000
2.2 link farmers to improved livestock supplement traders		-	All villages	-
R3 Access to improved				

animal breeds increased			
3.1 Train animal breeders	One training (15 breeders)	Interested farmers selected from among the 63 villages	500 000
3.2 Supply breeding stock	Fifteen lots of animals	Interested farmers selected from among the eight clans	5 000 000
3.3 Back stop breeders	20		1 000 000
R4. Livestock infrastructure increased			
4.1 Construct slaughter Houses	1 slaughter houses	Council, and Vert Post	2 000 000
4.1 Construct Animal Dips and make them functional	A confining space for goat breeding and 8 dips	Constructed structures	3 800 000
R5. Access to Animal Drugs increased			
5.1 Link farmers up to Animal Drug traders	-	All villages	600 000

4: Public Health

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Health status improved	By 2015, at least 40% of the population spend less on drugs and increase their economic activities	-Hospital and Health Centre reports -Testimonies	-Epidemics reduced -Pandemic Diseases reduced
Specific Objective	Access of the population to quality Healthcare increased	By 2015, at least 60% of the population have access to Quality Health services	-Hospital and Health Centre records -Administrative Reports	Enabling economic conditions -Favorable policy framework
Results	1 Qualified Medical Personnel increased	By 2015, at least 2 Medical Doctors, 36 IDE, IB, AS, 1 Matron and 12 Comis exist in the Health Centre	-Transfer Decisions -Administrative Reports	Favorable policy framework
	2. Equipment in the Hospital and Health Centres increased	By 2015, the Hospital and all Health Centres have at least 80% of Basic equipment and are used	-Inventory report -Administrative reports	Enabling economic conditions
	3 Access to essential Drugs increased	By 2013, at least 60% of the population have access to affordable	-Testimonies -Health Centres/Hospital records	Enabling economic conditions

		essential drugs	-Administrative reports	
	4. Awareness on pandemic disease such as malaria, tuberculosis, etc. increased	At least 30% of the population apply preventive measures in the fight against malaria, tuberculosis etc. yearly	Conduct home visits Administrative reports	Collaboration of all stake holders ensured
	5.Health Infrastructure increased	By 2015, at least 10 Pharmacies, Laboratories and 1 TB unit are constructed in the Municipality	-Visits -Administrative reports -Testimonies	Favorable policy framework Enabling economic climate
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Qualified Medical Personnel increased				
1.1 Lobby appropriate quarters for the transfer of Medical personnel		2 Medical Doctors, 36 IDE, IB, AS, 1 Matron and 12 Comis	Bangem, Mbat, Muabi, Ndibse II, Enyandong, Ebamut, Ekanjoh Bajoh, Muaku, Nkack, Muambong	100,000
R2 Equipment in Hospital and Health Centres increased				
2.1 Supply equipment		10 delivery beds 10 fridges 50 ordinary beds 10 Microscopes 5 Generators 1 CD Testing Machine 1 Eco-graphy machine 1 X-Ray machine	Bangem, Mbat, Muabi, Ndibse 2, Enyandong, Ebamut, EkanjohBanjoh, Muaku, Nkack, Muambong	4,000 000 10.000,000 5,000,000 2,000,000 5.000,000 2,000,000 5,000,000 5,000,000
R3 Access to essential drugs increased				
3.1 Follow up and ensure regular supply essential Drugs to the hospital and all integrated Health Centres		1 contact visit	Regional Drug Program, Buea	100 000
R4 Awareness on pandemic disease such as malaria, tuberculosis, etc. increased				
4.1 sensitise the population		63	All villages	3.100 000
R5 Health infrastructure increase				
4.1 Construct		10	Bangem, Mbat, Muabi,	100,000 000

Pharmacies		Ndibse 2, Enyandong, Ebamut, Ekanjoh-Banjoh, Muaku, Nkack, Muambong	
4.2 Construct Laboratories	10	Bangem, Mbat, Muabi, Ndibse 2, Enyandong, Ebamut, Ekanjoh-Banjoh, Muaku, Nkack, Muambong	100,000,000
4.3 Construct TB unit	1	Bangem	10,000 000

5: HIV/ AIDS

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Health status improved	By 2015, at least 70% of the population are healthy and are able to carry out economic activities	-Hospital and Health Centre reports -Testimonies	-Pandemic Diseases reduces
Specific Objective	Prevalence rate of HIV/ AIDS reduced	By 2015 HIV/ AIDs reduced by at least 5 %	-Hospital and Health Centre records -Administrative Reports	-Favorable policy framework
Results	1 .Awareness on prevention measures increased	At least 20% of the population applies preventive measures in the fight against HIV/AIDs. yearly	-Testimonies Administrative reports	Collaboration of all stake holders ensured
	2. Stigmatization and discrimination of persons living with HIV and AIDS reduced	Stigmatization and discrimination reduced at least by 5%	Observation Testimonies Administrative reports	Collaboration of all stake holders ensured
	3. Care and psychosocial support to people living with HIV /AIDS increased	At least 30% of those living with HIV/AIDS are supported yearly	-Testimonies -Administrative reports	Enabling economic conditions
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1. Awareness on prevention measures increased				
1.1 Sensitise the population		63	All villages	3.100 000
1.2. Organised free HIV/AIDS screening exercise within the municipality		9	All Health Centres and Hospital	9 000 000
R2. Stigmatization and discrimination of persons living with HIV/AIDS reduced				
2.1 sensitise the population		63	All villages	3.100 000
2.2 Identify and counsel people living with HIV/AIDS		63	All villages	3.100 000

R3. Care and psychosocial support to people living with HIV /AIDS increased			
3.1 Establishment a data base for people living with HIV/AIDS	-	All villages	2 000 000
3.2 Support people living with HIV/AIDS	-	All villages	10 000 000

6: Public Works

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Circulation of persons and Goods increased	By 2015, at least 80% of the population circulate with goods within and without the communities at record time	-Transport Records -Administrative Reports	-Favorable policy framework
Specific Objective	Road Network improved	At least 70% of roads are pliable all seasons by vehicles by 2015	-Administrative reports -Testimonies	-Enabling economic conditions -collaboration of communities ensure
Results	1. Drainage system improved	By 2013, drainage structures in the municipality constructed and regularly maintained	Administrative reports -Testimonies -Visits	-collaboration of communities ensures -Enabling economic conditions
	2 .Rehabilitation/ maintenance of roads improved	At least 80% of roads are rehabilitated and regularly maintained yearly	-visits -Testimonies -Administrative Reports	-collaboration of all stakeholders -Enabling economic conditions
	3.Construction of new roads increased	At least 99km of roads are opened and used all season by 2015	-visits -Administrative Reports	-Favorable Policy framework -Enabling economic conditions
	4.Construction of bridges increased	By 2015, at least 10km of bridges are constructed	-Visits -Administrative reports	-Favorable economic condition -Collaboration of communities ensured
ACTIVITIES	QUANTITY	PLACE		COST(FCFA)
R1 Drainage system improved				
1.1 Construct culverts/ Gutters	30 culverts	Muakwe-Ekanjoh-Elung-2 culverts; Muayet-Mbilla-Muaguekan toad-3 culverts; Bangem GBHS-Nyan-1 culvert; Ebamut& Nkongte-2 culverts; Ekanjoh Bajoh-3 culverts; Mamfe road –Epen =4 culverts; Babebock-Mbang=4 culverts; Bangem-Babebock = 10 culverts; Nteho 2,&Eyandong=1cuvert		100 000 000
1.2 Rehabilitate culverts	54	Muagwelong, New Bell, Ekaku, Mbuh, Mboku, Muakwe = 16 culverts, Bangem- Muanenguba road =1 culvert, Bangem-NgomboAku=15 culverts, Muaku-Nkang=2 culverts,		74,000,000

		Muambong-Abang = 1 culvert, Mbat-Muabi road = 1 culvert, Nbowasum junction to Nkikoh- Ekanjte junction= 3 culverts, Bangem-Ebamut road= 3, Bangem-Babebok= 5, Muaku-Nkang= 5 culverts	
R2 Rehabilitation/ Maintenance of roads improved			
2.1 Rehabilitate roads	159.79km of roads	All accessible villages	120,000,000
2.2 Create road maintenance committee	63	All villages	2 000 000
2.3 Train and equip road maintenance committee	1 training Basic equipment 63 lots	All villages	20,000,000
R3 .Construction of new roads increased			
3.1 Conduct studies	99km	Muakwe-EkanjohWlung Ebonemin-MUANENGUBA Muayet-Mbilla-MUANENGUBA Bangem-Nkikoh, Ekamut-Nkongte Babebock-Mbang Nteho-Eyandong	10, 000 000
3.2 Construct new roads	99km	Muakwe-EkanjohWlung Ebonemin-MUANENGUBA Muayet-Mbilla-MUANENGUBA Bangem-Nkikoh, Ekamut-Nkongte Babebock-Mbang Nteho-Eyandong	10 000 000 000
R4. Construction of bridges increased			
4.1 Construct Bridges	11	Muayet-Mbilla-Muagwekan road=2 Bangem GBHS-Nyan = 1 EkanjohBajoh = 2 Mamfe road- Epen = 2 Babebock-Mbang = 2 Nteho2 &Eyangdong = 2 Epenebel-Elum Press = 1	1,000,000,000
4.2 Rehabilitate Bridges	20	Muayet-Mbilla-Muagwekan road=2, Bangem-Muanenguba road = 1, Bangem – Nkikoh =1 Bangem- NgomboAku = 3, Elum 2- Nkack = 1 Mbuaku-Nkang = 3, Muambong- Abang =1 Mbat-Muabi road = 1, Mbouassoum junction to Nkikoh-Ekanjte junction = 2, Bangem-Ebamut	500,000,000

		= 2, Bangem-Babebock = 2, Muaku- Nkang = 5	
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6: Basic Education

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Performance of pupils in schools and public exams improved	At least 60% of pupils in all the schools succeed in public exams yearly	School results	Favorable Learning Environment
Specific Objective	Access to quality basic education increased	By 2015, at least 70% of schools have Basic facilities and at least 90% of pupils have access to quality Education	-Visits to schools - Administrative Reports	Favorable Economic and political climate
Results	Qualified Teachers increased	by 2015, all the schools have at least 4 functional Qualified Teachers	-Visits - Administrative reports	Favorable Economic conditions
	Infrastructure increased (classrooms, Latrines, water points, playgrounds	By 2015, at least 80% of the schools have required number of classrooms, water points, latrines and playgrounds and used	-Visits - Administrative reports	Favorable Economic conditions
	Equipment increased (Desks, Tables and chairs)	By 2015, at least 80% of the schools have required number of Desks, Tables and chairs	-Visits -Inventory reports	Favorable Economic conditions
	Didactic materials increased	All the schools are supplied minimum Didactic materials regularly and timely yearly	- Administrative reports	Favorable Economic conditions
	Infrastructure rehabilitated	By 2015, at least 20 classrooms are rehabilitated and used in the Municipality	-Visits - Administrative reports	Favorable Policy Framework
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Qualified Teachers increased				
1.1 Request for the transfer of Qualified Teachers		65 Teachers in 34 Schools	EPD De Bangem = 2, GS EkanjohBajoh = 2, GS MuetanAku = 3, GS Nyan = 2 GS Muangwekan =1, GS Muedime =2 GS Epenebel =2 GS Ebamut =3, GS Muambong2 -2, GS Mbang = 4, GS, Muangenguba =2, GS Epen-Bajoh = 3, GS JanduBajoh =3, GS Muanyet = 2, GS	200,000

		Elum 1 =3, GS Nteho 1=1, GS Muambong 1 = 1, GS Muebah = 2, GS Nzimbeng =3, GS Ndibse =2, GS Enyandong =2, GS Mumbo Bajoh =1 GS EkonaBajoh=4, GNS Mboku =5, GNS Muabi=5, GNS Muambong =3 GS Ekambeng =1	
R2 Infrastructure increased			
2.1 construct classrooms	36 classrooms	EPF De Bangem = 2, GS MuetanAku =2 GPNS Bangem =2, GS Muangwekan =4 GS Mbang =1, GS Muanenguba =3, GS EpenBajoh =2, GS JanduBajoh =4, GS Nzimbeng=3, GS EkonaBajoh =2, GNS Mboku =5, GNS Muabi =4, GNS Muabong=4, GS Ekambeng =3, GS Mwakwe =2	288,000 000
2.2 Construct Libraries	30 Libraries	All public Schools	300 000 000
2.3 Construct Latrines	30 Latrines	EPD De Bangem , GS EkanjohBajoh, GS MuetanAku, GS EpenBajoh, GS JanduBajoh, GS Muabi, GS Muanyet,, GPS Mkikoh, GS Elum1, GS Muambong 1, GS Muebah, GS Nzimbeng GS Ndibse, GS Enyandong, GS Mombo Bajoh, GS EkonBajoh	105 000 000
2.4 Construct Water Points	14	EPF De Bangem , GS EkanjohBajoh, GS MuetanAku, GS Nyan, GS Muangwekan GS Muedime, GS Mbang, GS Muanenguba, GS Epen Bajoh, GS, JanduBajoh, GS Nteho1, GS Nzimbeng, GS Ndibse, & GS MombuBajoh	42 000 000
R3 Equipment increased			
3.1 Supply Desks	1395	EPF De Bangem =45, GS EkanjohBajoh =63, GS MuetanAku=30 GS Nyan = 27, GS Muangwekan =75, GS Muedime =90, GS Epenebel =11, GS EBAMUT =61, GS Muambong2 -35, GS Mbang = 109, GS Muanenguba =42, GS Epen-Bajoh = 48, GS JanduBajoh=23 GS Muabi=120, GPS Bangem=13, GPS Mkikoh =77, GS Nteho 1=90, GS Muebah = 48, GS Nzimbeng =38, GS Ndibse =67, GS Enyandong=35, GS EkonaBajoh=51, GNS Muabi =75 & GS Muakwe=22	11 850 000
3.2 Supply Computers	32	All Public Schools	64 000 000
R4 Didactic materials increased			

4.1 Supply Didactic Materials	30 Lots	All Government Primary Schools	30,000,000
R5 Classrooms rehabilitated			
5.1 Rehabilitate classrooms	20	Where there is need for rehabilitation	80 000 000

ARTS AND CULTURE

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Contribution of culture in the development of the municipality improved	By 2015, at least 40% of communities are economically and socially empowered through cultural manifestations	-Testimonies -Administrative Reports	Enabling economic and political environment
Specific Objective	Exploitation of cultural heritage increased	At least 40% of the population practice positive cultural values yearly	-Administrative reports -Testimonies	Collaboration of community members ensured
Results	Organization of cultural manifestations increased	Cultural events are organized in at least 40% of the villages yearly	Administrative reports -Testimonies	Collaboration of community members ensured
	Sculptures and pictures depicting cultural practices increased	By 2015, at least sculptures and pictures depiction cultural practices exist in at least 30% of the communities	-visits to communities	Enabling economic and political climate Collaboration among community members
	Socio-cultural infrastructure increased	At least 4 community Halls are constructed and functional by 2015	-visits -Administrative Reports	Enabling Economic conditions
	Knowledge on the importance of Arts and Culture increased	By 2015, at least 50% of the population know the importance of Arts and Culture	-Testimonies -Visits	Enabling Socio-cultural Environment
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Organization of cultural manifestation increased				
1.1 Organise cultural events		8 at clan Level 1 Annual Cultural festival	Bangem, Nninong,Mwambong, Nhia, Elung, Ebamut, Mbwogmut, Muetan	27 000 000 10 000 000
R2 Sculptures and pictures depicting cultural practices increased				
2.1 construct sculptures		8	Bangem, Nninong,Muambong,	8, 000 000

		Nhia, Elung, Ebamut, Mbwogmtut, Muetan	
2.2 draw pictures of cultural practices	40	All clans	4,000 000
R3 Socio-cultural infrastructure increased			
3.1 Construct cultural Centres	8	Bangem, Nninong, Mwambong, Nhia, Elung, Ebamut, Mbwogmtut, Muetan	160 000 000
3.2 Construct a museum	1	Bangem	50 000 000
R4 Knowledge on the importance of Arts and Culture increased			
4.1 Sensitize the population on the importance of Arts and Culture	8	Bangem, Nninong, Mwambong, Nhia, Elung, Ebamut, Mbwogmtut, Muetan	8 000 000

WOMEN EMPOWERMENT AND THE FAMILY

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Gender equality and equity increased	By 2015, at least 40% of women in the municipality take decisions that favour them and have access and control over resources	-Testimonies -Administrative Reports	Negative cultural practices reduced
Specific Objective	Empowerment of women personally, economically culturally socially and politically increased	By 2015, at least 40% of women in the municipality are personally, socially, politically, economically and cultural empowered and less violated	-Administrative reports -Testimonies	Negative cultural practices reduced
Results	Assistance to widows increased	At least 30% of widows receive assistance and can meet up with their daily needs	-Testimonies -Administrative Reports	Favorable policy framework -solidarity among women ensured
	Knowledge of women on their rights increased	By 2014, at least 40% of women in the municipality know their rights and implement them	-Testimonies -Administrative Reports	Collaboration of all main stakeholders
	Income level of women increased	At least 40% of women increase their income level by at least 5% Yearly and use their income wisely	-saving books -Testimonies -Business Records	-favorable policy framework -Solidarity among women ensured - Enabling business climate
	Education level of	Enrollment of Girls in	-Enrollment	Socio-cultural

	women and increased	schools at all levels increase yearly by at least 5% and school drop outs reduced by at least 20%	Registers -Attendance book	practices hindering the Girl child education reduced
	Functional capacity of women empowerment center increased	At least 60% of elaborated programs of women Empowerment center are realized yearly and trainees apply knowledge and skills acquired	-Visits -Testimonies -Administrative reports	Favorable policy frame work
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R 1.Assistance to widows increased				
1.1 Organise widows into Common Initiative groups		10	From selected villages	300 000
1.2 Train widows on income generating activities		2 trainings for 10 CIGs	From selected villages	4,000,000
1.3 Assist widows with capital to start small businesses		10 CIGS	From selected villages	10 000 000
R2 Knowledge of women on their Rights increased				
2.1 Sensitise Women on their rights		8 sensitization meetings	Bangem, Nninong,Mwambong, Nhia, Elung, Ebamut, Mbwogmtut, Muetan	4,000,000
R3 Income level of women increased				
3.1 Train women on income generating Activities		20 Trainings for 500 women	All villages	10,000,000
3.2 Support women with capital through credits to start small Businesses		500	Selected from all the villages	500,000,000
R4 Education level of women increased				
4.1 Sensitize the population on the importance of Girl Child Education		63	All villages	15 000,000
4.2 Award scholarships at all levels(primary, secondary, high school, and university) to promote the Girl Child Education		100	Selected from all the villages	10,000,000
R5.Functional capacity of women empowerment center increased				
5.1.Supply basic equipment		1 lot	Women Empowerment center Bangem	10 000 000
5.2 Request for the transfer of qualified staff		3 staff	Women Empowerment Center Bangem (2 trips to Buea and yaounde)	300 000

SOCIAL AFFAIRS

Strategy	Indicators	Sources of	Assumptions
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Level	Formulation		Verification	
Overall Objective	Living conditions of vulnerable persons improved	By 2015, at least 40% of vulnerable persons have their basic needs yearly	-Testimonies -Administrative Reports	-Favorable policy framework
Specific Objective	Social services to vulnerable persons improved	At least 50% of vulnerable persons have access to social services	-Administrative reports -Testimonies	Enabling Economic and political climate
Results	Data on vulnerable persons made available	By 2015, Data on vulnerable persons made available and regularly updated	-Data on vulnerable persons	Documents properly stored
	Social Centre put in place	By 2013, at least 1 social Centre is put in place and functional	-Administrative Reports -Visits	Favorable Policy Framework
	Assistance to vulnerable persons increased	At least 30% of vulnerable persons receive assistance yearly (kind or cash)	-Administrative Reports	Favorable policy framework -Enabling economic conditions
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Data on vulnerable persons made Available				
1.1 Identify vulnerable persons		63 villages	All the villages	5 000,000
1.2 Establish and update data (soft, Hard)		2 -soft & 2 hard	Bangem	100,000
R2 Social Centre put in place				
2.1 Request for the construction of a Social Centre		1	Bangem	100,000
2.2 Request for the transfer of Social Workers		4	Bangem	100 000
R3 Assistance to vulnerable persons increased				
3.1 Provide wheel chairs, white Canes, tricycle, Food items etc. to vulnerable persons		200	Selected from all villages	10 000 000
3.2 Organise vocational training of vulnerable persons		10 Trainings	All villages	5 000 000

Water Resources

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Water borne diseases reduced	Water borne diseases reduced by at least 5% in the municipality yearly	Hospital records Administrative reports	Favorable policy frame work ensured
Specific Objective	Access to portable water increased	At least 40 % of the population have access to portable water and save labour and time in fetching water by 2015	Visits Testimony -Administrative reports	Enabling economic conditions and community contribution ensured
Results	Functional water schemes	By 2015 at least 10 communities have	-Visits -Administrative	Enabling economic conditions and

	increased	functional water schemes	report -Testimonies	community contribution ensured
	Rehabilitation/ maintenance of existing water schemes increased	By 2015, all existing water schemes are made functional and regularly maintained	-visits -Testimonies -Administrative reports	Enabling economic conditions and community contribution ensured
	Treatment of available drinking sources improved	All existing water sources are regularly treated and quality of water improved	Visits Testimonies	Favorable policy frame work
	Water catchment protection improved	By 2015, at least 50% of the catchment areas are protected and volume of water increased	Visits Administrative reports	Collaboration of all main stake holders ensured
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Functional water schemes increased				
1.1 conduct studies		6 studies	Elah, Ballock, EkonaMombo, Epenebel and Ebase	20 000 000
1.2 construct water schemes(Gravitational water systems)		6	Elah, Ballock, EkonaMombo, Epenebel and Ebase	120 000 000
1.3 Extend water projects of 6 villages and construct Stand taps		6 water projects	Elah, Ballock, EkonaMombo, Epenebel and Ebase	150 000 000
R2 Rehabilitation/ maintenance of existing water schemes improved				
2.1 Conduct studies		3	Muambong water supply (Banbegong, Muandon and Muasock) Nyan and Nkikoh	10 000 000
2.2 Rehabilitate water schemes		5	Muambong water supply (Banbegong, Muandon and Muesock) Nyan and Nkikoh	60 000 000
2.2 Create and train water management committee		63 committees	All villages	12 600 000
2.3 Train water care takers		2 Training for 63 water care takers	All villages with water schemes	1 000 000
2.4 Supply tools to care takers		63 lots	All villages with water schemes	20 000 000
R4 Treatment of available drinking sources improved				
4.1 Mobilize community funds		63	All villages with water schemes	
4.2 Treat water schemes		63	All villages with water schemes	6 400 000

R5. Water catchment protection improved			
5.1 Sensitise communities	63	All villages	2 000 000
5.2 Demarcate water catchment areas	44	All villages with catchments	8 000 000
5.3 Protect water catchment	44	All villages with catchments	20 000 000

Energy

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Lighting of the municipality improved	At least 20% of communities are regularly lighted and standard of living improved	Observation Testimonies Administrative reports	Favorable policy framework
Specific Objective	Access to energy supply increased	At least 30% of households have access to energy and increase economic activities by 2015	-Administrative reports -Visit to communities	Enabling economic condition Collaboration of all main stakeholders ensured
Results	1 .AES Sonel installations increased	By 2015,AES Sonel installation exist in at least 2 communities with regular electricity supply	-Visits -Administrative reports	Favorable policy framework
	3.Access to rural electrification program increased	By 2015, at least 1 community benefits from rural electrification program	-visits -Administrative reports	Favorable policy framework
	4. Access to alternative sources increased (wind, solar, bio gas, cooking gas etc.)	By 2015, at least one alternative energy source exist in at least one community	-Visits -Administrative reports	Enabling business climate
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 .AES Sonel installations increased				
1.1 Contact AES Sonel		2 contacts	Limbe Regional office	200 000
R2.Access to rural electrification program increased				
2.1 Request for rural electrification			2 trips to Yaoundé	300, 000
2.2 Conduct studies		8	Muabi, Ebonemin, Muatan, EkanjohBajoh, Nkack, Epen, Mombo&Epenebel	8 000 000
2.3 Install electricity		9	Nyan, Muayet, Elum II, Nkikoh, EkanjohElung, Nteho II, Ebamut, MbatEkambeng	405 000 000
R4. Access to alternative sources increased (solar,micro)				

4.1 Contact the alternative sources of energy proprietors	2 contacts	Douala / Yaoundé	300 000
4.2 Install energy	2 Communities	Mbwongmut Clan	10 000 000

Secondary Education

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Performance of Students in Class and public Exams improved	At least 60% of students pass class and public exams yearly	Examination Results -class -public	Enabling Learning Environment
Specific Objective	Access to Quality Secondary Education Improved	By 2015, at least 70% of youths have access to quality secondary education	-Enrollment Register -Attendance Sheets	Enabling Economic Conditions
Results	Infrastructure increased (Classrooms, Latrines, Water Points, Libraries, Workshops etc)	By 2015, at least 70% of the schools have basic infrastructures and regularly used	-visits - Administrative Reports	Enabling Economic conditions
	Qualified teachers increased	By 2015, at least 5 functional qualified teachers exist in all the schools	-Transfer decisions Administrative reports	Favorable policy framework
	Equipment increased	By 2015, all the schools have necessary benches and teachers desk and used	Visits Administrative reports	Enabling economic conditions
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Infrastructure increased				
1.1 Construct classrooms and Administrative Blocks	37 classrooms 7 Administrative block	GBHS Bangem 8, GTHS Bangem 4, GTTC Bangem 2, GBHS muabong4, GSS Muaba 2, GSS Muabi 6, GSS Ekanjoh Bajoh 6 & GSS Ndibse 5		396, 000 000
1.3 install Electricity	3 Generators	GSS Muabi, Ekanjoh Bajoh Muabah		3000000
1.4 Construct water points	4	GSS Muaba, GSS Muabi, Ekanjoh Bajoh & Ndibse		12,000,000
1.5 Construct Latrines	5	GTTC Bangem 2, GSS Muabi11, GSS EkanjohBajoh 1 & GSS Ndibse2		22 500 000
R2 Qualified teachers increased				
2.1 Request for the transfer of teachers	GBHS Bangem 23, GTHS Bangem 2, GTTC Bangem 7, GBHS Muabong 4, GSS Mueba 6, GSS Muabi 6, GSS	2 Trips to Buea and yaounde		300 000

	EkajohBajoh 6 & GSS Ndibse8		
R.3 Equipment increased			
3.1. supply desks	734 Desk	GBHS Bangem 406, GTHS Bangem 44, GTTC Bangem 28 GBHS Muabong 130, GSS Muaba 24, GSS Muabi24, GSS EkanjohBajoh 24 & GSS Ndibse 54	22,020 000
3.2 Supply Computers	40	GBHS Bangem 10, GTHS Bangem 6, GTTC Bangem 6 GBHS Muabong 6, GSS Mwebbah 3, GSS Muabi 3, GSS Ekanjoh Bajoh 3 & GSS Ndibse3	80 000 000

Employment And Vocational Training

Strategy		Indicators	Sources of verification	Assumption
Level	Formulation			
Overall objective	Employment increased	At least 40% of the population earn at least 50,000frs monthly and take care of their needs by 2015	Testimonies Business reports Administrative reports	-Enabling economic environment - Favorable business climate
Specific objective	Vocational skills increased	At least 30% of the population acquire vocational skills and are gainfully employed by 2015	- Administrative reports -Visits to vocational center	Favorable policy frame work
Results	1. Vocational training Centres increased	By 2015, at least 2 functional vocational Centres exist	-Visits -Administrative reports -Decision	Favorable policy framework
	2. Teaching staff in SAR SM increased	By 2013, at least 3 new staff are in place and functional	-Transfer certificates	Favorable policy frame work
	3.Equipment in SAR-SM increased	By 2012, SAR SM has 50% of basic equipment and used	-Visits Administrative reports	Enabling economic conditions
Activities		Quantity	Place	Costs (CFA)
R1 Vocational centers increased				
1.1. Request for the creation of more vocational training center		Bajoh -1 Muabong -1	2 trips Buea and Yaounde	300 000
R2. Teaching staff in SAR SM increased				
2.1 Request for the transfer of staff		2 staff SAR SM Bangem	2 trips Buea and Yaounde	300 000
R3. Equipment in SAR SM increased				

Strategy		Indicators	Sources of verification	Assumption
Level	Formulation			
Overall objective	Employment increased	At least 40% of the population earn at least 50,000frs monthly and take care of their needs by 2015	Testimonies Business reports Administrative reports	-Enabling economic environment - Favorable business climate
3.1. supply basic workshop equipment		1 lot	SAR SM Bangem	5 000 000

Labour And Social Security

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Standard of living of workers improved	By 2015, the standard of living of workers improved by at least 10%	-Testimonies -Administrative reports	Favorable policy framework
Specific Objective	Job security increased	At least 30% of workers have secured jobs yearly and benefit from social insurance services	-Administrative reports -Visits	Enabling Business conditions
Results	Number of stabilized enterprises and Organizations increased	Stabilized enterprises and organizations increase by 2% yearly	-Administrative reports -Visits	Enabling business climate
	Organization and structuring of self-employment improved	At least 30% of the population are self-employed by 2015	-Administrative reports -visits	Enabling business climate
	Knowledge on labour code increased	By 2013, at least 40% of the working population are aware of their rights as workers	-Testimonies -Administrative reports	Collaboration of all stakeholders
	Affiliation of socio-professional Groups to CNPS increased	By 2015, at least 30% of socio-Professional Groups in the Municipality are affiliated to CNPS	-National Social Insurance Fund Records	Enabling business climate
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Number of stabilized enterprises and organizations increased				
1.1 Contact successful enterprises and organizations to establish in the municipality		2 trips	Douala, Yaounde	300,000
R2 Organization and structuring of self-employment improved				
2.1 Organize trainings for skilled persons		2	All village	10,000,000
R3 Knowledge on labour code increased				
3.1 Train working population on labour code		2 Trainings	Bangem	2,000,000
R4 Affiliation of Socio-Professional Groups increased				
4.1 Sensitize Socio-professional Groups on the		1 Meeting	Bangem	1 000 000

importance of CNPS			
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Tourism And Leisure

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Revenue for the Council and communities from Tourism increased	By 2015, revenue for the Council and communities increased by at least 5% Yearly	-Financial records - Administrative reports	-Enabling political environment -Natural disasters reduced
Specific Objective	Promotion of touristic activities increased	By 2015, at least the number of tourist visiting the municipality increase by at least 5 % yearly	-Testimonies - Administrative reports	Natural Disasters reduced
Results	Development of Touristic sites increased	By 2013, at least 3 potential sites attract Tourists	-visits - Administrative Reports	Enabling economic environment
	Touristic infrastructures like hotel and restaurant increased	By 2015, at least 1 new standard hotel and restaurant are constructed and functional in Bangem	-Pictures -Visits - Administrative reports	Enabling economic environment
	Local tourism promotion strategies made available	By 2013, local tourism strategies are developed, disseminated and implemented	Develop Strategies	Collaboration of communities ensured
ACTIVITIES		QUANTITY	PLACE	COST(FCF A)
R1 Development of Touristic sites increased				
1.1 Develop Touristic sites		5	-Burial Ground of Ngoe in Muekan -Mountain, Twin Lakes, The caldera, The forest in Muanenguba -The undulating hills of Elung -Beme and Ngolle Mountains, Bame Rock face, Ndibse Hot spring in EbamutClan -EkanjohBajoh/Epen Forest reserve (part of Bakossi National Park) in Mbwogmtu clan	20 000 000
R2 Touristic infrastructures like hotel and restaurant increased				
2.1 Construct standard hotels and restaurants		1	Bangem	100,000,000
R3 local Tourism promotion strategies made available				
3.1 Organise workshops		2	Bangem	1 000 000

3.2 Distribute promotion strategies	5	In and out of Bangem	500 000
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Environment Nature Protection And Sustainable Development

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Environmental Pollution Reduced	By 2015, Air, Water and land pollution reduced by at least 5%	-Visits -administrative reports	Environmental laws respected
Specific Objective	Environmental Degradation reduced	By 2015, at least 30% of Environmental Laws are respected by the population and Agro-Industries	-Visits -Administrative reports	Collaboration of main Stakeholders ensured
Results	Disposal of human, household and Industrial Waste improved	By 2013, a sustainable waste management system is in place and regularly implemented	- visits -Administrative reports -Testimonies	Collaboration of all stakeholders ensured -favorable economic conditions
	Mining practices improved	By 2015, mining practices improve by at least 30%	-Administrative reports	Collaboration of all Stakeholders ensured
	Implementation of Environmental Laws improved	By 2015, at least 40% of the population are aware of the Environmental laws and apply them	-Testimonies -Visits -Council reports	-Collaboration of all Stakeholders ensured
	Bush Fires reduced	Bush fires reduce by at least 20% in the municipality by 2015	-Testimonies -Administrative reports	Collaboration of all stakeholders ensured
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Disposal of Human, household and Industrial waste improved				
1.1 Sensitise the population on environmental hazards/hygiene and sanitation		63	All villages	4 000 000
1.2 put in place a waste management system		1 meeting	Bangem	1 000 000
1.3 Establish dumping sites		1	Bangem	1 000 000
1.4 Install trash cans		20	Bangem Town	1 000 000
1.5 Treatment of toilets		1000	All	6 000 000
R2 Mining practices improved				
2.1 Sensitize the population on best practices		1 meeting	Bangem	1000 000
R3 Implementation of environmental laws improved				
3.1 Organize environmental forums		1	Bangem	2,000,000
3.2 Organize control missions		63	Entire Municipality	6,000,000
Planting of trees		1000	Urban space	6 000 000
R4 Bush Fires reduced				
4.1 Put in place bush fire monitoring system		63	Villages	6 000 000
4.2 Organise frequent patrol		4 clan	Nhia, Elung,	1 500 000

		Muanenguba, Nninong and Mbwogmut	
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Forestry and Wildlife

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Management of natural resources improved	By 2015, decline of forest reduced by at least 2% yearly	-Administrative reports -Communities Development Reports	Collaboration of communities ensured
Specific Objective	Sustainable management of forest resources improved	All communities actively participate In the management of Forest Resources Yearly and sanction Defaulters	-Visits -Administrative reports	Bush fires reduced Forestry laws respected
Results	Illegal exploitation of timber reduced	Number of timber exploiters with permits increase by at least 2% each year	Administrative reports	Collaboration of all Stakeholders ensured Respect of forestry law
	Illegal hunting of Animals reduced	Illegal hunting of animals reduced by at least 2% each year	-Administrative reports	Collaboration of hunters ensured -respect of forestry laws ensured
	Functional Council Forest exist	By 2015, at least council revenue increased by at least 10% from forest royalties	-Administrative reports	Collaboration of all Stakeholders ensured
	Community forest increased	By 2015, at least 2 new community forest are established, well managed and communities reap benefits	-Visits Community development reports -Administrative reports	-Collaboration of the all main Stakeholders ensured.
	Sustainable exploitation of NTFPs increased	By 2015, decline of NTFPs reduced by at least 2% yearly	Visits Administrative reports	Collaboration of all stake holders ensured
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Illegal exploitation of timber reduced				
1.1 Sensitize the population		63	All villages	8, 000,000
1.2 support the Issue of permits		/	Buea	500,000
R2 Illegal hunting of Animals reduced				
2.1 sensitise the population		63	All villages	8,000,000
2.1 Organise control missions		8 control missions	All villages	8,000,000
R3 Functional Council Forest exists				
3.1 Create council forests		2		

3.2 Demarcate council forest	4 garzetment	All concerned villages	20 000 000
3.3 Conduct an inventory	4	All concerned villages	10 000 000
3.4 Elaborate and implement management plan	1	Bangem	5 000 000
R4 community forests increased			
4.1 Garzet community forests	2	Muanjikom and Nkonteh	10 000 000
R5. Sustainable exploitation of NTFPs increased			
5.1 Sensitise the population	63	All villages	8 000 000
5.2 Conduct trainings	8	Bangem, Nninong,Mwambong, Nhia, Elung, Ebamut, Mbwogmut, Muetan	8 000 000
5.3 Promote the domestication of NTFPs	8	Bangem, Nninong,Mwambong, Nhia, Elung, Ebamut, Mbwogmut, Muetan	8 000 000

Housing And Urban Development

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Town planning improved	By 2015, the presentation of Bangem town improves by at least 10%	-Visits - Administrative reports	Collaboration of all main stakeholders ensured -Favorable policy framework
Specific Objective	Access to basic urban services improved	By 2015, Bangem municipality respects at least 50% of town planning policies	- Administrative reports	Favorable policy frame work
Results	Urban road network improved	By 2015 Bangem Urban areas accessible by at least 50%	-Visits - Administrative reports	Collaboration all stake holders ensured
	Master plans made available	By 2013, the master plan of Bangem Town is made available and respected	-Master plan	Collaboration of the service ensured
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Urban Road Network improved				
1.1 construct new streets		-	Bangem	-
1.2 Rehabilitate existing streets		12 streets (10.45km)	Bangem Town	60 000,000
R.2 Master plans made available				
2.1 Organize workshops to develop Master plans for municipality		2 workshops	Bangem	24,000,000

STATE PROPERTY AND LAND TENURE

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall	Legal possession	By 2015, At least, 20% of	-Legal	Favorable policy

Objective	of land increased	the population possess legal documents for their land	documents -Administrative reports	framework
Specific Objective	Security of state and community property Improved	BY 2015, at least 30% of state and community property are ensured	-Administrative reports	Favorable policy framework
Results	Title deeds for state and community property increased	By 2015, at least 30% of State and community property have title deeds	-Administrative reports	Collaboration of all stakeholders ensured
	Land use pattern improved	By 2015, at least 20% of the population respect land use plan	-Administrative reports -Visits	-Collaboration of all main stakeholders ensured
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Title deeds for State and community property increased				
1.1 Sensitise the population on title deeds for state and community property		63 meetings	All villages	8,000,000
R.2 Land use patterns improved				
2.1 Draw up land use plan		2 workshops	Bangem	4,000,000
2.2 sensitise the population on land use plan		63 meetings	All villages	8,000,000
2.1 Monitor the implementation of land use plan		4 missions (once a year)	All villages	8,000,000

SCIENTIFIC RESEARCH AND INNOVATION

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Use of research findings increased	By 2015, at least 30% of the population use research findings	-Administrative Reports	Collaboration of all main stakeholders ensured
Specific Objective	Scientific Research and Innovation Development increased	By 2015, research development increased by at least 10%	-visits -Technical bulletins	Enabling economic conditions
Results	Dissemination of scientific research and innovation activities improved	At least 30% of the population are informed on the Research findings and use them yearly	Administrative reports -Testimonies	Favorable policy framework
	Improved adapted species increased	By 2015, at least 4 adapted species are made available	Visits Administrative reports	Favorable policy frame work
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Dissemination of scientific research and innovation activities improved				

1.1 Organized workshops to disseminate research results	1	Bangem	2 000 000
1.2 Distribute technical bulletins	200	Technical services, population	1 000 000
R2 Improved adapted species increased			
2.1 Carry out adaptive research for four major crops : maize, cassava, oil palm, yams plantains and tree crops Research on medicinal plants	1 adaptive research stations	Bangem	8 000 000

COMMERCE

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Council and population revenue increased	Council and population revenue increased by at least 5% yearly	-financial records -Administrative reports	Enabling business climate
Specific Objective	Means of marketing products improved	By 2015, at least 40% of the population market their produce in a conducive environment and fetch good prices	-Visits -Administrative reports -Testimonies	Favorable economic conditions
Results	Market facilities increased	By 2015, at least one new market is constructed and functional	-Visits -Administrative reports -pictures	Favorable economic conditions
	Market information system put in place	By 2013, a functional market information system put in place and commercial activities accelerated	-Administrative reports -Radio programmes	Favorable economic conditions
ACTIVITIES		QUANTIT Y	PLACE	COST(FCFA)
R1 Market facilities increased				
1.1 Construct more market stores		2 blocks	Bangem Market	180 000 000
R2 Market information system put in place				
2.1 Establish a market information system		1	Bangem Town	2 000 000

Youth And Civic Education

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Employment of Youths increased	By 2015, at least 30% of the Youths are gainfully employed	-visits -Pay slips -Administrative Reports	Enabling Business climate
Specific Objective	Youth empowerment increased	At least 30% of Youths are economically empowered and start off Business	-Testimonies -Administrative reports	Favorable economic and political conditions
Results	Mobilization of youths on income generating	By 2013, at least 40% of Youths are mobilized yearly and trained on	-Training reports -Administrative reports	-collaboration of all Stakeholders ensured

	Activities increased	various businesses		-Enabling economic environment
	Trainers and Youth Animators increased	By 2012, at least 2 Youth Trainers are in place and functional	-Transfer Decisions -Administrative Reports	Favorable Policy Framework
	Youth empowerment programs increased	By 2013, at least 5 Youth empowerment programs are operational and empower the Youths	-Programs -Administrative reports	Favorable policy framework
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Mobilization of Youths on income generating activities increased				
1.1 Sensitise the Youths		8 meetings	Bangem, Nninong, Mwambong, Nhia, Elung, Ebamut, Mbwogmt, Muetan	3,000,000
1.2 Train Youths on income generating activities		8 Trainings	Bangem, Nninong, Mwambong, Nhia, Elung, Ebamut, Mbwogmt, Muetan	8,000,000
R2 Trainers and Youth Animators increased				
2.1 Request for the transfer of Youth Animators		2 staff (Divisional Delegation of youth Affairs Bangem)	2 trips to Buea	100,000
R4 Youth empowerment programs increased				
4.1 Design and implement Youth Empowerment programs		1	Bangem	2,000,000

Sports And Physical Education

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Rate of Physical Exercises increased	At least 30% of the population carry out physical exercises yearly and improve on their Health	-Testimonies -Administrative Reports	Favorable economic and political climate
Specific Objective	Sporting Activities increased	By 2015, sporting Activities increased by at least 3% Yearly	-Administrative reports	Favorable Economic and political climate
Results	1. Public sporting facilities increased	By 2014, at least 1 sports complex is functional in the municipality	-Administrative reports -visits	Enabling economic Environment
	2. Sports equipment in schools increased	By 2014, at least 70% of schools have playgrounds and used	-visits -Administrative Reports	Enabling economic environment
	3. Sports trainers in schools increased	By 2014, at least 5 New Sports Trainers are functional in schools	-Transfer Decisions -Administrative	Favorable policy framework

			Reports	
ACTIVITIES	QUANTITY	PLACE	COST(FCFA)	
R1 Public sporting Facilities increased				
1.1 Construct a public sports complex	1	Bangem	50,000,000	
R2 Sports equipment in schools increased				
2.1 Supply sports equipment like Balls, Boots, Nets, Jerseys etc		Schools in the Municipality	30 000 000	
R3 Sports Trainers in schools increased				
3.1 Request for the transfer of sports trainers	4 staffs (Delegation of sport and physical Education)	2 trips to Buea and Yaoundé	300 000	

Small And Medium Size, Social Economy And Handicraft

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Economic power of the population and Council strengthened	By 2015, revenue for the council and population increased by at least 5%	financial records	Enabling business climate
Specific Objective	Development of Economic activities and craftsmanship increased	By 2015, economic activities increased by at least 2% yearly	-Administrative reports -Visits	Enabling Business climate
Results	Structures and facilities increased	By 2014, structures and facilities increased by at least 2% Yearly and functional	-Visits -Administrative reports	Enabling Economic framework
	Access to services increased	By 2013, at least 20% of the population are reached by the sector	-Administrative reports -Testimonies	Favorable policy framework
	Promotion of the sector enhanced	By 2013, at least 2 communication channels are used and at least 30% of the population are aware of sector activities	- Brochures/leaflets -Website -Radio programs -Administrative reports	Favorable policy framework
ACTIVITIES	QUANTITY	PLACE	COST(FCFA)	
R1 Structures and facilities increased				
1.1 construct Business places (stalls)	1 Buildings with 10 stalls	Bangem Town	40 0000 000	
R2 Access to services increased				
2.1 Design and implement programs	-	Bangem Town	5,000,000	
R3 Promotion of the sector enhanced				
3.1 Circulate information on selected activities	Posters and brochures	All villages	2 500,000	

Mines Industries And Technological Development

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Contribution of the sector on the economic Growth of the municipality increased	By 2015, the sector contributes at least 2% to the economic growth of the municipality	Financial Records	Favorable policy framework
Specific Objective	Development of Mining and Industrial sector improved	By 2014, development of industrial sector increased by at least 5%	- Administrative reports	Favorable policy framework
Results	Data base on possible sector potentials made available	By 2013, data base is available in soft and hard copies	-Data base - Administrative support	Enabling economic conditions
	Mining and Industries increased	By 2015, at least one Industry exist and functional	-Visits - Administrative Reports	Enabling economic conditions
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Data base on possible sector potentials made available				
1.1 establish data base		1	Bangem	2,000,000
R2 Mining and Industries increased				
2.1 Carry out feasibility studies		-	All villages	10,000,000
2.2 Establish Industry		1		100,000,000
2.3 Develop mining sites		-		20 000 000

Transport

Strategy		Indicators	Sources of Verification	Assumptions	
Level	Formulation				
Overall Objective	Safe circulation of persons and Goods increased	At least 60% of passengers arrive their destinations safely each Year	-Transport Records -Administrative Reports	-Transporter respect road safety rules -Favorable policy framework	
Specific Objective	Vehicle and bike accidents reduced	Road Accidents in the municipality reduced by at least 10% Yearly	-Administrative reports	Transporters respect road safety measures	
Results	1. Respect of Road Safety Rules increased	At least 50% of transporters respect road safety rules yearly	Administrative reports	Favorable policy framework	
	2 .Conditions of transport vehicles and bikes improved	At least 50% of Transport vehicles and bikes are regularly in good condition	-Visits Technique cards -Observations	Collaboration of all main Stakeholders	
ACTIVITIES			QUANTITY	PLACE	COST(FCFA)
R1 Respect of Road safety rules increased					
1.1 Organize road safety campaigns			1	Bangem	500,000
R2 Conditions of transport vehicles and bikes					

improved			
2.1 control state of vehicles and bikes	Daily	Bangem	

Post And Telecommunication

Strategy		Indicators	Sources of Verification	Assumptions	
Level	Formulation				
Overall Objective	Information flow improved	By 2015, circulation of information improved by at least 20%	-Testimonies -Administrative reports	Favorable policy framework	
Specific Objective	Access to information and postal services improved	By 2013,at least 50% of the population have access to information and postal services	-Testimonies -Administrative reports	Favorable policy framework	
Results	Postal service facilities increased	By 2015, the postal service facilities increase by at least 15% and customers are satisfied	-Testimonies -Administrative reports	Favorable policy framework -Enabling economic conditions	
	Access to internet services increased	By 2015, at least 2 new functional multi media centers exist	Visit to media networks -Administrative reports	Cost of internet services made affordable	
	Reception of telephone networks improved (MTN ,ORANGE ,and CAMTEL)	By 2013,the population regularly receives at least one telephone network	-Testimonies -Administrative reports	Collaboration of main stake holders ensured	
ACTIVITIES			QUANTIT Y	PLACE	COST(FC FA)
R1 Postal service facilities increased					
1.1 Equip postal service with basic necessities (vehicles, personnel)			1 lot	Bangem	100,000,000
R2 Access to internet services increased					
2.1 contact telecommunication network services			2 trips	Douala	300,000
2.2 Put in place a telecommunication center			1	Bangem	30 000 000
R3 Reception of telephone network improved (MTN,ORANGE &CAMTEL)					
3.1 Contact telephone network operators			1 trip	Douala	300,000

Communication

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Information dissemination increased	At least 40% of the population are informed on development activities yearly	-Testimonies -Radio and Television Antenna programs -Administrative reports	-Favorable policy framework -Enabling economic conditions
Specific Objective	Communication services increased	By 2015, at least 50% of the	-Visits to CRTV antenna and homes	-Favorable policy

		population have access to CRTV & rural radio	-Administrative reports	framework	
Results	1 Community Radio put in place	By 2015, at least 1 functional community Radio exist in the municipality	-Visits -Radio programs -Administrative reports	-Favorable policy framework -Enabling economic conditions	
	2.Reception of CRTV improved	By 2013, CRTV antenna is in place and functional	-Home visits - Administrative reports	Favorable policy framework	
	3. Coverage of Newsprints in the municipality increased	Newspapers are available in at least 10% of the communities	-visits to Newspaper stations -Administrative reports	Enabling business climate	
ACTIVITIES			QUANTITY	PLACE	COST(FCFA)
R1 Community Radio put in place					
1.1 Establish community Radio			1	Bangem	50,000,000
R2Reception of CRTV improved					
2.1 Contact CRTV national office			2 trips	Yaoundé	300,000
2.2 Plant Relay Antennas			2		10 000 000
R3 Coverage of Newsprints in the municipality increased					
3.1 Organize a meeting and plan strategies with newspaper distributors & publishers			1 meeting	Bangem	1,000,000

Territorial Administration, Security And Decentralisation

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Peaceful Environment increased	At least 40% of the communities enjoy a peaceful environment yearly	-Testimonies -Administrative reports	Security patrols ensure
Specific Objective	Security of persons and property ensured	Crime wave reduced by at least 5% Yearly	-Administrative reports	Security patrols ensure
Results	1. Enforcement of security measures increased	Mixed control teams and vigilante groups regularly functional in the municipality	-Testimonies -Administrative reports	Collaboration of all main stake holders -Favorable policy framework
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Enforcement of security measures increased				
1.1. Develop a strategy with security bosses and traditional rulers		1 meeting	Bangem	1 000 000
1.2. Implement strategy		Daily mixed patrols	Entire municipality	5 000 000

Higher Education

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			

Overall Objective	Number of persons with higher education certificates increased	By 2015, number of persons with higher professional certificates increased by 5 %	Certificates -Administrative Reports	Enabling economic and political climate
Specific Objective	Access to higher professional trainings increased	At least 10% of the population have access to higher professional training institutions yearly	-Enrollment Registers -Administrative Reports	-Enabling economic conditions -Favorable policy framework
Results	Higher Professional education institutions increased	By 2015, at least 1 new professional Education Institution put in place and functional	-visits Administrative Reports	Favorable policy framework
	Orientation on higher Professional Education increased	Orientation on professional Education are done in at least 80% of high schools Yearly	-Testimonies -Administrative Reports	Favorable policy framework
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1Higher Professional education institutions increased				
1.1 Request for the creation of higher professional institution		1 (Higher teachers training college Bangem)	2 trips to Yaounde	300 000
R2 Orientation on higher professional education increased				
2.1 Organize meetings with principals on orientation of students on higher professional education in final classes secondary and high schools		8 meetings	GBHS Bangem , GTHS Bangem , GTTC Bangem , GBHS Muambong, GSS Muebah, GSS Muabi GSS EkanjohBajoh GSS Ndibse	600 000

Bangem council (As an institution)

Strategy		Indicators	Sources of Verification	Assumptions
Level	Formulation			
Overall Objective	Sustainable development of the Bangem municipality through the realization of micro-projects enhanced	By 2015, number of persons with higher professional certificates increased by 5 %	Certificates - Administrative Reports	Enabling economic and political climate
Specific Objective	Functional capacity of the Bangem council strengthened	By 2015, at least 50% of earmarked projects are realized and benefit the population	Visits Testimonies administrative reports	Enabling economic and political environment
Results	1.Council Funds increased	Council funds increased yearly by at least 5 % and used following budget allocation	Financial records	Exploitation of all sources of revenue ensured

	2.Human Resource Management improved	By 2013, at least 4 new qualified staff are in place and staff output increase by at least 10% yearly	Council activity reports Staff evaluation reports	Staff motivation ensured
	3.Planning, monitoring and evaluation improved	Monthly, quarterly, ,yearly planning, quarterly monitoring and yearly evaluation carried out at all levels	Planning monitoring and evaluation reports	Skills in planning, monitoring and evaluation ensured
	4.Collaboration with Development Technical services improved	Development services actively participate in realizing projects in their various sectors	Attendance sheets for meetings, workshops etc. Administrative reports	Memorandum of understanding put in place
	5.Council asserts (computers, furniture, heavy duty equipment, and vehicles) increased	By 2013, at least 50% of council basic asserts are in place and use	Inventory report Administrative reports Observation	Favorable economic conditions
ACTIVITIES		QUANTITY	PLACE	COST(FCFA)
R1 Council Funds increased				
1.1Exploit revenue sources	Natural resources , touristic sites, businesses etc		All the communities	-
1.2 Submit project proposals to funders	10	4 trips to Yaoundé	600 000	
1.3 Train staff and councilors on financial resource mobilization	1 training	Bangem	1000 000	
R2 Human Resource Management improved				
2.1 Recruit qualified staff	4	Bangem	100 000	
2.2 Organise in service training for staff according to their needs	5 trainings	Bangem	5 000 000	
2.3 Conduct staff evaluation	Yearly	Bangem	-	
2.4 Draw up Council Communication chat	1 meeting	Bangem	1 000 000	
R3 planning, monitoring and evaluation improved				
3.1 Organise planning meetings	Monthly, Yearly	Bangem	4 000 000	
3.2 Monitor council activities	Quarterly	Bangem	2 000 000	
3.3 Conduct evaluation	Yearly	Bangem	4 000 000	
R4 Collaboration with Development Technical Services improved				
4.1 organize a forum to elaborate collaboration	1	Bangem	1000 000	

strategies			
4.2 Implement the strategies	-	The entire Municipality	-
R.5 council asserts (Computers, furniture, heavy duty equipment and vehicles) increased			
5.1 Purchase office furniture	6 tables, & 6 chairs	Bangem	3 000 000
5.2 purchase computers	4	Bangem	6 000 000
5.3 Purchase vehicle	1 4x4 Hilux	Douala	30 000 000
5.4 Purchase a four wheel drive tipper	1	Douala	100 000 000
5.5 Construct Council Chambers	1	Bangem	250 000 000

5.3. Estimated cost of the CDP

S/N	SECTOR	AMOUNT
1	AGRICULTURE AND RURAL DEVELOPMENT	81,950,000
2	FISHERIES	29,250,000
3	LIVESTOCK	21,600,000
4	PUBLIC HEALTH	199,860,000
5	HIV/AIDS	19,110,000
6	PUBLIC WORKS	8,754,442,786
7	BASIC EDUCATION	434,270,000
8	SECONDARY EDUCATION	427,820,000
9	ART AND CULTURE	267,000,000
10	WOMEN EMPOWERMENT AND THE FAMILY	556,400,000
11	SOCIAL AFFAIRS	20,300,000
12	WATER RESOURCES	380,000,000
13	ENERGY	423,800,000
14	EMPLOYMENT AND VOCATIONAL TRAINING	5,600,000
15	LABOUR AND SOCIAL SECURITY	13,300,000
16	TOURISM AND LEISURE	121,500,000
17	ENVIRONMENT, NATURE PROTECTION AND SUSTAINABLE DEVELOPMENT	35,500,000
18	FORESTRY AND WILDLIFE	103,500,000
19	HOUSING AND URBAN DEVELOPMENT	234,000,000
20	STATE PROPERTY AND LAND TENURE	28,000,000
21	SCIENTIFIC RESEARCH AND INNOVATION	11,000,000
22	COMMERCE	182,000,000
23	YOUTH AND CIVIC EDUCATION	13,100,000
24	SPORT AND PHYSICAL EDUCATION	80,300,000
25	SMALL AND MEDIUM SIZE, SOCIAL ECONOMY AND HANDICRAFT	47,500,000
26	MINES INDUSTRIES AND TECHNOLOGICAL DEVELOPMENT	132,000,000
27	TRANSPORT	500,000
28	POST AND TELECOMMUNICATION	130,600,000
29	COMMUNICATION	61,300,000
30	TERRITORIAL ADMINISTRATION, SECURITY AND DECENTRALISATION	6,000,000
31	HIGHER EDUCATION	9,000,000
32	BANGEM COUNCIL	407,700,000
TOTAL BUDGET		13,238,202,786

5.4. Land use plan

According to the new provisions for the delimitation of urban space as provided by decree No 2008/0736/PM of 23 April 2008 all development plans will have a spatial component. Methods of gaining a community perspective of the current spatial layout of the community, as well as how it came about and possible future options was through the use of both a mapping exercise and a transect walk to materialize the urban space boundaries and main features (new layouts, farmland, possible area of community forest).

The objective for this session was to have an understanding of the spatial layout of the physical infrastructure according to the community the communal land of the urban space and the boundaries to neighbouring villages; the different land use zones of the urban space; the tentative positioning of proposed new infrastructure and land use zones in general; and hence the new dispensation for Bangem council Urban Space. The Bangem Council Urban space will therefore engulf the following villages and quarters. Ekambeng, New Bell, Ekaku, Njom, Government New Layout, Mbuh, Muagwelong, Ndibse II, Mboku and Muakwe.

Projected Location of social facilities within the urban space:

Facility	Location	Sanitation/drainage map:
Central market	Ekaku	<ul style="list-style-type: none"> Ekaku waters → Catholic junction funnel → Squares → Nguti road NEW BELL, GRA → Council Brook → Ekajah
Fruit market	Njom	
Fruit/Plantain market	Ndong	
Fruit/Plantain market	Ekambeng	
Play grounds	New bell	
Leisure areas	GRA Quarters	
Independence Square	Paul Biya Stadium	
Melong Park	Squares	
Nguti Park	Mbuh	
Tombel Park	Ekaku	
Municipal Cemetery	Ndibsi road	

Land use of the entire municipality

No.	Class	Sub Class	Description
1	Built up Land	Town Settlement	Central location of the municipality
		Village settlement	
2	Agricultural land (mosaic)	Crop land	East and within the settlement area
		Fallow land	
3	Forest	Montane forest	East (Muanenguba hills)
		Sub montane forest	East and north east of the municipality
		Equatorial forest	South and South west of the municipality
4	Others	Open land	Within settlement area
		Swampy land	Within settlement & around the west
5	Water bodies	Rivers/ Streams/Lakes	Distributed in the entire municipality
6	Parks/reserves	Bakossi national park	South and South west of the municipality
		Muanenguba integral ecological reserve	East and north east of the municipality
		Sacred grooves	Entire municipality

CHAPTER SIX:

PROGRAMMING

6.1. Resource Mobilisation:

Project	Donor	Type of resource	Cost	Donor's condition
<i>MINEPDD Projects</i>				
Rehabilitation of Environment (planting flowers, trees etc)	MINEP	GRANT	4.000.000	
<i>PIB Projects</i>				
Construction of a nursery block at GNS Bangem	PIB	GRANT	25.000.000	
Provision of 60 desks at GS Bangem	PIB	GRANT	1.800.000	
Furnitures for GNS Bangem (40tables, 120 table bancs, 6 standing black board)	PIB	GRANT	2.500.000	
Provision of a teacher desk (2)	PIB	GRANT	250.000	
Construction of 2 classrooms at GS Bangem	PIB	GRANT	16.000.000	
Construction of a health center at Muabi	PIB	GRANT	50.000.000	
<i>Sub total for all pib projects</i>			<i>95.550.000</i>	
<i>PNDP Projects</i>				
Construction of Muanenguba Tourist lodge (1st phase)	PNDP	GRANT	53.000.000	
Construction of 20 open sheds at Muambong Market	PNDP	GRANT	7.000.000	
Construction of road leading to Muagwekan sand-pit.	PNDP	GRANT	15.000.000	
<i>Sub total for PNDP Projects</i>			<i>75.000.000</i>	
<i>ADB Projects</i>				
Construction of toilets in 3 schools	ADB	GRANT	15.000.000	
<i>Sub total for the ADB Project</i>			<i>15.000.000</i>	
<i>Council Projects</i>				
Construction of strategic culverts in Bangem	Council	Bangem council	7.000.000	
Pavement of some gutters	council		10.000.000	
<i>Sub total for all council projects</i>			<i>17.000.000</i>	
Total Amount For All The Investment Projects			1.193.550.000	

6.2. Mid term expenditure framework for three Years (MITEF)

Strategic Direction I:	Strategy				Indicators			
	AGRICULTURE AND RURAL DEVELOPMENT							
Overall Objective	To Ensure that Food stuff for consumption and sales regularly available in the Municipality				At least 50% of the population consume at least 2 meals a day yearly			
Specific Objectives	Agricultural production & productivity increased				Crop yields increase by at least 5% yearly			
Intermediary Result 1	Soil quality improved				At least 40% of farmers use organic and inorganic fertilizers and increase their yields by at least 2% yearly			
S/n	Actions/Activities	Time Frame			Indicators	Person Responsible	Partner	Resources required (FCFA)
		Y I	Y 2	Y 3				
A1	Train farmers on soil improvement methods				63 training sessions organised in 63 communities on soil management techniques	Council	PFPF CAD CERUT MINADER	6,300,000
Intermediary Result 2	Use of improved planting materials increased				At least 40% of farmers use improved planting materials each planting season			
A1	Sensitize farmers on the use of improved planting materials				Sensitisation meetings held in 63 communities	Council	SOWEDA, PFPF CAD, CERUT MINADER	3,150,000
A2	Distribute planting materials to farmers				Maize-6000kg, Cassava -200,000 cuttings, Plantain suckers- 20,000 yams setts-20,000	Council	Trained Farmers Groups, PFPF CAD, CERUT MINADER, SOWEDA,RUMPI	6,300,000
Intermediary Result 3	Use of pesticides increased				Infestation by pest and disease reduced by at least 5% yearly			
A1	Train farmers on pest and disease control				63 farmers groups are trained	Council	ADER, MINADER (Phytosanitory Bridaye)	6,300,000

Intermediary Result 4	Transportation of crops improved				At least 30% of farmers transport their crops using push trucks by 2014			
A1	support farmers with push trucks through loans				300 Farmers are settled with push trucks	Council	CSOs, MINADER	18,000,000
Intermediary Result 5	Storage, processing and marketing of produce improved				At least 40% of farmers store and process at least 30% of their produce before sales at good prices			
A1	Train farmers on storage processing and marketing of farm produce				Training sessions organised in 63 communities	MINADER, GIZ	CSOs, CMINADER, GIZ	6,300,000
A2	Link farmers up to processing equipment manufacturers				At least 10 manufacturers identified and link up with farmers in the municipality A data base of equipment manufacturers is established in the Council and regularly updated	Council	CSOs, MINADER	600,000
A3	Construct Cocoa ovens				4 ovens are constructed in some selected communities	Council	CSOs	4,000,000
A4	Construct warehouses				At least a warehouses is constructed annually	Council	MINADER, CSOs	30,000,000
A5	Organise farmers into marketing cooperatives				At least 3 cooperatives are organised and legalised annually	Council	MINADER, CSOs	1,000,000
Sub Total 1								81,950,000
Strategic Direction 2:	FISHERIES				Indicator			
Overall Objective	To Sustainably increase fish consumption and sales in the municipality				By 2014, at least 50% of the population have access to fish for consumption and marketing			
Specific Objectives	Scaling-up small-scale fish farming to mitigate poverty among smallholders				Fish production increased by at least 2% each year			
Intermediary Result 1	Increase freshwater fish for the domestic market				By 2015, at least 20 Fish ponds are created and functional			
S/n	Actions/Activities	Time Frame			Indicators	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				

A1	Sensitise Communities on Fish farming				At least 15 communities are aware of the importance of fish farming	Council	Council, SOWEDA, CSOs, MINEPIA	4,500,000
Intermediary Result 2	Increase youth employment opportunity				At least 2% of youth within the municipality are self employed with fish farming being the main activity by 2015			
A1	Train selected farmers on fish farming				20 young farmer groups trained on morden fish farming techniques in Bangem	Council	MINEPIA, CSOs	1,000,000
Intermediary Result 3	Fish ponds increased				At least 90% of constructed fish pond are stocked with improved species of fingerlings and			
A1	Construct fish ponds				At least 4 (15) fish pond are constructed annually	Council	MINEPIA, CSOs	20,000,000
A2	Supply fingerlings				The constructed fish ponds are each stocked with at least 100 fingerlings	Council	MINEPIA, CSOs	3,750,000
Sub Total 2								29,250,000
Strategic Direction 3:	LIVESTOCK				Indicator			
Overall Objective	Consumption of Animal protein increased				At least 60% of the population consume meat			
Specific Objectives	Livestock production and productivity increased				By 2015, at least 50% of the Livestock farmers increase their production by at least 5% yearly			
Intermediary Result 1	Methods of livestock production improved				At least 50% of livestock farmers apply improved production methods yearly			
S/n	Actions/Activities	Time Frame			Indicators	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Organise trainings on livestock production & Management				Groups from 63 communities trained	Council	MINEPIA, HEIFER, CSOs	6,300,000
Intermediary Result 2	Access to improved livestock feed increased				At least 30% of livestock farmers use improved livestock feed yearly			

A1	Train farmers on livestock feed production				Groups from 63 communities trained	Council	MINEPIA, HEIFER, CSOs	6,300,000
A2	Link farmers to improved livestock supplement traders				Produce a data base of suppliment traders for the municipality and paist at Market Information Boads in the Markets	Council	MINEPIA, HEIFER, CSOs	600,000
Intermediary Result 3	Access to improved animal breeds increased				At least 40% of livestock farmers use improved animal breed			
A1	Train animal breeders				1 training organised with 15 animal breeders from 63 communities	Council	MINEPIA, HEIFER, CSOs	500,000
A2	Supply breeding stock				15 lots of animals supplied	Council	MINEPIA, HEIFER, CSOs	500,000
A3	Back stop breeders				20 farmers from 8 clan followed up and technically adviced	Council	MINEPIA, HEIFER, CSOs	1,000,000
Intermediary Result 4	Livestock infrastructure increased				By 2015, at least two slaughter Houses and 8 Animal Dips are constructed and functional			
A1	Construct slaughter Houses				1 slaughter house constructed in Muambong Village	Council	MINEPIA, SOWEDA, CSOs	2,000,000
A2	Construct Animal Dips and make them functional				1 goat and sheep breeding space and 8 dips constructed	Council	MINEPIA, SOWEDA, CSOs	3,800,000
Intermediary Result 5	Access to Animal drugs increased				By 2013, at least 40% of Livestock farmers have access to Animal drugs			
A1	Link farmers up to Animal Drug traders				Establish a database for animal drug traders and their contacts for livestock farmers and paist at MINEPIA Office, Council and Chiefs Palces	Council	MINEPIA, HEIFER, CSOs	600,000
Sub Total 3								21,600,000
Strategic Direction 4:	Public Health				Indicator			
Overall Objective	Health status improved				By 2015, at least 40% of the population spend less on drugs and increase their economic activities			

Specific Objectives	Access of the population to quality Healthcare increased				By 2015, at least 60% of the population have access to Quality Health services			
Intermediary Result 1	Qualified Medical Personnel increased				By 2015, at least 2 Medical Doctors, 36 IDE, IB, AS, 1 Matron and 12 Comis exist in the Health Centre			
S/n	Actions/Activities	Time Frame			Indicators	Person Responsible	Partner	Resources required (FCFA)
		Y I	Y 2	Y 3				
A1	Lobby appropriate quarters for the transfer of Medical personnel				2 Medical Doctors, 36 IDE, IB, AS, 1 Matron and 12 Comis transferred	Council	Regional Delegate of Public Health, Hospital Director, DMO	100,000
Intermediary Result 2	Equipment in the Hospital and Health Centres increased				By 2015, the Hospital and all Health Centres have at least 80% of Basic equipment and are used			
A1	Supply equipment				10 delivery beds, 6 fridges, 30 ordinary beds, 7 Microscopes, 5 Generators, 1 CD Testing Machine, 1 Eco-graphy machine, 1 X-Ray machine	Council	MINPH / MINSANTE	27,800,000
Intermediary Result 3	Access to essential Drugs increased				By 2013, at least 60% of the population have access to affordable essential drugs			
A1	Follow up and ensure regular supply essential Drugs to the hospital and all integrated Health Centres				Quarterly supply and monitoring of drugs to all pharmacies in both the hospital and health and integrated health centres	Council	SW. Regional Drug Programme, GIZ	100,000
Intermediary Result 4	Awareness on pandemic disease such as malaria, tuberculosis, etc. increased				At least 30% of the population apply preventive measures in the fight against malaria, tuberculosis etc. yearly			
A1	sensitise the population				All 63 communities are sensitised on possible diseases/illnesses	Council	District Health Service, Plan Cameroon, CAD, Other CSOs	1,860,000
Intermediary Result 5	Health Infrastructure increased				By 2015, at least 10 Pharmacies, Laboratories and 1 TB unit are constructed in the Municipality			

A1	Construct Pharmacies				8 pharmacies constructed in Bangem, Mbat, Muambong, Ndibse 2, Enyandong, Ebamut, Ekanjoh-Banjoh, Muaku	Council	MINHP, GIZ, PIB	80,000,000
A2	Construct Laboratories				8 Laboratories constructed in Bangem, Mbat, Muambong, Ndibse 2, Enyandong, Ebamut, Ekanjoh-Banjoh, Muaku	Council	MINHP, PIB	80,000,000
A3	Construct TB unit				1 TB Unit constructed in Bangem	Council	MINHP, PIB	10,000,000
Sub Total 4								199,860,000
Strategic Direction 5:	HIV/AIDs				Indicator			
Overall Objective	Health status improved				By 2015, at least 70% of the population are healthy and are able to carry out economic activities			
Specific Objectives	Prevalence rate of HIV/ AIDS reduced				By 2015 HIV/ AIDs reduced by at least 5 %			
Intermediary Result 1	Awareness on prevention measures increased				At least 20% of the population applies preventive measures in the fight against HIV/AIDs. yearly			
S/n	Actions/Activities	Time Frame			Indicators	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Sensitise the population on HIV/AIDS				Sensitisation meetings held in 63 communities	Council	District Health Service, Plan Cameroon, IRESCO, MC-CCAM, ACMS, CAD, Other CSOs	2,325,000
A2	Organise free HIV screening exercise within the municipality				Annual free screening exercise organised in all the health centres	Council	District Health Service	5,400,000
Intermediary Result 2	Stigmatization and discrimination of persons living with HIV and AIDS reduced				Stigmatization and discrimination reduced at least by 5%			

A1	Sensitise the population				Sensitisation meetings held in 63 communities	Council	District Health Service, Plan Cameroon, IRESCO, MC-CCAM, ACMS, CAD, Other CSOs	2,325,000
A2	Identify and counsel people living with HIV/AIDS				Annual counseling sessions organised in all communities with identified HIV/AIDs diagnosed patients	Council	District Health Service, Plan Cameroon, CBOs, Other CSOs	1,860,000
<i>Intermediary Result 3</i>	<i>3. Care and psychosocial support to people living with HIV/AIDS increased</i>				<i>At least 30% of those living with HIV/AIDS are supported yearly</i>			
A1	Establishment a data base for people living with HIV/AIDS				Available and regular updated data of person living with HIV/AIDs available at the hospital and health centres annually	Council	District Health Service	1,200,000
A2	Support people living with HIV/AIDS				Free drugs, Material and financial support is giving to helpless patients living with HIV/AIDs annually	Council	District Health Service, CSOs	6,000,000
Sub Total 5								19,110,000
Strategic Direction 6:	PUBLIC WORKS				Indicator			
Overall Objective	Circulation of persons and Goods increased				By 2015, at least 80% of the population circulate with goods within and without the communities at record time			
Specific Objectives	Road Network improved				At least 70% of roads are pliable all seasons by vehicles by 2015			
Intermediary Result 1	Drainage system improved				By 2013, drainage structures in the municipality constructed and regularly maintained			
S/n	Actions/Activities	Time Frame			Indicators	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				

A1	Construct culverts/ Gutters				At least 6 culverts and gutters are constructed annually	Council	MINTP, PIB	60,000,012
A2	Rehabilitate culverts				At least 11 culverts and gutters (Muagwelong, New Bell, Ekaku, Mbuh, Mboku, Muakwe = 16 culverts, Bangem-Muanenguba road =1 culvert, Bangem-NgomboAku=15 culverts, Muaku-Nkang=2 culverts, Muambong-Abang = 1 culvert, Mbat-Muabi road = 1 culvert, Nbowasum junction to Nkikoh- Ekangte junction= 3 culverts, Bamgem-Ebamut road= 3, Bangem-Babebok= 5, Muaku-Nkang= 5 culverts) are rehabilitated annually	Council	MINTP, PIB	45,222,243
Intermediary Result 2	Rehabilitation/ maintenance of roads improved				At least 80% of roads are rehabilitated and regularly maintained yearly			
A1	Rehabilitate roads				At least 32 km of roads is rehabilitated annually	Council	MINTP, PIB, CHARIOT Construction Company	24,031,552
A2	Create road maintenance committee				At least 21 Road maintenance committees formed annually for 3 years	Council	MINTP, PIB	2,000,000
A3	Train and equip road maintenance committee				At least 13 Road maintenance committees in the different villages villages are trained annually for 5 years	Council	MINTP, PIB	12,380,979
Intermediary Result 3	Construction of new roads increased				At least 99km of roads are opened and used all season by 2015			
A1	Conduct studies				Technical studies are conducted on 99km of roads in the municipality (Muakwe-Ekanjoh Elung, Ebonemin-MUANENGUBA, Muayet-Mbilla-Muanenguba, Ebamut-Nkongte, Babebok-Mbang, Nteho-Eyandong) by 2014	Council	MINTP, PIB, CHARIOT Construction Company	10,000,000

A2	Construct new roads				Ebonemin-Muanenguba, Muayet-Mbilla-Muanenguba, Ebamut-Nkongte, Bangem-Nkikoh, Babebock-Mbang roads are constructed within the municipality	Council	MINTP, PIB, SOWEDA, CHARIOT Construction Company	8,080,808,000
Intermediary Result 4	Construction of bridges increased				By 2015, at least 10km of bridges are constructed			
A1	Construct Bridges				Muayet-Mbilla-Muagwekan road=2 bridges, Bangem GBHS-Nyan = 1 bridge, EkanjohBajoh = 2 bridges, Mamfe road-Epen = 2 bridges are constructed by year ending 2014	Council	MINTP, PIB, SOWEDA, CHARIOT Construction Company	70,000,000
A2	Rehabilitate Bridges				Muayet-Mbilla-Muagwekan road=2, Bangem- Muanenguba road = 1, Bangem-Nkikoh = 1, Elum 2- Nkack = 1, Muambong- Abang =1, Mbat-Muabi road = 1, Mbouassoum junction to Nkikoh-Ekangte junction = 2, Bangem-Ebamut = 2, Bangem-Babebock = 2, Muaku-Nkang = 5	Council	MINTP, PIB, SOWEDA, CHARIOT Construction Company	450,000,000
Sub Total 6								8,754,442,786
Strategic Direction 7:	BASIC EDUCATION				Indicator			
Overall Objective	Performance of pupils in schools and public exams improved				At least 60% of pupils in all the schools succeed in public exams yearly			
Specific Objectives	Access to quality basic education increased				By 2015, at least 70% of schools have Basic facilities and at least 90% of pupils have access to quality Education			
Intermediary Result 1	Qualified Teachers increased				By 2015, all the schools have at least 4 functional Qualified Teachers			
S/n	Actions/Activities	Time Frame			Indicators	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				

A1	Request for the transfer of Qualified Teachers				An average of 13 teachers are transferred to 7 schools (EPD De Bangem, GS EkanjohBajoh, GS MuetanAku, GS Nyan, GS Muangwekan, GS Muedime, GS Epenebel, GS Ebamut, GS Muambong2, GS Mbang, GS Muangenguba, GS Epen-Bajoh, GS JanduBajoh, GS Muanyet, GS Elum 1, GS Nteho 1, GS Muambong 1, GS Muebah, GS Nzimbeng, GS Ndibse, GS Enyandong) in the municipality annually	Council	DDBE, Inspector	200,000
Intermediary Result 1	Infrastructure increased (classrooms, Latrines, water points, playgrounds)	By 2015, at least 80% of the schools have required number of classrooms, water points, latrines and playgrounds and used						
A1	Construct classrooms				At least 6 classrooms are constructed in the municipality annually (spread into 9 schools EPD De Bangem, GS EkanjohBajoh, GS MuetanAku, GS Nyan, GS Muangwekan, GS Muedime, GS Epenebel, GS Ebamut, GS Mbang)	Council	DDBE, Inspector, DD Public Works, PNDP	144,000,000
A2	Construct Libraries				At least 2 libraries constructed annually within the municipality	Council	DDBE, Inspector, PNDP	60,000,000
A3	Construct Latrines				4 school are provided with latrine annually (EPD De Bangem, GS EkanjohBajoh, GS MuetanAku, GS Nyan, GS Muangwekan, GS Muedime, GS Epenebel, GS Ebamut, GS Nkikoh, Nzimbeng, GS Enyandong, GS Elum 1)	Council	DDBE, Inspector, DD Public Works, PNDP	42,000,000

A4	Construct Water Points				At least 1 water points is constructed in EPF De Bangem, GS EkanjohBajoh, GS MuetanAku, GS Nyan, GS Muangwekan, GS Muedime, GS Mbang, GS Muangenguba, GS EpenBajoh, GS JanduBajoh, GS Ntho1, GS Nzimbeng, GS Ndibse, GS MombuBajoh and flow regularly	Council	ORSIRY, DDBE, Inspector, DD water and Energy, PNDP	42,000,000
Intermediary Result 2	Equipment increased (Desks, Tables and chairs)				By 2015, at least 80% of the schools have required number of Desks, Tables and chairs			
A1	Supply Desks				869 desk are supplied in EPF De Bangem =45, GS EkanjohBajoh =63, GS MuetanAku=30, GS Nyan = 27, GS Muangwekan =75, GS Muedime =90, GS Epenebel =11, GS EBAMUT =61, GS Muambong2 -35, GS Mbang = 109, GS Muangenguba =42, GS Epen-Bajoh = 48, GS JanduBajoh=23, GS Muabi=120, GPS Bangem=13, GPS Nkikoh =77 in 3 years	Council	DDBE, Inspector, DD State propaties and housing, NGOs	26,070,000
A2	Supply Computers				At least 7 computers are supplied annually to selected schools	Council	DDBE, Inspector, DD State propaties, NGOs	42,000,000
Intermediary Result 3	Didactic materials increased				All the schools are supplied minimum Didactic materials regularly and timely yearly			
A1	Supply Didactic Materials				30 lots of didactic material are supplied yearly	Council	DDBE, Inspector	30,000,000
Intermediary Result 4	Infrastructure rehabilitated				By 2015, at least 20 classrooms are rehabilitated and used in the Municipality			
A1	Rehabilitate classrooms				At least 4 classrooms are rehabilitated annually	Council	DDBE, Inspector, DD Public Works	48,000,000
Sub Total 7								434,270,000

Strategic Direction 8:	SECONDARY EDUCATION	Indicator						
Overall Objective	Performance of Students in Class and public Exams improved	At least 60% of students pass class and public exams yearly						
Specific Objectives	Access to Quality Secondary Education Improved	By 2015, at least 70% of youths have access to quality secondary education						
Intermediary Result 1	Infrastructure increased (Classrooms, Latrines, Water Points, Libraries, Workshops etc)	By 2015, at least 70% of the schools have basic infrastructures and regularly used						
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Construct classrooms and Administrative Blocks				28 classrooms are constructed being GBHS Bangem 4, GTHS Bangem 4, GTTC Bangem 2, GBHS Muambong 4, GSS Muaba 2, GSS Muabi 4, GSS Ekanjoh Bajoh 4, GSS Ndibse 4 by 2014 4 Administrative blocks in GBHS Muambong, GSS Muaba, GSS Muabi, GSS Ekanjoh Bajoh by 2014	Council	DDSE	288,000,000
A2	Install Electricity				3 Generators supplied to GSS Muabi, GSS Ekanjoh Bajoh and GSS Muabah	Council	DDSE, DD Water and Energy	3,000,000
A3	Construct water points				4 water points are constructed in GSS Muabi, GSS Ekanjoh Bajoh, GSS Ndibse and GSS Muabah and are flow regularly	Council	DDSE, DD Water and Energy	12,000,000
A4	Construct Latrines				5 latrines are constructed in GTTC Bangem 2, GSS Muabi 11, GSS Ekanjoh Bajoh 1, GSS Ndibse 1 by 2014	Council	DDSE, DD Public Works	22,500,000
Intermediary Result 2	Qualified teachers increased	By 2015, at least 5 functional qualified teachers exist in all the schools						

A1	Request for the transfer of teachers				GBHS Bangem 23, GTHS Bangem 2, GTTC Bangem 7, GBHS Muabong 4, GSS Mueba 6, GSS Muabi 6, GSS EkajohBajoh 6, GSS Ndibse 8	Council	DDSE	300,000
Intermediary Result 3	Equipment increased				By 2015, all the schools have necessary benches and teachers desk and used			
A1	Supply desks				734 desks are supplied to schools viz: GBHS Bangem 406, GTHS Bangem 44, GTTC Bangem 28, GBHS Muabong 130, GSS Muaba 24, GSS Muabi24, GSS EkanjohBajoh 24, GSS Ndibse 54	Council	DDSE, DD State propaties and housing, NGOs	22,020,000
A2	Supply Computers				40 computers are supplied to GBHS Bangem 10, GTHS Bangem 6, GTTC Bangem 6, GBHS Muabong 6, GSS Mwebbah 3, GSS Muabi 3, GSS EkanjohBajoh 3, GSS Ndibse 3	Council	DDSE, DD State propaties and housing, NGOs	80,000,000
Sub Total 8								427,820,000
Strategic Direction 9:	ART and CULTURE				Indicator			
Overall Objective	Contribution of culture in the development of the municipality improved				By 2015, at least 40% of communities are economically and socially empowered through cultural manifestations			
Specific Objectives	Exploitation of cultural heritage increased				At least 40% of the population practice positive cultural values yearly			
Intermediary Result 1	Organization of cultural manifestations increased				Cultural events are organized in at least 40% of the villages yearly			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Organise cultural events				At least 1 cultural vestical organised in each of the 8 clans (Bangem, Nninong,Mwambong, Nhia, Elung, Ebamut, Mbwogmut, Muetan)	Council	Regional Delegate of Culture, Tradiotonal leaders, Cultural groups, Elits	27,000,000

					1 general annual event in the municipality			10,000,000
Intermediary Result 2	Sculptures and pictures depicting cultural practices increased				By 2015, at least sculptures and pictures depicting cultural practices exist in at least 30% of the communities			
A1	Construct sculptures				8 Sculptures constructed in Bangem, Nninong, Muambong, Nhia, Elung, Ebamut, Mbwogmut, Muetan	Council	RD of Culture	8,000,000
A2	Draw pictures of cultural practices				40 cultural pictures drawn representing the culture and peculiarities of the different clan	Council	RD of Culture, Graftmen, Artists	4,000,000
Intermediary Result 3	Socio-cultural infrastructure increased				At least 4 community Halls are constructed and functional by 2015			
A1	Construct cultural Centres				1 cultural centre constructed in each of the 8 clans by 2014	Council	RD of Culture	160,000,000
A2	Construct a museum				A cultural Museum is constructed in Bangem by 2014	Council	RD of Culture, UNDP,	50,000,000
Intermediary Result 4	Knowledge on the importance of Arts and Culture increased				By 2015, at least 50% of the population know the importance of Arts and Culture			
A1	Sensitize the population on the importance of Arts and Culture				1 sensitisation meetings held in each of the chief towns of the 8 clans by 2014	Council	RD of Culture	8,000,000
Sub Total 9								267,000,000
Strategic Direction 10:	WOMEN EMPOWERMENT AND THE FAMILY	Indicator						
Overall Objective	Gender equality and equity increased	By 2015, at least 40% of women in the municipality take decisions that favour them and have access and control over resources						
Specific Objectives	Empowerment of women personally, economically culturally socially and politically increased	By 2015, at least 40% of women in the municipality are personally, socially, politically, economically and culturally empowered and less violated						
Intermediary Result 1	Assistance to widows increased	At least 30% of widows receive assistance and can meet up with their daily needs						
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Organise widows into Common Initiative groups				10 widow CIG formed	Council	DD Women Emp't	300,000

A2	Train widows on income generating activities				2 trainings organised for 10 CIGs and widows skills and knowledge improved on IGA	Council	DD Women Emp't, CSOs	400,000
A3	Assist widows with capital to start small businesses				FCFA 1,000,000 is give to each of the selected widow CIG to support their Income Generating Activities	Council	DD Women Emp't, CSOs	10,000,000
Intermediary Result 2	Knowledge of women on their rights increased				By 2014, at least 40% of women in the municipality know their rights and implement them			
A1	Sensitise Women on their rights				8 women group in varied communities are sensitised on women's rights	Council	DD Women Emp't, UNICEF, CSOs	400,000
Intermediary Result 3	Income level of women increased				At least 40% of women increase their income level by at least 5% Yearly and use their income wisely			
A1	Train women on income generating Activities				20 Trainings organised for 500 women	Council	DD Women Emp't, UNICEF, CSOs	10,000,000
A2	Support women with capital through credits to start small Businesses				500 women are each support with FCFA 1, 000,000 as credit funds as a burster to starp up petit IGA	Council	DD Women Emp't, UNICEF, Global Fund for women, CSOs	500,000,000
Intermediary Result 4	Education level of women and increased				Enrollment of Girls in schools at all levels increase yearly by at least 5% and school drop outs reduced by at least 20%			
A1	Sensitize the population on the importance of Girl Child Education				63 sensitisation meetings held in all the communities in the municipality	Council	DD Women Emp't, UNICEF, Global Fund for women, CSOs	15,000,000

A2	Award scholarships at all levels(primary, secondary, high school, and university) to promote the Girl Child Education				scholarships are awarded to girl children with exelent results in schools at all levels	Council	DD Women Emp't, UNICEF, Global Fund for women, CSOs	10,000,000
Intermediary Result 5	Functional capacity of women empowerment center increased	At least 60% of elaborated programs of women Empowerment center are realized yearly and trainees apply knowledge and skills acquired						
A1	Supply basic equipment				A lot of basic equipment such as gas cookers, computers, sewing machines etc are supplied	Council	DD Women Emp't, Director of the Centre	10,000,000
A2	Request for the transfer of qualified staff				3 new staff are transferred to the Bangem Women empowerment centre	Council	DD Women Emp't, Director of the Centre	300,000
Sub Total 10								556,400,000
Strategic Direction 11:	SOCIAL AFFAIRS				Indicator			
Overall Objective	Living conditions of vulnerable persons improved				By 2015, at least 40% of vulnerable persons have their basic needs yearly			
Specific Objectives	Social services to vulnerable persons improved				At least 50% of vulnerable persons have access to social services			
Intermediary Result 1	Data on vulnerable persons made available				By 2015, Data on vulnerable persons made available and regularly updated			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Identify vulnerable persons				Vulnerable persons identified in all the 63 communities in Bangem Municipality	Council	DD of Social Affairs	5,000,000
A2	Establish and update data (soft, Hard)				Data collected is analysed and kept both in soft and hard coppies and kept at the Council and Delegation of Social Affairs and updated annually	Council	DD of Social Affairs	100,000

Intermediary Result 2	Social Centre put in place				By 2013, at least 1 social Centre is put in place and functional			
A1	Request for the construction of a Social Centre				A request is made to the Minister for the construction of a social centre	Council	DD of Social Affairs	100,000
A2	Request for the transfer of Social Workers				4 new social workers are transferred to the Delegation	Council	DD of Social Affairs	100,000
Intermediary Result 3	Assistance to vulnerable persons increased				At least 30% of vulnerable persons receive assistance yearly (kind or cash)			
A1	Provide wheel chairs, white Canes, tricycle, Food items etc. to vulnerable persons				200 vulnerable persons are settled	Council	DD of Social Affairs	10,000,000
A2	Organise vocational training of vulnerable persons				10 training session are organised	Council	DD of Social Affairs	5,000,000
Sub Total 11								20,300,000
Strategic Direction 12:	WATER RESOURCES				Indicator			
Overall Objective	Water borne diseases reduced				Water borne diseases reduced by at least 5% in the municipality yearly			
Specific Objectives	Access to portable water increased				At least 40 % of the population have access to portable water and save labour and time in fetching water by 2015			
Intermediary Result 1	Functional water schemes increased				By 2015 at least 10 communities have functional water schemes			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Conduct studies				Studies are conducted in 6 communities namely: Elah, Ballock, EkonaMombo, Epenebel and Ebase by 2013	Council	DD of water and Energy	20,000,000

A2	Construct water schemes(Gravitational water systems)				1 gravitational water systems constructed each in Elah, Ballock, EkonaMombo, Epenebel and Ebase by 2014	Council	DD of water and Energy	120,000,000
A3	Extend water projects of 6 villages and construct Stand taps				Water is extended to 4 communities i.e Elah, Ballock, EkonaMombo and Ebase by 2014	Council	DD of water and Energy	100,000,000
Intermediary Result 2	Rehabilitation/ maintenance of existing water schemes increased				By 2015, all existing water schemes are made functional and regularly maintained			
A1	Conduct studies				Studies are conducted in Muambong water supply (Banbegong, Muandon and Muasock) Nyan and Nkikoh by 2013	Council	DD of water and Energy	10,000,000
A2	Rehabilitate water schemes				Water supply systems of Muambong (Banbegong, Muandon and Muasock) Nyan and Nkikoh are rehabilitated by 2014	Council	DD of water and Energy	60,000,000
A3	Create and train water management committee				63 committees in the municipality and are trained	Council	DD of water and Energy	12,600,000
A4	Train water care takers				2 Trainings each for 63 water care takers	Council	DD of water and Energy	1,000,000
A5	Supply tools to care takers				Each caretaker committee is equipt with working tools	Council	DD of water and Energy	20,000,000
Intermediary Result 3	Treatment of available drinking sources improved				All existing water sources are regularly treated and quality of water improved			
A1	Mobilize community funds				Local funds are mobilised for simple maintenance work	Council	Caretaker committees, Chief	0

A2	Treat water schemes				Water shemes are treated monthly	Council	DD of water and Energy, Caretaker committees, Chief	6,400,000
Intermediary Result 4	Water catchment protection improved				By 2015, at least 50% of the catchment areas are protected and volume of water increased			
A1	Sensitise communities				All 63 communities are sensitised on the importance of protecting their catchment areas	Council	DD of water and Energy, CSOs, SOWEDA	2,000,000
A2	Demarcate water catchment areas				44 water catchment areas are demamrcated by 2014	Council	DD of water and Energy, CSOs, SOWEDA, RUMPI	8,000,000
A3	Protect water catchment				45 water catchment areas are demamrcated by 2014	Council	DD of water and Energy, CSOs, SOWEDA, RUMPI	20,000,000
Sub Total 12								380,000,000
Strategic Direction 13:	ENERGY				Indicator			
Overall Objective	Lighting of the municipality improved				At least 20% of communities are regularly lighted and standard of living improved			
Specific Objectives	Access to energy supply increased				At least 30% of households have access to energy and increase economic activities by 2015			
Intermediary Result 1	AES Sonel installations increased				By 2015,AES Sonel installation exist in at least 2 communities with regular electricity supply			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Contact AES Sonel				Make 2 contact visits to the AES Sonel SW Regional Office in Limbe	Mayor	Bangem Sonel Chief	200,000
Intermediary Result 2	Access to rural electrification program increased				By 2015, at least 1 community benefits from rural electrification program			
A1	Request for rural electrification				2 trips made to Yaounde to meet appropriate quarters to request for the electrification of 8 communities	Mayor	Elits	300,000

A2	Conduct studies				Studies carried out in Muabi, Ebonemin, Muatan, EkanjohBajoh, Nkack, Epen, Mombo and Epenebel for their electrification	Council	DD Water and Energy, Sonel experts	8,000,000
A3	Install electricity				Nyan, Muayet, Elum II, Nkikoh, EkanjohElung, Nteho II, Ebamut, Mbat, Ekambeng are electrified	Council	DD Water and Energy, Sonel experts, DATA	405,000,000
Intermediary Result 3	Access to alternative sources increased (wind, solar, bio gas, cooking gas etc.)				By 2015, at least one alternative energy source exist in at least one community			
A1	Contact the alternative sources of energy proprietors				2 contact visits made to Yaounde to meet Solar energy specialist	Mayor	Light for All Yaounde	300,000
A2	Install energy				Solar Panel installed in 2 Clans within the municipality of Bangem	Council	Light for All Yaounde	10,000,000
Sub Total 13								423,800,000
Strategic Direction 14:	EMPLOYMENT AND VOCATIONAL TRAINING				Indicator			
Overall Objective	Employment increased				At least 40% of the population earn at least 50,000frs monthly and take care of their needs by 2015			
Specific Objectives	Vocational skills increased				At least 30% of the population acquire vocational skills and are gainfully employed by 2015			
Intermediary Result 1	1. Vocational training Centres increased				By 2015, at least 2 functional vocational Centres exist			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y I	Y 2	Y 3				
A1	Request for the creation of more vocational training center				1 trips made to Yaounde and Buea to lobby appropriate quarters for the creation of vocational training centres in Muambong and Bajo	Mayor	Elits	300,000
Intermediary Result 2	2. Teaching staff in SAR SM increased				By 2013, at least 3 new staff are in place and functional			

A1	Request for the transfer of staff				Request made for 2 to be transferred to SAR SM Bnagem	Mayor	DD of EVT	300,000
Intermediary Result 3	3.Equipment in SAR-SM increased				By 2012, SAR SM has 50% of basic equipment and used			
A1	Supply basic workshop equipment				Lot 1 equipment are acquired	Council	DD of EVT	5,000,000
Sub Total 13								5,600,000
Strategic Direction 14:	LABOUR AND SOCIAL SECURITY				Indicator			
Overall Objective	Standard of living of workers improved				By 2015, the standard of living of workers improved by at least 10%			
Specific Objectives	Job security increased				At least 30% of workers have secured jobs yearly and benefit from social insurance services			
Intermediary Result 1	Number of stabilized enterprises and Organizations increased				Stabilized enterprises and organizations increase by 2% yearly			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Contact successful enterprises and organizations to establish in the municipality				2 contact trips made to Yaounde and Douala to negotiate for possible investments in Bnagem	Mayor	Elits	300,000
Intermediary Result 2	Organization and structuring of self-employment improved				At least 30% of the population are self-employed by 2015			
A1	Organize trainings for skilled persons				2 trainings organised for skilled persons in the municipality by Dec, 2014	Council	DD of Labour	10,000,000
Intermediary Result 3	Knowledge on labour code increased				By 2013, at least 40% of the working population are aware of their rights as workers			
A1	Train working population on labour code				2 training workshops organised in bangem to train both public and private employees and employers on the Labour code by 2014	Council	DD of Labour	2,000,000

Intermediary Result 4	Affiliation of socio-professional Groups to CNPS increased				By 2015, at least 30% of socio-Professional Groups in the Municipality are affiliated to CNPS			
A1	Sensitize Socio-professional Groups on the importance of CNPS				1 meeting held with socio-professional groups in Bangem	Council	DD of Labour	1,000,000
Sub Total 14								13,300,000
Strategic Direction 15:	TOURISM AND LEISURE				Indicator			
Overall Objective	Revenue for the Council and communities from Tourism increased				By 2015, revenue for the Council and communities increased by at least 5% Yearly			
Specific Objectives	Promotion of touristic activities increased				By 2015, at least the number of tourist visiting the municipality increase by at least 5 % yearly			
Intermediary Result 1	Development of Touristic sites increased				By 2013, at least 3 potential sites attract Tourists			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y I	Y 2	Y 3				
A1	Develop Touristic sites				The Burial Ground of Ngoe in Muekan ; Mountain the Twin Lakes, the caldera,the forest in Muanenguba ; The undulating hills of Elung ; Beme and Ngolle Mountains, Bame Rock face ; Ndibse Hot spring in EbamutClan ; EkanjohBajoh/Epen Forest reserve(part of Bakossi National Park) in Mbwogmut clan, are developed by 2014	Council	Tourism board, NGOs	20,000,000
Intermediary Result 2	Touristic infrastructures like hotel and restaurant increased				By 2015, at least 1 new standard hotel and restaurant are constructed and functional in Bangem			
A1	Construct standard hotels and restaurants				1 2-3 star hotel constructed in Bangem town by 2014	Council	Tourism Board, DDPublic Works, NGO	100,000,000
Intermediary Result 3	Local tourism promotion strategies made available				By 2013, local tourism strategies are developed, dissimilated and implemented			

A1	Organise workshops				2 trainings held in Bangem with all stakeholders	Council	Tourism board, NGOs	1,000,000
A2	Distribute promotion strategies				Bangem tourism promotion strategies printed and distributed	Council	Tourism board, NGOs	500,000
Sub Total 15								121,500,000
Strategic Direction 16:	ENVIRONMENT, NATURE PROTECTION AND SUSTAINABLE DEVELOPMENT				Indicator			
Overall Objective	Environmental Pollution Reduced				By 2015, Air, Water and land pollution reduced by at least 5%			
Specific Objectives	Environmental Degradation reduced				By 2015, at least 30% of Environmental Laws are respected by the population and Agro-Industries			
Intermediary Result 1	Disposal of human, household and Industrial Waste improved				By 2013, a sustainable waste management system is in place and regularly implemented			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Sensitise the population on environmental hazards/hygiene and sanitation				At 1 sensitisation meeting held in each of the 63 communities by ending 2013	Council	DDENP	4,000,000
A2	Put in place a waste management system				1 meeting in Bangem and a management system is set up and functional by 2013	Council	DDENP	1,000,000
A3	Establish dumping sites				A refuse site is allocated	Council	DDENP	1,000,000
A4	Install trash cans				20 trash cans are placed in the streets of Bangem town	Council	DDENP	1,000,000
A5	Treatment of toilets				Regular annual identification and treatment of 1000 toilets in the municipality	Council	DDENP	6,000,000
Intermediary Result 2	Mining practices improved				By 2015, mining practices improve by at least 30%			
A1	Sensitize the population on best practices				1 meeting held in Bangem with all stakeholders and they are sensitised on the mining and the best practices	Council	DDENP	1,000,000

Intermediary Result 3	Implementation of Environmental Laws improved				By 2015, at least 40% of the population are aware of the Environmental laws and apply them			
A1	Organize environmental forums				1 forum organised in Bangem	Council	DDENP	2,000,000
A2	Organize control missions				63 commissions are organised in the entire municipality (1 per village)	Council	DDENP	6,000,000
A3	Planting of trees				1 000 ornamental trees to plant within the urban space	Council	DDENP	6,000,000
Intermediary Result 4	Bush Fires reduced				Bush fires reduce by at least 20% in the municipality by 2015			
A1	Put in place a bush fire monitoring system				1 fire control committee form in each community	Council	DDENP	6,000,000
A2	Organised frequent patrol				Annually during the dry season, committees carry out patrols in potential risk zones (Nhia, Muanenguba, Elung, Mbwogmut and Nninong clans)	Council	DDENP	1,500,000
Sub total 16								35,500,000
Strategic Direction 16:	FORESTRY AND WILDLIFE				Indicator			
Overall Objective	Management of natural resources improved				By 2015, decline of forest reduced by at least 2% yearly			
Specific Objectives	Sustainable management of forest resources improved				All communities actively participate In the management of Forest Resources Yearly and sanction Defaulters			
Intermediary Result 1	Illegal exploitation of timber reduced				Number of timber exploiters with permits increase by at least 2% each year			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Sensitize the population				63 sensitisation meetings held in all the communities in the municipality	Council	DDFW	8,000,000
A2	Support the Issue of permits				2 Meetings with RDFW by Dec. 2012	Council	DDFW	500,000

Intermediary Result 2	Illegal hunting of Animals reduced				Illegal hunting of animals reduced by at least 2% each year			
A1	Sensitise the population				63 sensitisation meetings held in all the communities in the municipality	Council	DDFW	8,000,000
A2	Organise control missions				8 control missions set up and monitors the activities in all communities monthly	Council	DDFW	8,000,000
Intermediary Result 3	Functional Council Forest exists				By 2015, at least council revenue increased by at least 10% from forest royalties			
A1	Create council forests				2 concertation meetings held for the creation and selecting of the site	Council	DDFW, Traditional rulers, Elits, CSOs, etc	10,000,000
A2	Demarcate council forest				4 garzets demarcated	Council	DDFW, Traditional rulers, Elits, CSOs, etc	20,000,000
A3	Conduct an inventory				Inventory on the Fauna and Flora is conducted by 2014	Council	DDFW, Traditional rulers, Elits, CSOs, etc	10,000,000
A4	Elaborate and implement management plan				1 implementation plan elaborated and 1 meeting held to validate the plan	Council	DDFW, Traditional rulers, Elits, CSOs, etc	5,000,000
Intermediary Result 4	Community forests increased				By 2015, at least 2 new community forest are established, well managed and communities reap benefits			
A1	Garzet community forests				2 community forest created in Muanjikom and Nkonteh	Council	DDFW, Traditional rulers, Elits, CSOs, etc	10,000,000
Intermediary Result 5	Sustainable exploitation of NTFPs increased				By 2015, decline of NTFPs reduced by at least 2% yearly			
A1	Sensitise the population				Sensitisation meetings held in 63 communities	Council	DDFW, Traditional rulers, CSOs, etc	8,000,000
A2	Conduct trainings				Training sessions organised in 8 communities (Bangem, Nninong, Mwambong, Nhia, Elung, Ebamut, Mbwogmut, Muetan)	Council	DDFW, Traditional rulers, CSOs, etc	8,000,000

A3	Promote the domestication of NTFPs				NTFPs domestication is practiced in Bangem, Nninong, Mwambong, Nhia, Elung, Ebamut, Mbwoogmut, Muetan)	Council	DDFW, Traditional rulers, CSOs, etc	8,000,000
Sub Total 16								103,500,000
Strategic Direction 17:	HOUSING AND URBAN DEVELOPMENT				Indicator			
Overall Objective	Town planning improved				By 2015, the presentation of Bangem town improves by at least 10%			
Specific Objectives	Access to basic urban services improved				By 2015, Bangem municipality respects at least 50% of town planning policies			
Intermediary Result 1	Urban road network improved				By 2015 Bangem Urban areas accessible by at least 50%			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Construct new streets				6km streets constructed by 2014	Council	DDHUD, DD Public Works	150,000,000
A2	Rehabilitate existing streets				12 streets (10.45km) rehabilitated in Bangem Town	Council	DDHUD, DD Public Works	60,000,000
Intermediary Result 2	Master plans made available				By 2013, the master plan of Bangem Town is made available and respected			
A1	Organize workshops to develop Master plans for municipality				2 workshops held and a master plan is developed for the municipality by 2013	Council	DDHUD, DD Public Works	24,000,000
Sub Total 17								234,000,000
Strategic Direction 18:	STATE PROPERTY AND LAND TENURE				Indicator			
Overall Objective	Legal possession of land increased				By 2015, At least, 20% of the population possess legal documents for their land			
Specific Objectives	Security of state and community property Improved				BY 2015, at least 30% of state and community property are ensured			
Intermediary Result 1	Title deeds for state and community property increased				By 2015, at least 30% of State and community property have title deeds			

S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y I	Y 2	Y 3				
A1	Sensitise the population on title deeds for state and community property				Sensitisation meetings held in 63 communities	Council	DDSPLT	8,000,000
Intermediary Result 2	Land use patterns improved				By 2015, at least 20% of the population respect land use plan			
A1	Draw up land use plan				2 workshops held in Bangem to elaborate the plan	Council	DDSPLT	4,000,000
A2	Sensitise the population on land use plan				63 sensitisation meetings held by ending 2013	Council	DDSPLT	8,000,000
A3	Monitor the implementation of land use plan				4 missions set up for monitoring of the plan	Council	DDSPLT	8,000,000
Sub Total 18								28,000,000
Strategic Direction 19:	SCIENTIFIC RESEARCH AND INNOVATION				Indicator			
Overall Objective	Use of research findings increased				By 2015, at least 30% of the population use research findings			
Specific Objectives	Scientific Research and Innovation Development increased				By 2015, research development increased by at least 10%			
Intermediary Result 1	Dissemination of scientific research and innovation activities improved				At least 30% of the population are informed on the Research findings and use them yearly			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y I	Y 2	Y 3				
A1	Organized workshops to disseminate research results				1 Workshop organised in bangem	Council	RDSRI	2,000,000
A2	Distribute technical bulletins				200 bulletins are produced and distributed	Council	RDSRI	1,000,000
Intermediary Result 2	Improved adapted species increased				By 2015, at least 4 adapted species are made available			

A1	Carry out adaptive research for four major crops : maize, cassava, oil palm, yams, plantains and tree crops on medicinal plants				1 adaptive research carried out in Bangem	Council	RDSRI	8,000,000
Sub Total 19								11,000,000
Strategic Direction 20:	COMMERCE				Indicator			
Overall Objective	Council and population revenue increased				Council and population revenue increased by at least 5% yearly			
Specific Objectives	Means of marketing products improved				By 2015, at least 40% of the population market their produce in a conducive environment and fetch good prices			
Intermediary Result 1	Market facilities increased				By 2015, at least one new market is constructed and functional			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Construct more market stores				2 blocks constructed in the the Bangem Market by 2014	Council	DD of Commerce	180,000,000
Intermediary Result 2	Market information system put in place				By 2013, a functional market information system put in place and commercial activities accelerated			
A1	Establish a market information system				Market information board established in all the markets in the municipality	Council	DD of Commerce	2,000,000
Sub Total 20								182,000,000
Strategic Direction 21:	YOUTH AND CIVIC EDUCATION				Indicator			
Overall Objective	Employment of Youths increased				By 2015, at least 30% of the Youths are gainfully employed			
Specific Objectives	Youth empowerment increased				At least 30% of Youths are economically empowered and start off Business			
Intermediary Result 1	Mobilization of youths on income generating Activities increased				By 2013, at least 40% of Youths are mobilized yearly and trained on various businesses			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				

A1	Sensitise the Youths				Hold meetings in Bangem, Nninong, Mwambong, Nhia, Elung, Ebamut, Mbwogmt, Muetan	Council	DDYCE	3,000,000
A2	Train Youths on income generating activities				8 trainings organised in Bangem, Nninong, Mwambong, Nhia, Elung, Ebamut, Mbwogmt, Muetan	Council	DDYCE	8,000,000
Intermediary Result 2	Trainers and Youth Animators increased				By 2012, at least 2 Youth Trainers are in place and functional			
A1	Request for the transfer of Youth Animators				2 trips made to Buea to make negotiations for transfer of animators	Council	DDYCE	100,000
Intermediary Result 3	Youth empowerment programs increased				By 2013, at least 5 Youth empowerment programs are operational and empower the Youths			
A1	Design and implement Youth Empowerment programs				An established youth empowerment document is designed and implemented by 2014	Council	DDYCE	2,000,000
Sub Total 21								13,100,000
Strategic Direction 22:	SPORT AND PHYSICAL EDUCATION				Indicator			
Overall Objective	Rate of Physical Exercises increased				At least 30% of the population carry out physical exercises yearly and improve on their Health			
Specific Objectives	Sporting Activities increased				By 2015, sporting Activities increased by at least 3% Yearly			
Intermediary Result 1	Public sporting facilities increased				By 2014, at least 1 sports complex is functional in the municipality			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Construct a public sports complex				1 sport complex constructed in Bangem Town	Council	DDSPE	50,000,000
Intermediary Result 2	Sports equipment in schools increased				By 2014, at least 70% of schools have playgrounds and used			
A1	Supply sports equipment like Balls, Boots, Nets, Jerseys etc				Schools in the municipality are equipt with sporting tools by 2014	Council	DDSPE	30,000,000
Intermediary Result 3	Sports Trainers in schools increased				By 2014, at least 5 New Sports Trainers are functional in schools			

A1	Request for the transfer of sports trainers				2 trips made to Buea to make negotiations for transfer of sport trainers	Council	DDSPE	300,000
Sub Total 22								80,300,000
Strategic Direction 23:	SMALL AND MEDIUM SIZE, SOCIAL ECONOMY AND HANDICRAFT				Indicator			
Overall Objective	Economic power of the population and Council strengthened				By 2015, revenue for the council and population increased by at least 5%			
Specific Objectives	Development of Economic activities and craftsmanship increased				By 2015, economic activities increased by at least 2% yearly			
Intermediary Result 1	Structures and facilities increased				By 2014, structures and facilities increased by at least 2% Yearly and functional			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Construct Business places (stalls)				1 building with 10 stalls constructed in Bangem town by 2014	Council	DDSME	40,000,000
Intermediary Result 2	Access to services increased				By 2013, at least 20% of the population are reached by the sector			
A1	Design and implement programs				An established programme plan document is designed and implemented by 2014	Council	DDSME	5,000,000
Intermediary Result 3	Promotion of the sector enhanced				By 2013, at least 2 communication channels are used and at least 30% of the population are aware of sector activities			
A1	Circulate information on selected activities				6300 posters and brochures are distributed in all 63 communities in the municipality	Council	DDSME	2,500,000
Sub Total 23								47,500,000
Strategic Direction 24:	MINES INDUSTRIES AND TECHNOLOGICAL DEVELOPMENT				Indicator			
Overall Objective	Contribution of the sector on the economic Growth of the municipality increased				By 2015, the sector contributes at least 2% to the economic growth of the municipality			
Specific Objectives	Development of Mining and Industrial sector improved				By 2014, development of industrial sector increased by at least 5%			
Intermediary Result 1	Data base on possible sector potentials made available				By 2013, data base is available in soft and hard copies			
S/n	Actions/Activities	Time Frame			Indicator	Person	Partner	Resources

		Y 1	Y 2	Y 3		Responsible		required (FCFA)
A1	Establish data base				A data base on mining and industrial potential of the municipality is established at the Delegation and council and updated annually	Council	DDMITD	2,000,000
Intermediary Result 2	Mining and Industries increased			By 2015, at least one Industry exist and functional				
A1	Carry out feasibility studies				Feasibility studies on mining and industrial potential of the entire municipality is documented by 2013	Council	DDMITD	10,000,000
A2	Establish Industry				At least 1 industry is set up in Bangem	Council	DDMITD	100,000,000
A3	Develop mining sites				1 mining site is developed	Council	DDMITD	20,000,000
Sub Total 24								132,000,000
Strategic Direction 25:	TRANSPORT			Indicator				
Overall Objective	Safe circulation of persons and Goods increased			At least 60% of passengers arrive their destinations safely each Year				
Specific Objectives	Vehicle and bike accidents reduced			Road Accidents in the municipality reduced by at least 10% Yearly				
Intermediary Result 1	Respect of Road Safety Rules increased			At least 50% of transporters respect road safety rules yearly				
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Organize road safety campaigns				1 campaign organised in bangem by Dec. 2013	Council	DDT	500,000
Intermediary Result 2	Conditions of transport vehicles and bikes improved			At least 50% of Transport vehicles and bikes are regularly in good condition				
A1	Control state of vehicles and bikes				Daily checks of of vehicles and bikes	Council	DDT	
Sub Total 25								500,000
Strategic Direction 26:	POST AND TELECOMMUNICATION			Indicator				
Overall Objective	Information flow improved			By 2015, circulation of information improved by at least 20%				

Specific Objectives	Access to information and postal services improved				By 2013,at least 50% of the population have access to information and postal services			
Intermediary Result 1	Postal service facilities increased				By 2015, the postal service facilities increase by at least 15% and customers are satisfied			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Equip postal service with basic necessities (vehicles, personnel)				1 Lot executed and implemented	Council	RDPTC, Post Masters	100,000,000
Intermediary Result 2	Access to internet services increased				By 2015, at least 2 new functional multi media centers exist			
A1	Contact telecommunication network services				2 trips made to Douala by 2013	Mayor	Post Master	300,000
A2	Put in place a telecommunication center				A telecommunication centre constructed in bangem	Council	RDTC	30,000,000
Intermediary Result 3	Reception of telephone network improved (MTN,ORANGE &CAMTEL)				By 2013,the population regularly receives at least one telephone network			
A1	Contact telephone network operators				2 trips made to Douala by 2013	Council	RDTC	300,000
Sub Total 26								130,600,000
Strategic Direction 27	COMMUNICATION				Indicator			
Overall Objective	Information dissemination increased				At least 40% of the population are informed on development activities yearly			
Specific Objectives	Communication services increased				By 2015, at least 50% of the population have access to CRTV & rural radio			
Intermediary Result 1	Community Radio put in place				By 2015, at least 1 functional community Radio exist in the municipality			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Establish community Radio				1 Coummunity Radio set up in Bangem	Council	RDCOM, DDCOM, CRTV,	50,000,000
Intermediary Result 2	Reception of CRTV improved				By 2013, CRTV antenna is in place and functional			
A1	Contact CRTV national office				2 trips to yaounde by 2013	Council	RDCOM, DDCOM,	300,000

						CRTV,		
A2	Plant Relay Antennas				A relay antenna installed by 2013	Council	RDCOM, DDCOM, CRTV,	10,000,000
Intermediary Result 3	Coverage of Newsprints in the municipality increased				Newspapers are available in at least 10% of the communities			
A1	Organize a meeting and plan strategies with newspaper distributors & publishers				1 meeting held in Bangem town by 2013	Council	RDCOM, DDCOM,	1,000,000
Sub Total 27								61,300,000
Strategic Direction 28:	TERRITORIAL ADMINISTRATION, SECURITY AND DECENTRALISATION				Indicator			
Overall Objective	Peaceful Environment increased				At least 40% of the communities enjoy a peaceful environment yearly			
Specific Objectives	Security of persons and property ensured				Crime wave reduced by at least 5% Yearly			
Intermediary Result 1	Enforcement of security measures increased				Mixed control teams and vigilante groups regularly functional in the municipality			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y I	Y 2	Y 3				
A1	Develop a strategy with security bosses & traditional rulers				1 meeting held and a strategy paper developed by Dec. 2013	Mayor	SDO, DO, Commissioner, Gendarmerie Commander	1,000,000
A2	Implement strategy				Daily security patrol		Police and Gendarmes	5,000,000
Sub Total 28								6,000,000
Strategic Direction 29:	HIGHER EDUCATION				Indicator			
Overall Objective	Number of persons with higher education certificates increased				By 2015, number of persons with higher professional certificates increased by 5 %			
Specific Objectives	Access to higher professional trainings increased				At least 10% of the population have access to higher professional training institutions yearly			
Intermediary Result 1	Higher Professional education institutions increased				By 2015, at least 1 new professional Education Institution put in place and functional			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y I	Y 2	Y 3				
A1	Request for the creation of				2 trips to yaounde by 2013	Mayor	RDHE	300,000

	higher professional institution							
Intermediary Result 2	Orientation on higher professional education increased				Orientation on professional Education are done in at least 80% of high schools Yearly			
A1	Organize meetings with principals on orientation of students on higher professional education in final classes of secondary and high schools				1 meeting each held with GBHS Bangem, GTHS Bangem , GTTC Bangem , GBHS Muambong, GSS Muebah, GSS Muabi, GSS EkanjohBajoh, GSS Ndibse	Council	DDSE,	600,000
Sub Total 29								900,000
Strategic Direction 30:	BANGEM COUNCIL				Indicator			
Overall Objective	Sustainable development of the Bangem municipality through the realization of micro-projects enhanced				At least 40% of the population has access to basic facilities such as water, electricity, health etc. by 2015.			
Specific Objectives	Functional capacity of the Bangem council strengthened				By 2015, at least 50% of earmarked projects are realized and benefit the population			
Intermediary Result 1	1.Council Funds increased				Council funds increased yearly by at least 5 % and used following budget allocation			
S/n	Actions/Activities	Time Frame			Indicator	Person Responsible	Partner	Resources required (FCFA)
		Y 1	Y 2	Y 3				
A1	Exploit revenue sources				All resources in the municipality are identified and exploited annually	Council	All the Divisional Delegation	0
A2	Submit project proposals to funders				4 trips made to Yaounde	Mayor		600,000
A3	Train staff and councilors on financial resource mobilization				1 training held in Bangem by Dec 2012	Mayor	All the Divisional Delegation, CSOs	1,000,000
Intermediary Result 2	Human Resource Management improved				By 2013, at least 4 new qualified staff are in place and staff output increase by at least 10% yearly			
A1	Recruit qualified staff				4 new qualified staff recruited by 2013	Mayor	Secretary General	100,000
A2	Organise in service training for staff according to their needs				5 trainings held with staff in different domains by 2014	Mayor	CSOs, Division Delegations	5,000,000
A3	Conduct staff evaluation				Annual staff evaluation conducted by the end of each prevailing year	Mayor	Secretary General	0
A4	Draw up Council Communication chat				1 meeting held in Bangem to with all technical staff and a communication chart is mapped by Dec 2012	Mayor	Communication specialist,	1,000,000
Intermediary Result 3	Planning, monitoring and evaluation improved				Monthly, quarterly, yearly planning, quarterly monitoring and yearly evaluation carried out at all levels			

A1	Organise planning meetings				Monthly, quarterly, yearly planning meetings are organised	Mayor	Secretary General	4,000,000
A2	Monitor council activities				Quarterly monitoring of activities	Mayor	Secretary General	2,000,000
A3	Conduct evaluation				Annual evaluations conducted	Mayor	Secretary General	4,000,000
Intermediary Result 4	Collaboration with Development Technical Services improved				Development services actively participate in realizing projects in their various sectors			
A1	Organize a forum to elaborate collaboration strategies				1 meeting held and a collaboration strategy document developed by Dec. 2013	Council	All services, Traditional rulers, CSOs, etc	1,000,000
A2	Implement the strategies				Implementation strictly follows document at all level and time	Mayor	Secretary General	0
Intermediary Result 5	Council asserts (Computers, furniture, heavy duty equipment and vehicles) increased				By 2013, at least 50% of council basic asserts are in place and use			
A1	Purchase office furniture				6 table and 4 chairs purchased by Dec 2013	Mayor	FEICOM	3,000,000
A2	Purchase computers				4 computer acquired by Dec 2014	Mayor	FEICOM	6,000,000
A	Purchase vehicle				1 4x4 Hilux purchased by Dec 2013	Mayor	FEICOM	30,000,000
3	Purchase a four wheel drive tipper				1 tipper purchased by Dec 2013	Mayor	FEICOM	100,000,000
A4	Construct Council Chambers				A council office is constructed by June 2014	Mayor	FEICOM, Contractors, DD Public Works, DD Energy and Water, DD HUD	250,000,000
Sub Total 30								407,700,000

6.3. Summary environmental management framework for the mid term investment

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

<i>Type of micro projects in the three years investment plan</i>	<i>Possible positive Environmental Impacts</i>	<i>Possible negative Environmental Impacts (Environmental Risk)</i>
Rehabilitation of Environment that is planting of flowers, trees e.t.c	<ul style="list-style-type: none"> • Reinforce the dynamic of the population by working through the mobilization of stakeholders • Ameliorate local governance by working in the management of funds and creation of committee to manage micro-projects • Biodiversity conservation; • Protects soil erosion, • Pressure on natural resources is reduced 	<ul style="list-style-type: none"> - Loss of woody species due to site clearing and related works - Risk of marginalization of the vulnerable population - Risk of conflict as to who is the direct beneficiary of the micro - project
Construction of a nursery block at GNS Bangem	<ul style="list-style-type: none"> - Disenclavement of the villages through the construction of the basic infrastructures, - Improvement in the access to basic services(school, health, potable water, etc) - Population pressure on the use of some basic infrastructure is reduced. 	<ul style="list-style-type: none"> - Risk of involuntary displacement of persons & resettlement - Risk of conflict as to who is the direct beneficiary of the micro – project - loss of vegetation, - soil erosion, - air and noise pollution around works, - flooding due to poor drainage at facilities, - groundwater pollution due to construction waste and improper location of latrines,
Provision of 60 desks at GS Bangem	<ul style="list-style-type: none"> - Improvement in the access to basic services 	<ul style="list-style-type: none"> - Loss of vegetation - Soil erosion - Loss of woody species - Risk of marginalization of the vulnerable population during harvesting of the wood
Furnitures for GNS Bangem (40tables, 120 table bancs, 6standing black board)		
Provision of a teacher desk (2)		
Construction of 2 classrooms at GS Bangem	<ul style="list-style-type: none"> - Disenclavement of the villages through the construction of the basic infrastructures, - Improvement in the access to 	<ul style="list-style-type: none"> - Risk of involuntary displacement of persons & resettlement - Risk of conflict as to who is the direct beneficiary of the micro –

	<p>basic services(school, health, potable water, etc)</p> <ul style="list-style-type: none"> - Population pressure on the use of some basic infrastructure is reduced. 	<p>project</p> <ul style="list-style-type: none"> - loss of vegetation, - soil erosion, - air and noise pollution around works, - flooding due to poor drainage at facilities, - groundwater pollution due to construction waste and improper location of latrines, - Increased malaria due to standing water.
Construction of a health center at Muabi	<ul style="list-style-type: none"> - A reduction in certain diseases and illnesses as a result of increased access to potable water, health facilities etc - Reinforce the dynamic of the population by working through the mobilization of stakeholders 	<ul style="list-style-type: none"> - Generation of medical waste at the health centers - Risk related to the acquisition of lands for localization of the micro-projects - Risk related to involuntary displacement of persons - Risk of marginalization of the vulnerable population - Risk of potential conflict for the beneficiary population(insufficient quality, management & leadership problems)
Construction of Muanenguba Tourist lodge (1 st phase)	<ul style="list-style-type: none"> - Disenclavement of the villages through the construction of the basic infrastructures, - Improvement in the access to basic services(school, health, potable water, etc) - Population pressure on the use of some basic infrastructure is reduced. 	<ul style="list-style-type: none"> - Risk of potential conflict for the beneficiary population (insufficient quality, management & leadership problems) - Risk of conflict as to who is the direct beneficiary of the micro – project - Risk of involuntary displacement of persons & resettlement - loss of vegetation, - soil erosion, - air and noise pollution around works, - flooding due to poor drainage at facilities, - groundwater pollution due to construction waste and improper location of latrines, - Increased malaria due to standing water.

Construction of 20 open sheds at Muambong Market	<ul style="list-style-type: none"> - Disenclavement of the villages through the construction of the basic infrastructures - Improvement in the access to market - Reinforce the dynamic of the population by working through the mobilization of stakeholders and resources - A reduction in certain diseases and illnesses as a result constant trekking to distant markets 	<ul style="list-style-type: none"> - loss of vegetation, - soil erosion, - Risk related to involuntary displacement of persons - Risk of marginalization of the vulnerable population - Risk related to the acquisition of lands for localization of the micro-projects - air and noise pollution around works, - flooding due to poor drainage at facilities, - groundwater pollution due to construction waste and improper location of latrines, - increased malaria due to standing water around water points, - Risk of potential conflict for the beneficiary population(insufficient quality, management & leadership problems) - Risk of insecurity of persons and goods
Construction of road leading to the Muagwekang sand-pit.	<ul style="list-style-type: none"> - Disenclavement of the villages through the construction of the roads, bridges and electricity - Reinforce the dynamic of the population by working through the mobilization of stakeholders - Ameliorate local governance by working in the management of funds and creation of committee to manage micro-projects - Improvement in revenue of the area 	<ul style="list-style-type: none"> - Loss of vegetation, - Loil erosion, - Air and noise pollution around works - Pollution due to waste oil from vehicles - Loss of woody species related to the clearing of the site - Poaching due to opening up of paths, roads etc - Risk of involuntary displacement of persons - Risk of increase in the prevalence rate of STD/HIV/AIDS
Construction of toilets in 3 schools	<ul style="list-style-type: none"> - Reduces air pollution and diseases - Increases sanitation - Disenclavement of the villages through the construction of the basic infrastructures, - Improvement in the access to basic services(school, health, 	<ul style="list-style-type: none"> - Risk of conflict as to who is the direct beneficiary of the micro – project - loss of vegetation, - soil erosion/landslide, - Air and noise pollution around works, - flooding due to poor drainage at

	potable water, etc) - Population pressure on the use of some basic infrastructure is reduced.	facilities, - groundwater pollution due to construction waste and improper location of latrines,
Construction of strategic culverts in Bangem	- Disenclavement of villages - Reinforce the dynamic of the population by working through the mobilization of stakeholders - Ameliorate and promotes local governance by working in the management of funds and creation of committee to manage micro-projects - Improvement in revenue of the area	- Loss of vegetation, - Soil erosion, - Air and noise pollution around works - Pollution due to waste Oil from vehicles - Loss of woody species related to the clearing of the site - Risk of involuntary displacement of persons - Risk of increase in the prevalence rate of STD/HIV/AIDS

6.3.2. Optimizing and/or Mitigation measures

Type of micro projects in the three years investment plan	Optimisation	Mitigation measures
Rehabilitation of Environment that is planting of flowers, trees e.t.c	Schooling of the population on environmental education	- Installation of fire tracing - Identify priority activities for vulnerable population and integrate it in the CDP - Train & put in place a management committee - Compensate those affected in conformity with the Resettlement
Construction of a nursery block at GNS Bangem	- Sensitise the beneficiary population to be actively involved - Sensitization campaigns for site workers and beneficiary populations, on environmental sustainability - Put in place a management committee	- Compensate those affected in conformity with the resettlement - Put in place a micro-project management committee including women and establish user rules as well as functioning and maintenance mechanisms. - Planting or replanting of trees around the works - Planting of cover grass in affected zones - Restore the borrow zone after completion of works - Preview garbage cans for the evacuation of solid waste

		<ul style="list-style-type: none"> - Avoid standing water around works
Provision of 60 desks at GS Bangem	Put in place tree planting activities and sensitise communities on the advantages and need for the projects	<ul style="list-style-type: none"> - Tree planting to of the same wood species - Everybody is informed of the need and necessity for the projects
Furnitures for GNS Bangem (40tables, 120 table bancs, 6standing black board)		
Provision of a teacher desk (2)		
Construction of 2 classrooms at GS Bangem	<ul style="list-style-type: none"> - Sensitise the beneficiary population to be actively involved - Sensitization campaigns for site workers and beneficiary populations, on environmental sustainability - Put in place a management committee 	<ul style="list-style-type: none"> - Compensate those affected in conformity with the resettlement - Put in place a micro-project management committee including women and establish user rules as well as functioning and maintenance mechanisms. - Planting or replanting of trees around the works - Planting of cover grass in affected zones - Restore the borrow zone after completion of works - Preview garbage cans for the evacuation of solid waste - Avoid standing water around works
Construction of a health center at Muabi	<ul style="list-style-type: none"> - Sensitise the beneficiary population to be actively involved during the filling of the socio environmental form. - Sensitization campaigns for site workers and beneficiary populations, on medical & health risks, risks of work accidents and on environmental sustainability - Put in place a management committee 	<ul style="list-style-type: none"> - Preview garbage cans for the evacuation of solid waste - Obtain land donation attestation signed by village chief and the proprietor of the site Restore the borrow zone after completion of works - Put in place a micro-project management committee including women and establish use rules as well as functioning and maintenance mechanisms. - Planting or replanting of trees around the works - Planting of cover grass in affected zones

		<ul style="list-style-type: none"> - Avoid standing water around works - Compensate those affected in conformity with the Resettlement
Construction of Muanenguba Tourist lodge (1 st phase)	<ul style="list-style-type: none"> - Sensitise the entire beneficiary population to be actively involved and to know their rules and responsibilities - Put in place a management committee - Sensitization campaigns for site workers and beneficiary populations, on the medical & health risks, risks of work accidents and on environmental sustainability 	<ul style="list-style-type: none"> - Educate all stakeholders involved on the socio-economic impact of the projects - Duties and benefits of all stakeholders are clearly defined - Compensate those affected in conformity with the resettlement - Put in place a micro-project management committee including women and establish user rules as well as functioning and maintenance mechanisms. - Planting or replanting of trees around the works - Planting of cover grass in affected zones - Restore the borrow zone after completion of works - Preview garbage cans for the evacuation of solid waste - Avoid standing water around works
Construction of 20 open sheds at Muambong Market	<ul style="list-style-type: none"> - Beneficiary population's awareness is raised on their involved and benefits of the project. - Local management committee for the supervision of day to day project implementation put in place - Sensitization campaigns for site workers and beneficiary populations, on the medical & health risks, risks of work accidents and on environmental sustainability 	<ul style="list-style-type: none"> - Obtain land from the community - Victims of land seizure are compensate and resettled - Put in place a micro-project management committee including women and establish use rules as well as functioning and maintenance mechanisms. - Planting or replanting of trees and flowers around the markets - Drainage facilities constructed

		<ul style="list-style-type: none"> - Planting of cover grass in affected zones
Construction of road leading to the Muagwekang sand-pit.	<ul style="list-style-type: none"> - Sensitize the beneficiary population to be actively involved during the filling of the socio environmental form. - Put in place a management and follow up committee - Sensitization campaigns for site workers and beneficiary populations, on the medical & health risks, risks of work accidents and on environmental sustainability 	<ul style="list-style-type: none"> - Planting of trees around the road sites - Avoid bush fire around roads - Avoid the deposit of waste matter in river channel - Install rain gate where appropriate - Sensitize the population on the dangers of STD/HIV etc
Construction of toilets in 3 schools	<ul style="list-style-type: none"> - Put in place a management committee - Sensitization campaigns for site workers and beneficiary populations, on the medical & health risks, risks of work accidents and on environmental sustainability - Sensitize the beneficiary population to be actively involved during the filling of the socio environmental form. 	<ul style="list-style-type: none"> - Planting or replanting of trees around the works - Planting of cover grass in affected zones - Obtain land donation provided by the community and the proprietor of the site
Construction of strategic culverts in Bangem	<ul style="list-style-type: none"> - Sensitise the beneficiary population to be actively involved during the filling of the socio environmental form. - Sensitization campaigns for site workers and beneficiary populations, on the medical & health risks, risks of work accidents and on environmental sustainability - Put in place a management committee 	<ul style="list-style-type: none"> - Avoid the deposit of waste matter in river channel - Install rain gate where appropriate - Planting of trees around the road sites - Avoid the deposit of waste matter in river channel - Install rain gate where appropriate - Sensitize the population on the dangers of STD/HIV etc

6.3.3. Simplified environmental management plan

Environmental measures	Putting in place actors	Periods	Follow up actors	Costs	Observations
Training of Council Development agents on environmental aspects and within the PNDP's socio-environmental management framework.	PNDP	2012-2013	MINEP Delegation ; MINAS Delegation ; PNDP	Incorporated into PNDP budget	
Use of the socio-environmental form.	Council Development Officer	2012-2015	MINEP delegation ; MINAS delegation ; PNDP ; Municipal councillor ; Development Agent	Incorporated into PNDP budget	Related cost should be included in the micro project conception cost
Training of COMES on safeguarding the policies and the taking into account the socio environmental aspects.	PNDP	2012-2013	MINEP Delegation ; MINAS delegation ;	Incorporated in the PNDP budget	
Provision for the carrying out of environmental impact studies	PNDP, Mayor (Municipal Councillor)	2012-2015	MINEP delegation ; MINAS delegation ; PNDP ; Municipal councillor		In case of resettlement, the cost is to be borne by The Mayor.
Follow up and monitoring of socio environmental management plan and of the entrepreneurs.	Council Development Officer, Entrepreneur	2012-2015	MINEP Delegation ; MINAS delegation ;	Incorporated in the PNDP budget	

6.4. Annual Investment Plan(AIP)

Type of resource	Donor	Projects	Amount	Time to be disbursed	Donor conditions
Grant	MINEP	Rehabilitation of Environment that is planting of flowers, trees e.t.c	4.000.000	Disbursement is done at the discretion of the Mayor.	Respect of public contract award code

Grant	BIP	Construction of a nursery block at GNS Bangem	25.000.000	Disbursement is done after the reception of the work.	
		Provision of 60 desks at GS Bangem	1.800.000	« «	
		Furnitures for GNS Bangem (40tables, 120 table bancs, 6standing black board)	2.500.000	« «	
		Provision of a teacher desk (2)	250.000	« «	
		Construction of 2 classrooms at GS Bangem	16.000.000	« «	
		Construction of a health center at Muabi	50.000.000	« «	
Grant	PNDP	Construction of Muanenguba Tourist lodge (1 st phase)	53.000.000	15% of the total amount paid in the joint account before funds are disbursed.	15% of the total amount has to be paid by the council in the joint account before funds are disbursed. (11.250.000)
		Construction of 20 open sheds at Muambong Market	7.000.000		
		Construction of road leading to the Muagwekang sand-pit.	15.000.000		
Grant	ADB	Construction of toilets in 3 schools	15.000.000		
Council Funds	Bangem council	Construction of strategic culverts in Bangem	7.000.000		
	Bangem council	Pavement of some gutters	10.000.000		
Total amount for all the investment projects			1.193.550.000		11.250.000

6.3.3. Annual plan of priority projects (1st year)

ANNUAL INVESTMENT PLAN FOR BANGEM COUNCIL								
Results	Activities	Tasks	Indicators	Person Responsible	Partners	Period	Means	Cost
							Human / Material	
HEALTH								
Health infrastructure increased	Construct an integrated health centre in Muabi	Prepare tender document	Tender documents in place	Tenders board chairman	Contractors , DD Public Works, DD Urban Development	June - Dec	BIP	50 000 000
		Publish tender	Tender published and applications received	Mayor				
		Select contractor	Contractor known and contracts signed	Mayor				
		Construct health centre	Health centre constructed according to specifications	Follow up committee				
		Supervise construction work	Supervision conducted as specified and recommendations implemented	Mayor				
		Receive health centre	Health centre received and necessary documentations signed	Mayor				
BASIC EDUCATION	Construct -1 block at GNS Bangem, -2 classrooms at GS Bangem, -toilets in 3 school	Prepare tender document	Tender documents in place	Tenders board chairman	Contractors , DD Public Works, DD Urban Development	June - Dec	BIP ADB	25.000.000 16.000.000 1.800.000 2.500.000 250.000 15.000.000
		Publish tender	Tender published and applications received	Mayor				
		Select contractor	Contractor known and contracts signed	Mayor				
		Construct GNS block, 2 classrooms,	GNS block, 2 classrooms constructed according to	Follow up committee				

	Provide -60 desks at GS Bangem -Furnitures for GNS Bangem teacher desk	etc	specifications					
		Supervise construction work	Supervision conducted as specified and recommendations implemented	Mayor				
		Receive destined infrastructues	All the infrastructural development & materials received and all necessary documentations signed	Mayor				
MINEP								
Sustained management of the environment	Rehabilitati on of Environmen t that is planting of flowers, trees etc	Source for tree seeds/seedlin gs	50kg of seeds of varied tree and or fower species acquired	Chief of works	FEICOM, MINEP, MONFOF, Interesteste d CSOs	March	Forester, and gatherers/hu nters	40 000 000
		Set up a nursery	1 central nursery created in Bangem council with at least 5000 seedlings	Chief of works	MINEP, MONFOF, Interesteste d CSOs	March/ April	Forester, and gatherers/hu nters	
		Transplant trees/flowers in urban space	At least 5000 seedlings of trees are planted in the municipality	Chief of works	MINEP, MONFOF, Interesteste d CSOs	July	Forester, and gatherers/hu nters	
TOURISM AND LEISURE								
Tourist are confortably accomodated and their savety ensured	Constructio n of Muanengub a Tourist lodge (1 st phase)	Hold meeting to prepare tender document and send out bids	All necessary documents for offer for bids avaialable for publishing	Tenders board chairman	Contractors , DD Public Works, DD Urban Developme nt	June - Dec	PNDP	53 000 000
		Publish tender	Tender published in churches, media and	Mayor				

			public arenas and applications received					
		Select contractor	Contractor known and contracts signed	Mayor				
		Construction	Tourist Lodge constructed according to plan	Follow up committee				
		Supervise construction work	Supervision conducted as specified and recommendations implemented	Mayor				
		Receive of Tourist Lodge	Structure received and necessary documentations signed	Mayor				
COMMERCE								
Market infrastructures improved	Constructio n of 20 open sheds at Muambong Market	Hold meeting to prepare tender document and send out bids	All necessary documents for offer for bids avaiable for publishing	Tenders board chairman	Contractors , DD Public Works, DD Urban Developme nt	June - Dec	PNDP	7 000 000
		Publish tender	Tender published in churches, media and public arenas and applications received	Mayor				
		Select contractor	Contractor known and contracts signed	Mayor				
		Construct of market stores	Market stores constructed according to specifications in the plan	Follow up committee				
		Supervise construction	Supervision conducted as specified and	Mayor				

		work	recommendations implemented					
		Reception of market	Constructed market received and contract ended	Mayor				
PUBLIC WORKS								
Access to the muangwekan sand pit improved	Construction of road leading to the Muagwekan g sand-pit.	Hold meeting with all stakeholders to bids for tender	Bid documents available for publishing	Tenders board chairman	Contractors , DD Public Works	June - Dec	PNDP	15 000 000
		Publish tender or call for tender	Tender published in churches, media organs and public arenas and applications received	Mayor				
		Select contractor	Contractor known and contracts signed	Mayor				
		Construction of road	Muanet – Muangwekan Roas constructed according to specifications	Follow up committee				
		Supervise construction work	Supervision conducted as specified and recommendations implemented	Mayor				
		Reception of road	Constructed road received and contract signed off	Mayor				
URBAN DEVELOPMENT								
Streets and quarters are link up	Construction of strategic culverts in	Hold meeting with all stakeholders to bids for	Bid documents available for publishing	Tenders board chairman	Contractors , DD of Urban	May - Dec	Bangem Council	7 000 000

	Bangem	tender			Development, DD Public Works			
		Publish tender or call for tender	Tender published in churches, media organs and public arenas and applications received	Mayor				
		Select contractor	Contractor known and contracts signed	Mayor				
		Construction of culvert	5 culvert constructed according to specifications	Follow up committee				
		Supervise construction work	Supervision conducted as specified and recommendations implemented	Mayor				
		Reception of constructed culverts	Culverts received and contract signed off	Mayor				
Street gutters a well paved	Pavement of some gutters	Supervise pavement of gutter	All gutters of the roads in all the streets are paved	Mayor	Contractors , DD Public Works	June - Dec	Bangem Council	10 000 000

6.4. Contract Award Plan

	Contract Award Plan for PNDP projects.														
Contract Award Supply					Technical Specification		Tender		Opening of Bids		Award	Execution of Contract			Observation
Description	Quantity	Number	Estimated amount(fcfa)	Means of realisation	Responsible	Date of deposit	Date of opening by tender	Date of submission	Date of selection by tender board	Date of attribution by tender board	Publication of result	Amount of contract	Date of signing	Date of delivery	
Construction of Muanenguba touristic lodge	1	1	53.000.000	Contract	Mayor	02/03/2012	02/04/2012	23/04/2012	30/04/2012	02/05/2012	9/05/2012	53.000.000	10/05/2012	21/08/2012	
Construction of 20 open sheds at Muambong market	20	20	7.000.000	Contract	Mayor	02/03/2012	02/04/2012	23/04/2012	30/04/2012	02/05/2012	9/05/2012	7.000.000	10/05/2012	21/08/2012	
Construction of road leading to theMuagweka ng sand~pit	12km	01	15.000.000	Contract	Mayor	02/03/2012	02/04/2012	23/04/2012	30/04/2012	02/05/2012	9/05/2012	15.000.000	10/05/2012	21/08/2012	
	Contract Award Plan for PIB														

Pavement of some gutters.	Constr of strategic culverts in Bangem	Constr of Health at Muabi	Const of 2 classrooms at GS Bangem	onstru nursery block at GNS B.
1	1	1	2	2
1	1	1	2	2
10.000.000	7.000.000	50.000.000	16.000.000	25.000.000
Contract	Contract	Contract	Contract	Contract
MAYOR	MAYOR	MAYOR	MAYOR	MAYOR
09/03/2012	09/03/2012	10/02/2012	10/02/2012	10/02/2012
209/04/2012	09/04/2012	15/03/2012	15/03/2012	15/03/2012
21/04/2012	21/04/2012	31/03/2012	31/03/2012	31/03/2012
28/04/2012	28/04/2012	09/04/2012	09/04/2012	09/04/2012
31/04/2012	31/04/2012	11/04/2012	11/04/2012	11/04/2012
07/06/2012	07/05/2012	18/04/2012	18/04/2012	18/04/2012
10.000.000	7.000.000	50.000.000	16.000.000	18.000.000
09/05/2012	09/05/2012	19/05/2012	19/05/2012	19/05/2012
09/08/2012	09/08/2012	20/08/2012	20/08/2012	20/08/2012

**Contract
Award Plan
for Council
projects**

CHAPTER SEVEN:

MONITORING AND EVALUATION MECHANISM

7.1 Composition and functions of the committee incharge of monitoring and evaluation of the CDP.

The strategic plan follow up committee was set up during the planning, programming and resources mobilization workshop for the Bangem Council Development Plan. The committee is a structure that will directly be responsible for the follow-up of the implementation process of the strategic plan. It will mainly:

- Coordinate the activities of the actors identified in the Plan and of those that will be involved later on;
- Prepare and present for the Mayor reports on the performance of the implementation process;
- Ensure respect of procedures of awards and implementation of contracts
- Time frame advisers to the Mayor. The follow up committee will develop and approve an annual activity plan for reviewing the Strategic Plan.
- Ensure transparency in the management of council funds
- Committee shall meet ordinarily quarterly or as often as the need arises
- There shall be a sitting fee to be determined and paid by the council
- The committee shall be made up of 6 persons (2 women + 4 men)
- The 1st assistant mayor shall head this committee

Committee Members

Name	Position
Ekoeloeh Benedict	Chairman
Ethel Esabe	Secretary
Ajang Ngide Cornelius	Chief of Works
Ajang Simon	Councilor
Epie Margret	Member
Nkede Bruno	Councilor

The working Group appointed the 1st assistant mayor to head this committee as the president of the follow up committee. Every three months, the 1st assistant mayor will convene a meeting of the committee to discuss progress made in the implementation, based on reports prepared by the Mayor. It will also, once a year in December, discuss and approve findings and evaluations, and add suggestions that will be presented to the Mayor and then to the Municipal Council for discussion and approval. The composition of this Commission may change. However, the responsibilities will remain the same: supporting, monitoring and reviewing Plan implementation. Meanwhile, the Mayor, in consultation with the follow up committee, may appoint working groups to support implementation of particular parts of the plan.

7.2 Monitoring and evaluation system and indicators (In relation to AIP)

Projects indicated in the Triennial Investment Plan, Annual Investment Plan (AIP) and the logical frameworks, the expected results, activities, indicators, and sources of verification serves as measures to guide the monitoring and evaluation process. This logic therefore demonstrates the trend and/or direction which a project is taking and gives a strong signal to the evaluators about the expected result. Monitoring and evaluation team needs a follow up plan covering M&E tools and frequency.

S/N	SECTOR	ACTIVITIES	INDICATOR
1	Public Health	Construction of integrated health centre	One integrated health centre constructed in Muabi by 2012.
2	Basic Education	Construction of a nursery block at GNS Bangem	One nursery block at GNS well constructed in Bangem town by 2012.
		Provision of 60 desks at GS Bangem	60 desks supplied to GS Bangemin good order by 2012
		Furnitures for GNS Bangem	40tables, 120 tables bancs, 6standing black board supplied in good to GNS Bangem by 2012
		Provision of a teacher desk (2)	2 teacher deskscondi supplied in good condition by 2012
		Construction of 2 classrooms at GS Bangem	2 classrooms constructed at GS Bangem by 2012
		Extend CAM water stand taps	One camp water stand tap installed in each of the following primary schools; GNS Mundemba and GBPS Manja by 2012.
3	Environment & nature protection	Rehabilitation of Environment (planting flowers, trees etc)	Trees, onamental flowers, etc are effectivlely planted by 2012.
4	Tourism	Construction of Muanenguba Tourist lodge (1st phase)	1st phase of turest lodge constructed by 202
5	Public works	Construction of strategic culverts in Bangem	Some strategic culverts conctructed in Bangem co2012uncil area by
		Pavement of some gutters	Pavement of some gutters wout by within the municipality carried out by 2012
		Construction of road leading to Muagwekan sand-pit.	Road leading to Muagwekan sand-pit ie constructed and being used by 2012
6	Commence	Construction of 20 open sheds at Muambong Market	20 open sheds constructed at Muambong Market by 2012

7.3 Tools and frequency of reporting.

The tools and frequency of reporting will be at different levels. Diferent categories of stakeholders will be involved at different levels in the follow up and monitoring of the CDP process. At the council level, the council development officer, the follow up committee headed by the first assistant mayor will be charged with the follow up of project implementation in the entire council area. The follow up committee will develop a strategy to involve all relevant stakeholders, the beneficiary community, sector heads, among others. There shall be monthly follow up visits and production of progress reports, quarterly monitoring and evaluation and quarterly reporting, and data collection sheets indicating the programme objective and the reporting period.

Table : Follow up tools and monitoring frequency

Activities	Indicators	Tools	Frequency of reporting
Education			
Construction of a nursery block at GNS Bangem	Availability of classrooms	Direct observation Reception reports Audit reports	Mid-term reports End of project reports

Provision of desks at GS Bangem	Availability of Desk	Direct observation Reception reports	End of project reports
Furnitures for GNS Bangem	Availability of (tables, benches, etc.)	Direct observation Reception reports	End of project reports
Provision of a teacher tables desk (2)	Availability of teachers tables	Direct observation Reception reports	Mid-term reports End of project reports
Construction of 2 classrooms at GS Bangem	Availability of classrooms	Direct observation Reception reports Audit reports	Mid-term reports End of project reports
Provision of benches	No. of benches	Reception reports	Reception reports
Public Health			
Construction of Health Centre	Availability of bulding for the health centre	Direct observation Reception reports Audit reports	Mid-term reports End of project reports
Public works			
Opening of roads	No. of km with new roads	Observation, Sector report	Quarterly reports
Construction of culverts	Availability & no of culverts constructed	Sector report Project reception report	End of project report Quarterly report
Construct road to Muagwekang sandpit.	Availability of road	Sector report Project reception report	End of project report Quarterly report
Tourism			
Construction of tourist lodge	Availability of lodge &functional	Observation Sector report	Quarterly reports End of project report
Commerce			
Construction of sheds in Muambong market	No of sheds constructed	Field visit Direct observation	Project report

7.4 Review of the CDP and mechanism for the preparation of the next AIP

The development of a Communal development plan requires much resources and time, since it is an elaborate process with the vision up lifting the local economy of a municipality and transforms the lives of the inhabitants. The development of Bangem communal development plan therefore will go through the implementation of its annual and triennial plans. There is need therefore for constant review of the CDP as societies are not static but dynamic. Other development partners are likely to intervene as well as new problems are likely to emerge. The follow up committee, village development committee and the sector ministries have the responsibility to synergize and update the entire CDP. In the course of implementing micro projects, a review mechanism is much tenable to avoid waste of resources, ensure effective and timely completion of projects through an effective information and communication plan.

CHAPTER EIGHT

COMMUNICATION PLAN OF THE CDP

Information and communication plan designed during the strategic planning, resource mobilization and programming workshop seeks to ensure information flow vertically and horizontally for effective and efficient management of micro-projects. The CDP is very ambitious touching all aspects of human life and involving many actors and stakeholders. The plan reflects the participatory nature of the CDP involving a myriad of stakeholders. Reducing conflict among these actors and ensuring that appropriate actions are taken on timely basis when need arises is crucial for the success of the Bangem CDP. The figure below presents the channels of communication envisaged for the CDP.

Figure : Communication model for the CDP

S/N	Task	Period	Person Responsible
1	Carry out radio programmes	Quarterly starting from September 2012	Mayor / SG
2	Initiate contact visits to market the CDP to development partners, government ministries, etc.	October 2012	Mayor, Deputies and Committee Chairpersons
3	Create and effectively manage a Website by posting the plan for easy access by public.	October 2012	Mayor, SG, council Development Agents and COSACODE
4	Organise contact Missions abroad to communicate Plan , improve resource mobilisation and seek partnerships with other councils and funding bodies as well as elites abroad	November 2012	Mayor, SG, Council Development and COSACODE
5	Schedule a fundraising events to market CDP, particularly the AIP to potential funders/ partner (PNDP, SOWEDA, FEICOM, RUMPI and ADB)	December 2012	Mayor, Deputies/ SG, Council Development Agents and President of Follow Up Committee

CHAPTER NINE

CONCLUSION

The delinking of Bangem from Kupe Maunenguba Division to be a Sub-Division coincided with the Decentralization Policy. To this regard Bangem Sub-division has a lot of developmental challenges i.e. all sectors of government need immediate attention. This development can only be achieved if there is participation of local leaders and communities in project identification and implementation. Situation analysis of the socio-economic status of Bangem Council Area reveals a wide range of problems as factors behind such high levels of poverty in Bangem. The problems includes but not limited to inadequate safe water supply, inadequate access to health facilities, food insecurity, decline in livestock production, poor quality education, environmental degradation, low household incomes etc. In order to address these issues, PNDP and BRC in partnership with the LSO COSACODE has come up with programmes and projects to be implemented in the next five years.

The Decentralization Policy provides for the establishment of Local Governments as the basis and a framework for the devolution of functions, responsibilities, powers and resources to local councils as such it is a deliberate effort to ensure citizen participation in the realization, implementation and governing process of community development. The objectives of elaborating a CDP through joint community participation and efforts are:

- To create a democratic environment and institutions in Cameroon for governance and development of the local level, which facilitate the participation of the grassroots in decision making;
- To make local administration more efficient, more economical and cost effective;
- To promote accountability and good governance at the local level in order to help government reduce poverty; and
- To mobilize the masses for socio-economic development at the local level.

ANNEXES

Annex I: Project presentation sheet for Annual Investment Plan (AIP)

Sector	Micro project name	Objective (Impact on client)	Location	Source of finance	Time to complete project	Beneficiaries	Estimated cost of Project	Environmental Impact	Social Impact
Basic Education	Construction of a nursery block & Furnitures at GNS Bangem Provision of 60 desks at Provision of a teacher desk (2) Construction of 2 classrooms Construction of toilets in 3 schools	Access to quality basic education increased	Bangem town, Bangem	BIP, ADB		Bangem town residents.	60 550 000	Areas dugged for construction of structures and pipeline will be backfilled	Reduction in leisure activities due limited land
Health	Construction of a health center at Muabi		Muabi	BIP		Nhia clan & Muabi in partivcular	50.000 000		
Public works	Construct strategic culverts in Bangem Pavement of some gutters Construct road to Muagwekang sandpit.		Bangem Town	Bangem council PNDP					
Tourism	Construction of Muanenguba Tourist lodge (1 st phase)			PNDP			65 000 000		
Commence	Construction of 20 open sheds at Muambong Market			PNDP			15 000 000		

- 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:** Consolidated diagnoses report.