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MINISTRE DE L'ADMINISTRATION TERRITORIAL ET DE LA
DECENTRALISATION

REGION DE DU SUD-OUEST

DEPARTEMENT DE KUPE MANENGOUBA

COMMUNE DE TOMBEL



UNDER THE



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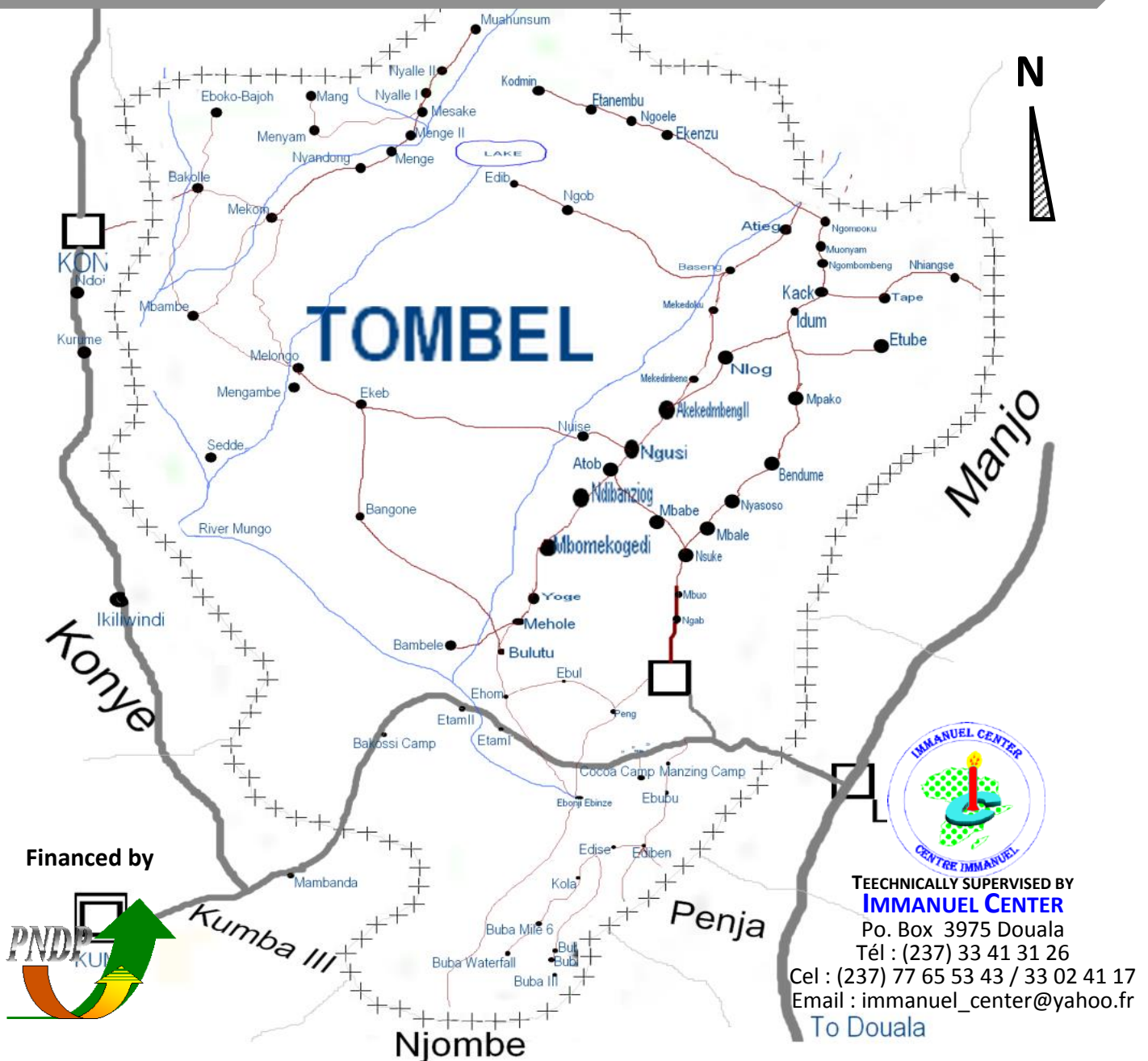
MINISTRY OF TERRITORIAL ADMINISTRATION
AND DECENTRALISATION

SOUTH-WEST REGION

KUPE MANENGOUBA DIVISION

TOMBEL COUNCIL

COMMUNAL DEVELOPMENT PLAN OF TOMBEL COUNCIL



Financed by



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**COMMUNAL
DEVELOPMENT PLAN
OF TOMBEL COUNCIL**

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EXECUTIVE SUMMARY OF THE CDP

Following the promulgation of laws No. 2004/017, 018 of July 22, 2004 and No. 2007/019 of December 2007 on the orientation of decentralization and establishing the rules for regional and local authorities, Cameroon has undertaken the decentralization process, which is the central power, the transfer of the overall mission of local development and improvement of living conditions of the population of municipalities and regions. The National Community Driven Development Program (PNDP) is an instrument put in place by the government for the implementation of the decentralization process. One goal of PNDP is to provide development support by a system of Local allowance paid to municipalities to fund the Municipal Development Plan, micro basic infrastructures, increasing Natural resource productivity and support of municipal officials. It is within this context that an agreement was signed between PNDP and Tombel council to fund activities including the development of the Communal development plan of Tombel. To fulfill its mission, the PNDP solicited the support of Local support Organizations (LSO). These LSOs supports the Councils and the communities in the elaboration and the execution of development plans. It is from this back ground that Immanuel Center, a Non Governmental Organization active in participative local and Council development plans have been accorded the mandate to accompany the Tombel Council to elaborate its communal Development plan (CDP).

The CDP is an instrument of forecast and active partnership, known to induce changes in the management mode of development which now has its roots in the heart of the community at the base

This document is subject to execution and its content includes:

The methodological approach-

the method used in this report is purely participatory where all stakeholders from the municipality were involved, the stakeholders included the Administration at the division and sub divisional level , the sectorals, chiefs, the local population(men, women, youths, vulnerable and people from different works of life). Awareness was created in them following the importance of the CDP and the need for their maximum participation and collaboration so as to unveil their problems. For this CDP to be developed data was drawn from the different stakeholders under different diagnosis, the diagnosis at the council level, the urban space and at the village level. During the diagnosis information was gotten using the different tools (SSI, Venn diagram, maps, problem prioritization, endogenous solution and planification tables etc) as prescribe by the PNDP. The LSO facilitator's teams were made vest with these tools so as to ease their facilitation on the field. The data collected was process by computerization, and analyse in tables, percentages, qualitative and quantitative measures. After which the data was consolidated and validated by head of sectoral and municipal representatives.

The presentation of Tombel municipality-

The Tombel council was created by Presidential Decree No. 91 - COR - 28 of October 1st, 1978. It is found in the South West region of Cameroon, Situated between 4 ° 16 'to 5 ° 15' north and longitude 09 ° 13 'to 09 ° 15' East latitude. It lies on the western side of the Kupe Mountain. The municipality has a surface area of 1007 km². Its population is Estimated at about 110,178 Inhabitants according to the 2005 census. Tombel council area is bounded:

- in the North by the Bangem Council (Kupe Manengouba Division)
- in the East and by the LOUM MANJO Councils (Mungo Division)
- in the West by the KUMBA III and Konye Councils (Meme Division) and in the South by the NJOMBE and Penja Councils (Mungo Division)

The principal results of the communal diagnosis –

The village participatory diagnosis revealed the list of problems phased in Tombel amongst which are difficult access to portable water, roads, health, trade and electricity. The strengths / potential of the village area lie in the availability of land, sand and labour.

The Council institutional diagnosis (CID) analysis highlighted the strengths and weaknesses of the Council in the areas on human resources, financial resources, assets and relationships of the Council. The strength of the council lies in the presence of areas of revenue collection and the cordial relationship that exist between the council and other stakeholders. As weakness it has unqualified personnel and poor institutional organization. After the diagnostic analysis areas for strengthening the institution was proposed to the council.

The council urban space diagnosis (CUSD) revealed The main different socio economic professions (petit traders, cocoa buyers, call box, tailors, hairdressers, mechanics, liquor and food vendors) vulnerable groups included (Disabled, widows, orphans) For each trade and the categories of vulnerable people, (inadequate finance, access to raw material, roads, electricity, social discrimination) were among their numerous problems and constraints. Data on socio-environmental aspects relating to the practice of the profession revealed poor management of their environment and indiscriminate dumping of refuse.

The planning and programming of the selected measures-

The planning and programming phase was conducted in two stages: planning during which the logical frameworks were crafted and approved by the sectoral and programming during which the MTEF (Medium term Expenditure framework) and AIP (Annual Investment Plan) was performed. The planning process revealed the global problems and activities relating to the solutions of the problems in the form of a logical framework. Priority micro projects from these problems were identified for three year and one years respectively and their location were also identified. The resources for the implementation of these projects are said to come from the Municipality, council budget, FEICOM, Public investment budget and PNDP.

The estimated cost of CDP is 33 013 025 500 FCFA. The selected projects in the AIP are estimated at 289 000 000 FCFA which 120 000 000 F CFA are Communal contribution, 72 million contributed by PNDP and 56 million credit from FEICOM and 41 000 000 FCFA corresponding to projects contained in the public investment budget for Tombel area

The implementation of the monitoring and evaluation-

For the projects to be well implemented a monitoring and evaluation committee was put in place **to actually** follow up the progress of the implementation of these projects in the CDP. They are being assisted by the consultative committees which were set up at the village level or the development committees of some villages. They have the duty to report on the progress and any eventuality on the project as implementation goes on.

Conclusively the CDP is a reference document in development which will serve as a base next to the State and its decentralized services at the municipal institution, the local population, the elites, elected officials, civil society organizations and other development actors existing in the geographical area of the municipality, to initiate and carry out any local development initiative in the area.

Therefore there is need to urgently strengthen the capacity of executive members and municipal councilors to better perform their duties and their functions in response to real needs expressed and recorded in the CDP so that Tombel will be an emerging municipality in an emerging country Cameroon according to its vision 2035.

List of abbreviation

AES/SONEL	Société Nationale d'électricité du Cameroun
ADB	African development Bank
BIP	Public Investment Budget
CAMTEL	Cameroon Telecommunication
CDP	Council Development Plan
CEAC	Community education and actions center
CEFAM	Centre de Formation en Administration Municipale
CID	Council Institutional Diagnosis
CIG	Common Initiative Group
CNPS	(National Fund of Social Security)
CRTV	Cameroon Radio Television
CUSD	Council Urban Space Diagnosis
CVPD	Council Village Participatory Diagnosis
FEICOM	Fonds Spécial d'Equipement et d'intervention intercommunale du Cameroun
GBSS	Government Bilingual Secondary School
GHS	Government High School
GPS	Government Primary School
GSS	Government Secondary School
GTS	Government Technical School
ICH	Integrated Health Centre
ISS	Semi Structure interview
KONAFCOOP	Konye Area Farmers Cooperative Society Ltd
LSO	Local Support Organization
LUP	Land Use Plan
MINADER	Ministry of Agriculture and Rural Development
MINAS	Ministry of Social Affairs
MINATD	Ministry of Territorial Administration, Decentralization and National Security
MINCOM	Ministry of Communication
MINCOMMERCE	Ministry of Commerce
MINCULT	Ministry of Culture
MINDAF	Ministry of State Property and Land Affairs
MINDUH	Ministry of Urban Development and Housing
MINEDUB	Ministry of Basic Education
MINEE	Ministry of Energy and Water Resources
MINEFI	Ministry of Economy and Finance
MINEFOP	Ministry of Employment and Vocational Training
MINEP	Ministry of Environment and Nature Protection
MINEPIA	Ministry of Livestock, fisheries and Animal Industries
MINESEC	Ministry of Secondary Education
MINESUP	Ministry of Higher Education
MINFOF	Ministry of Forestry and wildlife
MINIMIDT	Ministry of Mines, Industries and Technology Development
MINJEUN	Ministry of Youths
MINPAT	Ministry of Town planning and Regional Development
MINPMEESA	Ministry of Small and medium size enterprise, social economy and handicraft
MINPOSTEL	Ministry of Post and Telecommunications
MINPROFF	Ministry of Women Empowerment and the Family

MINRESI	Ministry of Scientific Research and Innovation
MINSANTE	Ministry of Health
MINSEP	Ministry of Sports and Physical Education
MINTOUR	Ministry of Tourism
MINTP	Ministry of Public Works
MINTRANS	Ministry of Transports
MINTSS	Ministry of Labour and Social Security
MTN	Mobil Telephone network
NGO	Non Governmental Organization
PCC	Presbyterian Church in Cameroon
PNDP	National Community Driven Development program
PTA	Parent Teachers Association
SDO	Senior Divisional Officer
SWOT	Success, Weaknesses, Opportunities, Threats
TOR	Terms Of References

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CHAPTER 1

INTRODUCTION

1. INTRODUCTION

After the enactment of Law No. 74/23 of December 5 1974 related to the organization of Councils as well as that of July 15 1987 establishing Urban Communities, a new legislation came into vigour. This was a set of texts comprising most of the new legislative package that sets the general rules for territorial decentralization. Among these laws, are Law No. 2004/017 of July 22 2004 which called for the policy of decentralization and defined decentralization as a system of administration allowing a community to self-manage itself under the control of the State, by giving it a legal representative, its own authority and resources. Decentralization is implemented using an approach that allows each socioeconomic group to make choices of strategy against poverty in a participatory approach, taking into account, its own characteristics, its environment, its potentials, its culture, its strengths, its weaknesses and constraints. This means that the major challenge of decentralization is to promote sustainable development by involving the people at the local level in the basic management of their affairs. It is in this context that the National Community Driven Development program (PNDP) has been developed. It should be recalled that the PNDP is a dismemberment of the state, intending to give local people the means of participating and effectively being involved in the development process. This program is aimed at guiding, supporting strong action, consultative in approach, diverse in nature, and fosters long term sustainable development in municipalities and grassroots communities

1.1.CONTEXTE AND JUSTIFICATION

In the ongoing context of decentralization in Cameroon, the Government, with the help of the community of multilateral owners and bilateral agencies, has established a Decentralized Participatory Development Program called the National Community Driven Development Program (PNDP) to allow the grassroots to become the main actors of their own development. The overall objective of PNDP is to improve sustainable livelihoods of the rural populations with a particular stress on the most disadvantaged.

Its actions are mainly focused on:

- regional and local authorities with significant involvement of grassroots communities,
- Civil society and
- public administration.

The decentralization process was launched following the enactment of laws No. 2004/017, 018, July 22, 2004 and No. 2007/019 of December 2007 on the orientation of decentralization, laying down rules for the management of the Municipalities and Regions of Cameroon. The Government of Cameroon in line with this new legal framework, confers to the Councils the mission of promoting local development and improving on the living conditions of their inhabitants. Municipalities now equipped with more power, play a major role in the process of social, economic and cultural development of the populations of their communal area.

The Government of Cameroon takes into consideration this initiative to make sure that Public investments and investors directly respond to the practical needs of the population at the grassroot level through their active participation in all the process notably; identification, execution, monitoring and evaluation of micro projects. Both public investments and investors should be concerned with creating the required conditions of a sustainable development at a local level. In this regard, the Government opts for the responsibility of Territorial Decentralized Collectivities (TDC) in the frame work of the progressive decentralized process as stipulated in the 1996 Constitution. Taking into account the effective participation of the population in the elaboration of the Public Investment Budgets (PIB), directives have been issued to enable the revival of development structures at a basic level. PNDP is the instrument the Government put forth for the accomplishment of this task. Its

functional mode of intervention is mainly based on the participative approach for the elaboration of Council Development Plan (CDP).

To fulfill its heavy mission, PNDP requested the support of local support organizations (LSO). These LSOs back the Councils in the elaboration and execution of development plans. It is from this background that Immanuel Center, a Non Governmental Organization, expert in participative local and Council development plans, has been given the mandate to accompany the Tombel Council in the elaboration of its council Development plan (CDP).

1.2.OBJECTIVES OF CDP

Global objective.

To support and channel the efforts of stakeholders to ensure harmonious and sustainable community development and to accompany the Konye council in the process of elaborating and implementing its Development.

Specific Objectives

The communal development plan of Tombel is designed:

- To promote participation, transparency, fairness in the selection of investments and development actions;
- To make smoothen the development of campaign plans of the municipal executive, projects of councils and related budgets;
- To enhance coherence between the actions of the Council on one hand, as well as strategic and sectorial policies of the State on the other;
- Facilitate the elaboration of the local budget;
- To promote the synergy of actions between different actors in the municipal district;
- To promote solidarity and complementarity between development actors;
- To facilitate research of partnerships with external and internal development actors;
- To facilitate negotiations with donors;
- To prevent conflicts;
- To foster the training and capacity building of local actors.
- To appropriate CDP methodology, tools and elaboration

1.3.STRUCTURE OF THE CDP

This document which constitutes the communal development plan of TOMBEL is a result of participatory contribution and exchange process between the different actors of Tombel community (elected officials, populations, technicians, economic operator etc...). It is structured in many parts. The executive Summary Of The CDP which briefly present all the document, the introduction and the methodology

The third part includes a brief presentation of the council,

The forth part present a synthesis of the results of diagnostics (diagnosis at village level, diagnosis of urban space, council institutional diagnosis)

The fifth part defines the communal development goals and strategic planning which is logical framework per sector

The sixth part present programming of development actions chosen at the municipal level to provide solutions to various problems identified during the diagnostic (the Mid term expenditure framework and the annual investment plan

The seveth part defines the monitoring, follow up and evaluation of the CDP

The eighth part is the marketing strategy of the CDP and the document end by the conclusion and a bibliography.

The document contains two appendices the consolidated report and the map atlas

Chapter 2

METHODOLOGY

2. METHODOLOGY

The intervention included five (05) essential phases: the preparation of the whole process, information gathering, data consolidation diagnosis, organisation of the planning and programming workshop, the establishment of participatory monitoring and evaluation mechanism.

2.1. PREPARATION OF THE ENTIRE PROCESS.

2.1.1. General preparation with South West Regional Coordination of PNDP

The activities were focused on :

- Participation of Immanuel Center in the training workshop of Ombe, Tiko Council organized by the South West Regional Coordination of PNDP from 18th to 27th August 2010.
- Participation of Immanuel Center in the preparatory workshop at the Tombel Council and,
- The finalization with the award of contract, validating the preliminary program for the realization of the mission in the Tombel Council.

2.1.2. Administrative preparation

It firstly consisted of sending letters of invitations to the various administrative authorities, stakeholders and the traditional authorities for the launching workshop.

Secondly, it had to do with meeting the various Council Officials and stakeholders in order to review the list of Villages of Tombel Municipality which was to be 67 according to the contract.

While on the field, we discovered that Teke, a village which was included in the original list of 67 according to the contract is now considered to be under the jurisdiction of Kumba, bringing henceforth the real total number of villages for the Tombel Municipality to a total number of 72 villages, since six other villages had been omitted from the original list.

The official Opening of the launching workshop process, chaired by the Senior Divisional officer of Kupe Muanenguba, was held on December 27th, 2010 at the Conference Hall of Tombel Council.

During this workshop, awareness of stakeholders was raised, community representatives were particularly

enlightened on their responsibilities and the importance of the process.

Then the schedule of activities was adopted and the multidisciplinary teams were presented and accepted.

For the purpose of effective field work concerning the Council Institutional Diagnosis, the Diagnosis of the Council Urban Space, the Participatory Diagnosis in the different villages of the council and the consolidation of all the collected information to be neatly carried out and in the given time, Tombel was divided into 5 zones of proximity.



Photo 1 : Pedagogical Preparation for the diagnosis

2.1.3. Pedagogical Preparation

It was held from the 28th to the 30th December 2010 in Tombel. It consisted of two days of classroom training during which the following items were presented to members of the five teams of LSO staff:

- Knowledge of the town and communities
- The sequence of the different types of tools and their importance
- Presentation of skills.
- making the diagnosis checklist

It also consisted of explaining the various existing documents on the town, browsing the administrative and technical services to search for information on the town.

This training was supplemented by a practical phase which enable participants to assimilate the knowledge. The Self-criticism workshop that followed greatly helped to improve our working methods. At the end of the training, five teams were set up. Having set the tasks, working materials were distributed to those concerned.

2.2.COLLECTION AND TREATMENT OF DATA

Immanuel Center effectively launched the diagnostic of the CDP on January 2nd, 2011. Meanwhile, data on the council institutional diagnosis (CID) was collected and the diagnosis of the urban was being carried out on the field simultaneously.

2.2.1. Diagnosis at the village level

Considering the vastness of Tombel municipality, the 72 villages were grouped into five zones as earlier said. A team of our facilitators was assigned to each zone, making five teams.

The diagnosis took place from January the 2nd to february 14th, 2011. Each team had to spend 3 days in each village. During these three days, a good mastery of the tools of Diagnosis was displayed. These included: mapping, semi structural interview, diagnosis by sector, prioritization, analysis, planification of endogenous solutions.

The process of data collection was done through questionnaires, socio-professional work group and the plenary sessions with the various communities.

During the data collection in each village, the following activities were carried out :

Introduction to workshops, presentation of the team of facilitators, of the PNDP, the objectives of the workshop, and a word of welcome from the local Chief. Then, the presentation and adoption of the working program, working time breaks, accommodation of facilitators and feeding of the participants.

The participative elaboration of the social, infrastructure and land used map in socio professional groups of men, women and youths was then done. These maps were often restituted in the plenary and the consolidation of a working map for the workshop was always done at the end.

A participatory diagnosis of the 27 identified sectors, looking at the state of affairs, potentials and constraints was done.

Thereafter, the identification of problems per sectors by 3 different groups, restitution in the plenary and the reformulation of the identified problems was also done.

Choosing of trail for a transect was done with a local facilitator.



Photo 2 : Participatory diagnosis at the village level

Analysis of the identified problems with the various tools of analysis then followed.

The Planification of the endogenous solutions was done in the plenary.

Briefing the plenary on the procedure of carrying out the planned actions by a structure in charge with coordination :The Monitoring and Evaluation Committee. The population was equally briefed on the composition, the mission, the attributions and the general criteria for membership of this Monitoring and Evaluation Committee.

Presentation and installation of the elected members of the Monitoring and Evaluation committee and their official installation was the key point of each village workshop.

The Hanging over of the modules, programs and documents produced throughout the workshop to the members of the monitoring and evaluation committee marked the end of the workshop. Upon the recommendation of the steering committee and PNDP a second round of one day workshops was held in all the villages to ensure the completion of the diagnosis of the 28 sectors.

2.2.2. Institutional diagnosis.

The Council Institutional Diagnosis (CID) unrolled in two phases. Firstly, there was the identification of resources and persons who could provide us the information and documentation necessary to gather relevant data. In the second phase, the organization of meetings and working sessions to complete or verify the information gathered was done. This diagnosis was effectively carried out in the Month of February by our technical team which had a good mastery of the required tools. Some resource persons who were of great importance to this exercise at the Council level were the assistance Secretary and the Council Treasurer who made it possible for us to gather the necessary data. Semi structural interviews were also carried out with different council Agents which equally permitted us to have other useful data. These data were then analyzed using the various tools such as SWOT analysis, Problem Tree and Objective Assessment.

2.2.3. Diagnosis of urban area

The diagnosis of the Council's urban area, led by a team of 3 persons, took place during the second half of the Month of February. The objective was to understand the cultural monography, socio – organizational composition of the urban space and to estimate its potential evolution by addressing territorial, environmental, economic and social issues of the community relevant to the planning of Urban development.

Apart from Tombel town, we received the recommendations of the Regional Delegation of PNDP - South West Region to carry out four other urban diagnosis in the localities of Ngusi, Ebonji, Nyasoso and Etam. The information gathered was presented to the economic groups. These data were completed by the remarks of the stakeholders.

2.2.4. Geographic coordinates reading with the use of GPS.

The infrastructures to be necessary geolocalised were identified during the period of diagnosis in the Villages and in the Urban area. The effective reading in the field of points started on February the 23th and has been done in all the villages of the Tombel Municipality including the Urban area.

2.2.5. Consolidation of the analysis of data and map reading

The consolidation of data began late February into the month of March 2011. The Consolidation of the collected data, was done along side with analysis, formulation of problems, envisaging solutions, taking into consideration sectoral policies.

After carrying out all the diagnosis in the municipality, a team of 4 consultants proceeded with the synthesis and the consolidation of the collected data. The consolidation permitted us to point out;

- The state of affairs per sectors in the municipality of Tombel
- The potentials and constraints per sector
- The landscape and a plan for sustainable land use and management.
- Problems identified, pertinent causes, envisaging per sector solutions

These consolidations were sent to the various head of Departments concerned, for reading and observation in view of the restitution of workshop for the final consolidation.

2.3. DATA CONSOLIDATION AND MAPPING

2.3.1. Preparation of the planning workshop

We put forth a program for the planning workshop. We visited the Senior Divisional Officer of Kupe Muanenguba Division to agree on the calendar of the workshop in collaboration with the South West Regional Coordinator of PNDP. Invitation letters were prepared and sent to the various Administrative Authorities, Departmental Heads at the sub divisional level of Tombel and the divisional level of Bangem, to Deputy Mayors, Councillors, and stakeholders.

2.3.2. Restitution of the consolidated data of the analysis

It took place on the 22nd of March 2011 in the presence of Sectoral Heads, Council Executives, municipal Councilors, members of the steering committee and stake holders. During this workshop, the methodology and the procedure taken arrived at the given result and the resulting consolidation was presented.

Each presentation was made with precision and clarity. Amendments were made and loopholes filled. A general consolidation and the validation of the collected data were equally made. This consolidation of data made it possible for us to prepare the logical framework per sector pending the subsequent elaboration of the strategic planning. These logical frameworks were sent to respective Sector Heads at the sub divisional level of Tombel and the divisional level of Bangem in preparation for the planning workshop.

Before that, the restitution of the Council institutional diagnosis was done in the presence of some councilors and the council Agents. Important observations were taken into account for the amelioration of this diagnosis results.

2.4. STRATEGIC PLANNING, RESOURCE MOBILIZATION AND PROGRAMMING WORKSHOP

The CDP workshop was officially launched by the SDO in the presence of the Regional Delegation of the PNDP South West on the 22th March 2011. The workshop lasted for three days and during this period, all the results of village, urban and institutional diagnosis were presented. Remarks were led in two major directions: the formulation of problems and the errors in some statistics. After these first points, three groups were formed for working session to examine problems and proposed solutions. Those groups were: the Environmental, the Social infrastructure and the Local economy. Each group critically examined the various problems raised in the concerned sectors, reviewed them in the light of the proposed logical framework. After restitution was made in the plenary, they were debated, amended and confirmed. The logical framework which represent the strategic planning was examined and validated by the sectoral head.

2.4.1. Resources mobilization

Nature Of Fund and Communication Model

Achieving the CDP for the villages and Micro projects in the town will require various forms of participations from members of the villages. This includes:

- Funds in-kind (machinery, equipment and construction materials) that will be part of the

implementation phase of the project.

- The funds and land of any kind available for use for the installation of facilities and/or implementation of projects.
- The cash will be converted or transformed during the various phases of the project.

The mobilization itself was done by the inventory of material and internal and external financial means and meetings with development partners. Then, an array of resources of the Council was developed with funding sources and channels of mobilizing financing. The total amount of the campaign plan of the municipal executive has been estimated and the expected resources are from BIP (Public Investment Budget), FEICOM, PNDP allocation, ADB and council budget). On the basis of the total estimated, the amount to be available for the first year of the implementation of the CDP programming could be made Mobilizing resource

Saving is a fund accumulated over time and generally serves to equip or operate a personal project or a cooperative venture.

Two pins are available to us for the mobilization of savings, namely:

- The formal financial system
- The informal financial network.

Responsiveness to the mobilization of savings will be easier since we are in a region with a strong tradition of cooperatives and association.

All forms will be making contributions to the fund-raising

Programming

Programming was constituted after the elaboration of the strategic action of development of the municipality, based on the presentation of the resources mobilised by the Mayor for the financing of projects for the first year. This intervention outlines sources of funding of 2011 projects to be;

- The council budget
- Public Investment Budget
- FEICOM loan
- Participation of different international partners
- PNDP

This presentation of resources mobilized for 2011 by the Mayor permitted us to identify and elaborate the annual investment plan of the Tombel Council for this first year and for each investment to be realized. We equally proposed that each action takes into account the environmental protection during and after the realization of each project.

After the Annual Investment Plan we elaborated the MTEF (Medium Term Expenditure Framework for 2012 – 2014)

2.5.IMPLEMENTATION OF PARTICIPATORY, MONITORING AND EVALUATION MECHANISM

For the implementation of action plans (strategic and operational) adopted in each village, there was established a coordination committee bringing together representatives of all parts of each village, different ethnicities, and religious congregations. Its main mission is the follow-up of the implementation of planned actions. The office is generally comprised of ten members. In villages that already have a dynamic associative groups have just been strengthened.

Moreover, there is the Steering Committee which is a follow-up evaluation of the consultative committees.

The different consultative committees have been validated and installed in full, under the supervision of traditional authority. The positions filled within the CC are:

- A President
- A Vice President
- The Secretary General
- A Treasurer
- Auditor
- Advisers
- Members.

At the Council, the Monitoring and Evaluation Committee of the implementation of CDP was established after the planning workshop, even if no by-law has been signed to give more content. However, it was generally agreed that they are responsible for:

- Oversee the development and implementation actions contributing to the achievement of projects and activities in the CDP;
- Ensure the implementation of activities contained in the CDP;
- Act as liaison between City Council and the Consultative Committees in the villages, especially villages involved in projects from the CDP;
- Presenting the state of implementation of CDP during the sessions of the Council.

It consists of

- A President
- A Vice President
- The Secretary General
- A Treasurer
- Auditor
- Deputy Mayor
- Councilors
- Development agent

At the village level, the monitoring of CDP is ensured by a coordination committee. At the level of the Council a Monitoring and Evaluation Committee will be set up to ensure the daily application of the actions programmed in the rural communities and in the annual investment plan and render account to the Mayor.

At every stage, the Council Committee of Monitoring and Evaluation should be assisted by an expert or sector to appreciate the result and the level of achievement of the objectives envisaged. In case of failures, a reorientation or proposal of a corrective measure to be taken should be proposed to the Mayor who will decide

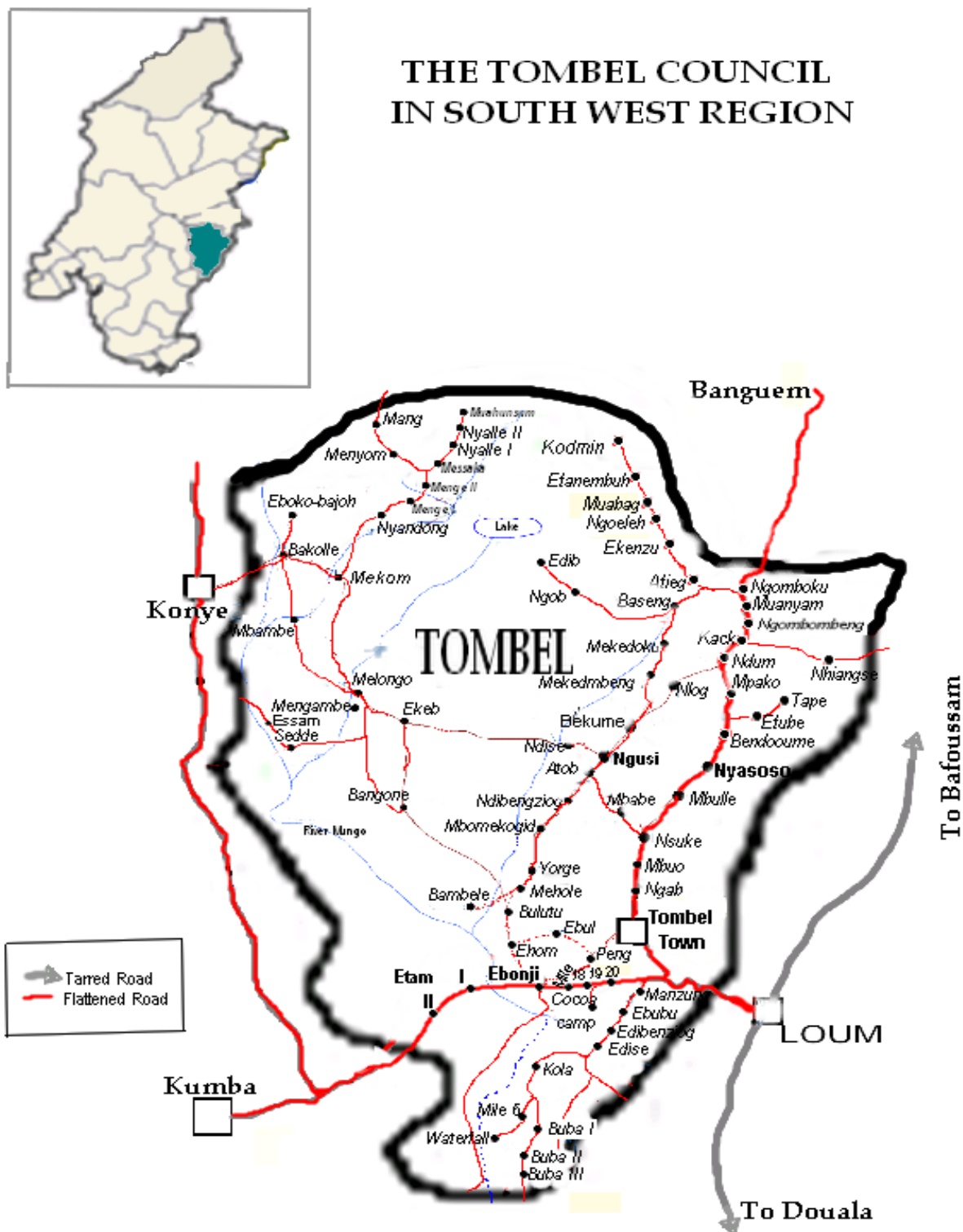
Chapter 3

SUMMARY PRESENTATION OF THE COUNCIL AREA

3. SUMMARY PRESENTATION OF THE COUNCIL AREA

3.1. DESCRIPTION OF THE MUNICIPALITY

Tombel council is located in the South West region of Cameroun. It is situated between latitude 04°16' and 05°15' north and longitude 09°13' and 09°15' East. It lies on the western side of the Kupe Mountain from where the name Kupe Muanenguba division. Geometrically, Tombel is likened to the African continent with its Northern part large and the southern part reduced. It covers a surface of 1007 Km² and has a population of 110 178 inhabitants.



Carte 1 : Detailed Geo-reference map of the Council

3.2.DESCRPTION OF THE BIOPHYSICAL ENVIRONMENT

3.2.1. Climate

The climate of the subdivision is typical of tropical nature with all year warm temperatures, abundant rainfall, which coupled with rich soils, support rich natural forest and a wide variety of tropical crops both for local consumptions and for exportation. The rainy season lasts from April to September and dry season from October to march. Presently, because of climate change, the situation is not quiet the same.

3.2.2. Soils.

The soil in Tombel municipality is extremely fertile; composed of volcanic ashes. As far back as the 19th century, soil erosion by water was really a critical problem, which greatly affected the economic life of the population of Tombel. Most hills were affected, most farmlands and roads were destroyed massively. Hence, ideas were brought in on how to prevent soil erosion by planting trees. In general the soil of Tombel is favorable for agricultural activities. The fertility of the land is quite encouraging as much credits go to valley bottoms where the annual yields of food crops is abundant.



Photo 3 : Soil fertility of Tombel Municipality (TM)

It is important to remember that the Kupe Forest is a repository of endemism of endangered plant and threatened animal species. The soil is well-drained, deep and quite young.

3.2.3. Relief

The relief is dominated by the Kupe Mountain (2050m) in the Bakossi uplands(400m) with the Edib hills (600m) as the dominant feature in the central part of the North. The centre is occupied by the low land tectonic origin (the Bakossi trough) which is hummed in by fault-line.

Kupe witnesses the presence of gentile slopes, deep valleys and some seasonal streams (brooks) particularly “Esenze” which originated from the mountain, flows and bisects Kupe II, and III and continues it movement towards the southern direction of Tombel town.



Photo 4 : Predominant relief of TM

3.2.4. Hydrography (main water courses)

The water path in Tombel follows the relief. This is the reason for the presence of many waterfalls including the powerful “Kuku fall” of Mekom. The hydrography network is meaningful: we have the Moungo river which crosses many villages, several permanent and seasonal streams (Toow, Ngese, Ebulle, childe, Metobe, Edibana, Kola, Esemze), then about 102 springs acting as water supply points which provide good drinking water for the villages not having pipe borne water .

The Moungo river which is the main waterways. of the municipality is sandy and rich of fish. Drainage is essentially done through the Moungo River. Chunge, Chide, Ekeb, Mekunave (West) and Epub-Blackwater, Swene (East) are its main tributaries. None of these rivers is practically navigable to an average extent.



Photo 5 : A view of Mungo river crossing the western side of TM

3.2.5. Flora and Fauna

Tombel municipality is in the hearth of the Tropical rain forest with a great variety of tropical trees. Valuable timber has always been exploited from the forest for local use but more for exportation, successively by SAFA and CAMEROON Industrial Forest. But the exploitation of timber for exportation, in areas like in Western Bakossi has been void for the development of projects such as constructing good bridges, taring roads etc., which the people have the right to expect from such exploiters of their local wealth.

The natural vegetation cover in Kupe village has similar characteristics with that of the dense equatorial rain forest, harboring a wide range of varieties of natural resources. Fauna and flora are very rich. Concurrently, the type of farming method experienced in this village has changed some part of the forest into a savannah type. There are large forests in the town of Tombel but the disappearance of forests and porching is causing the extinction of some wildlife species such as chimpanzees, gorillas, certain breeds of monkeys and big preys. Despite the scarcity or even the disappearance of some species, wildlife consists mostly of birds, reptiles (snakes), small rodents (hedgehogs, rats, porcupines, squirrels) and hares, deers and monkeys. Birds are undoubtedly more numerous in some areas and cause great losses to crops.

As for the domestic fauna, there are: pigs, dogs, cats, poultry, small ruminants. Some traditional hunters set traps, roam the fields with dogs and guns to catch prey for food. It should be noted that poaching has a negative impact on some wildlife species that are threatened with extinction

3.2.6. Natural resources

The geographical area of the Tombel council is full of a considerable potential of mineral resources identified and composed of sand quarries, stone and clay. These natural resources are not sufficiently developed to be better exploited so as to generate wealth that would be used to carry out development projects in the Tombel municipality. There is glaring evidence of uncontrolled exploitation and unsustainable management of forest resources without any consideration of the environmental and social consequences.

The forest areas classified under protected status include:

- Bakossi National Park (29.320 ha)
- Mount Kupe Integral Ecological Reserve (4.676 ha)
- Lake Edib Integral Ecological Reserve (80 ha)

However, more than 20.000 hectares found in the Bakossi mountains have been reserved for the creation of a community forest and official logging concessions

3.3. HISTORY AND PEOPLE OF THE COUNCIL

Tombel municipality is administered by traditional leaders of second and third degrees in 72 communities. Community life is thriving in rural communities with the existence of about 250 common initiative groups and cultural associations for social and economic support.

However, the involvement of women is still minor in the council as in the country in general and in several other African countries.

The habitat in Tombel takes several forms as they are situated in a rural or urban zones. In urban areas it is particularly concentrated while in rural areas it is quiet dispersed. So one meets areas with high concentration of houses and others completely uninhabited. The houses are mixed, traditional and modern type. In rural areas, houses are mostly built with boards and have zinc roofs. The wood used as building materials frame is of local source. In urban areas, there are some places with real villas.

History of the Council

The town TOMBEL from which the area got its name, derived that name from a plant of the lily family, locally called "tombel". It wiped off this plant except on land that is still virgin

3.3.1. Demography



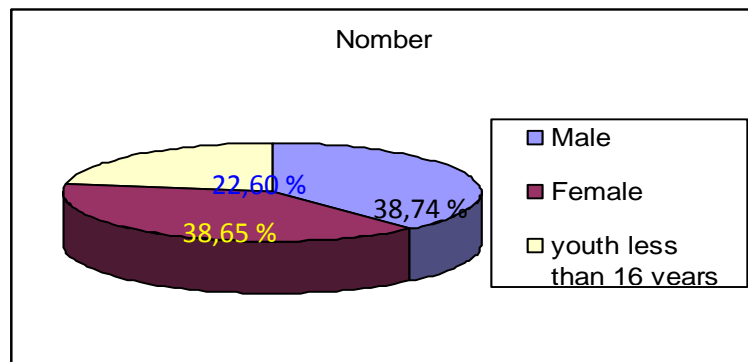
Photo 6 : Village of Ekenzu in the North-East

The Tombel municipality covers a surface of 1007 Km² for a population estimated at about 110 178 inhabitants. The Tombel municipality is constituted of 72 villages administered by chiefs of 2nd and 3rd degree .The major sociological groups are Bakossi, Grass landers, Nigerians, Banyangi, Oroko. We can observe population concentration in the administrative center of the town, the four urban area and CDC camps.

In general, the population consists of:

- Approximately 42,690 men
- Approximately 42,587 women
- And about 24 901 children aged 0-16 years.

Figure 1 : *Diagramme per group of population*



3.3.2. Ethnic Groups and inter-ethnic relations

In the Tombel municipality, One meets several ethnic groups which are subdivided into two main groups:

- The Bantu: Made up of the Bakossi who form the majority and other English-speaking cameroonians such as the Banyangi and Oroko.
- The Semi-Bantu: Made of the Bamileke.

It also met in the Tombel Municipality foreigners from other countries like the Nigerians and Malians living in harmony with local people.

The different ethnic groups living in the community so far live in a peaceful and harmonious atmosphere.

3.3.3. Religion

Almost 85% of the Tombel population is made up of Christians. Many christian denominations such as Catholics, Presbyterians, Baptist, Apostolic Church, Lutheran Faith and other Pentecostal denominations dotted all over the town. The population of Moslems is very minimal.

3.3.4. Main economic activities

Generally, economic activity is characterized by the practice of small income generating activities to cope with the persistence of unemployment among youths, the persistence of poverty. Despite the income generated by the sale of cocoa, the daily quest for the satisfaction of physiological needs remains a primary concern in families.

3.3.5. Agriculture

Almost 90% of the population is engaged in agricultural production, cultivating mainly crops such as cocoa, cassava, plantains, maize, coffee, fruit trees and especially palm oil which is progressively gaining ground. Rubber is also produced in Tombel sub-division especially in Peng, Kola, Edise, Edibnjock, Ebubu, Cocoa Camp and Manzung Camp by CDC.

Cocoa is the most cultivated cash crop occupying almost 55% of the total cultivated land, meanwhile plantain is coming up to be the main source of revenue of farmers.

3.3.6. Cattle Breeding and Fishing

In livestock, people in the geographical area of Tombel municipality practice the traditional breeding of poultry and small ruminants and pigs. The breeding of cattle is not developed in the town. The absence of a livestock market, the lack of fish farming, unconventional breeding of livestock and inadequate veterinary services are limitations to the modernization of livestock which is a source of income in the municipality.

Tombel municipality is not so much rich of waterways conducive for fishing. The Mungo river is almost

the only one that allows some people to fish as a secondary activity and make income that contributes to the survival of their families. Fishery products are mostly sold on the local market. The fish species found in the different markets are: carpfish, catfish, tilapia, lobsters, fish from other municipalities..

3.3.7. Hunting

Tombel is a forest area municipality and hunting is an important and widespread activity. Although the regulations governing hunting are not respected, hunting is professionally done. Most hunters catch birds (partridge) and trap rodents (rats, hedgehog, porcupine) and their harvest is used for family consumption.

3.3.8. Forest Exploitation

Valuable timber has always been exploited from the Tombel forest for local use but more for exportation. Exporters have successively been SAFA and CAMEROON Industrial Forest namely in areas like Western Bakossi.

The natural vegetation cover in Tombel municipality has similar characteristics to that of the dense equatorial rain forest, harboring a wide range of varieties of natural resources including fauna and flora. Concurrently, the type of farming method experienced in this village has changed some part of the forest into a savannah type.

3.3.9. Collection of Non timber forest products (NDFP)

As timber forest product, the populations of the council exploit raffia for the collection of white wine for home consumption, for sale and for traditional ceremonies. The collection of this forest resource is however anarchic because everyone buys according to his needs.

3.3.10. Handicrafts

The craft is to some extent endangered due to a lack of transmission policy. The craft is dominated by wood carving with the carving of objects of common use such as mortar, pestle, hoes' handle, masks and other objects used locally for traditional purposes. Handicraft is also dominated by the art of bamboo and the use of fiber to make baskets and furnitures. There is also, at a very local scale, some small weaving and knitting of traditional dresses and bags, raffia mats.

3.3.11. Commerce

Several shops are available both in the urban and rural areas because of the averagely important number of potential consumers from all walks of life. However, there is nearly no shop in town selling equipment. Populations, therefore, exposed their products as they can in undeveloped markets, adapting to the best of their capacities to the climate variations. The town should carry out some useful studies aimed at equipping and organizing these markets which are significant sources of communal revenues. Access to these markets will also be facilitated through road development. These markets could therefore attract a significant number of customers coming from the town, the villages and surrounding areas.

3.3.12. Services (Private Sector)

Services available in the Tombel municipality are mainly: the Office, garages, bikes, the Hairdresser, the Call Box, micro finance (Express Union FIFFA, CAMCUL), small businesses, construction sites, transportation goods and people by bike and by car. We also note the presence of images, cable-distributors (photographs and wiring), water (TOCOWASS), electricity (AES Sonel) and Telephone Network operators (MTN, Orange and to a lesser extent CAMTEL).

3.4. BASIC SOCIO-ECONOMIC INFRASTRUCTURES

Table 1. Main infrastructures per sector

Sector	Main infrastructures	Localisation
Agriculture	Divisional delegation of agriculture (MINADER)	Tombel town
	Agric posts	Tombel town, Nyasoso, Ngusi, Kack, Ebonji, Etam, Buba, Ndom, Nyandong
Livestock	Divisional delegation of Livestock (MINEPIA)	Tombel town

	slaughter house	Tombel town
	Veterinary post	Nyandong
Water & Energy	Tombel Water supply	Tombel town
	Bow holes or Tanks	Mile 6, Waterfall, kola, Nyasoso, Nsuke Kupe, Bakolle, Mekom, Cocoa camp, Kodmin Nguelleh Mbulle Meked Mbeng Tombel,
	Sonel Office Tombel	Tombel town
	Electric transformer	Tombel town, Nyasoso, Nlog, Mpako, Etube, Bendoume, Cocoa camp Mile 19, Ngusi ,Mbulle, Meked aku, Mekedmbeng
Basic education	Sub Divisional delegation of basic education	Tombel town
	Nursery Schools	Ngomboku, Kack, Nlog, Mbabe, Ngusi, Nyasoso, Nyandong, Ebunji, Mekom Tombel, Muanzung, Bakolle,
	Primary schools	TOMBEL , Buba, Buba, Mile 6, Waterfall, Kola, Ebubu, Kodmin, Ngueleh, Nlog, Ndom, Ngomboku, Mbabe, Bekume, MBulle, Nyasoso, Yorge, Nsuke, Eboko bajoh, Menge/mesaka, Melongo, Esam, Ngusi, Peng, Kupe, Nhangse, Mile 20, Nyandong, Bakolle, Baseng, Ebonji
Secondary education	Secondary schools	Buba, Ndom, Ngusi, Nyandong, Etam, Ehom, Kupe , Ebonji, Peng
	High schools	Tombel town, Nyasoso, Peng
Social affairs	Sub Divisional delegation of Social affairs	Tombel town
	Community hall	Ndom, Mpako, Buba, Mile 6 ,Edibenjock, Kupe, Bekume, Yorge, Nyasoso, Bakolle, Melongo
Post & Telecommunication	MTN antena	Tombel town, Nyasoso
	Community tele centre	Nyasoso
Forestry & wildlife	Sub Divisional delegation of Forestry & wildlife	Tombel town
	Forestry & wildlife Post	Ebonji, Etam
Public Health	Sub Divisional delegation of Public Health	Tombel town
	Hospital	Tombel town, Nyasoso
	Health center	Ndom, Buba I, Buba III, Edibnjock, Cocoa camp, Ebonji, Etam, Baseng, Ndibenjock, Nyandong
Commerce	Markets	Tombel, Ngusi, Mile 20, Mekom, Ngomboku, Kack, Bekume, Mahole, Ebonji, Buba I, Buba III
Territorial Administration, decentralization and maintenance of order	Sub-divisional services (Sub-divisional office, Council, Gendarmerie, Military camp, Police station)	Tombel town
	Chiefdoms	72 Villages
Small and Medium-size Enterprises, Social economy and Handicrafts	SME (EXPRESS UNION, FIFFA, Credit Union)	Tombel town
	Cooperative (TAFFCOOP, CAMCCUL, WEFCOOP)	Tombel town, Ngomboku, Mekom

Tourism	Hotels	Tombel town
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3.4.1. **BASIC SOCIO-ECONOMIC INFRASTRUCTURES**

Primary economic activities: The main activity of the community is the production of cash crops such as cocoa, coffee, and Rubber. The food crops produced are cassava, banana, plantain, cocoyam, maize and some vegetables. These activities are carried out by the CDC, some CIGs, Cooperatives and individuals, forest and quarry exploiters. The exploitation of natural resources (sand and stone pits) is carried out in both artistic and archaic manner. It is thus profitable just to few individuals. Even though some reception structures exist and numerous touristic sites that have not yet been developed, tourism potentials remains unexploited.

Secondary economic activities: The different products at this level are agricultural machines, office equipments and furniture. They are carried out by craft men with metals, bronze and wood.

Tertiary economic activities: Tertiary enterprises that can be identified are the small traders buying and selling, call box, commercial motor riders, micro finance structures such as the FIFFA and Express Union, Provision store, hotels, inns and AES SONEL. These are mostly found only in the urban zones

3.4.2. **Assets, potentials and constraints of the biophysical environment**

Table 4: Assets, potentials and constraints of the biophysical environment

Elements of the biophysical space	Potentials	Constraints
Climate	Favorable to the practice of farming and ranching permanently	The dry season is sometimes quite rough with water shortages
Soil	- Good texture favorable to buildings - favorable to the Growth of Varieties of crops	High erosion with rapid run off of the roads
Relief	Diverse topographic relief with plains, plateaus and hills	Rough terrain and difficult access
Hydrography	Presence of numerous rivers and streams that are more used instead of pipe borne water	-Low volume of water in dry season -Insufficient water for fish
fauna and Flora	Plants and animals with rare species	Extinction of certain species
protected areas	Presence of forest reserves that contribute to the production of carbon in the atmosphere	Reserves in the urban periphery are a barrier to urban expansion
Mineral resources	Presence of several exploitable quarry sites	Site sometimes rough

3.5.MAIN POTENTIALS AND RESOURCES OF THE MUNICIPALITY

Table 2. Table potentials and resources of Konye municipality

Table 2: Basic potentials and resources of Konye municipality

N°	SECTOR	POTENTIALS/RESOURCES	
1	AGRICULTURE	<p>55% of the populations are cocoa farmers.</p> <p>Presence Divisional delegation of agriculture (MINADER</p> <p>There are 9 agric posts(Tombel, Ndom, Nyasoso, Ebunji, Buba I, Nyandong, Ngusi, and Kack)</p> <ul style="list-style-type: none"> - Presence of CDC - Tree crops such as cocoa, coffee, palm and fruits are grown. - Food crops: banana, maize, cocoyam, cassava, plantains, and, vegetables - Favorable climate - Presence of Rubber - There is vast and fertile land. - Presence of labor force. - Presence of markets 	
2	LIVESTOCK, FISHERIES AND ANIMAL INDUSTRY	<ul style="list-style-type: none"> - Existence of Sub divisional delegation in Tombel - Small scale traditional breeding of livestock - Goats, pigs, dogs, chickens, cane rats, fowls - Availability of variety breeds - Local market - Locally available feed - Rivers and streams with different variety of fishes 	
3	ENVIRONMENT AND NATURE PROTECTION	<ul style="list-style-type: none"> - Vast virgin forest - The Newly created Bakossi National Park - Lower side of the mount : Kupe - Large space - Presence of NGO WWF 	
4	COMMERCE	<ul style="list-style-type: none"> - Several markets exist in the council <ul style="list-style-type: none"> 22 periodic markets 01 permanent market - Several small businesses - 10 markets amongst 23 have sheds - Sales of agricultural products by the public on market days - Presence of sites to build new markets - Possible expansion of existing market sites - Strong potential consumers in the municipality - Presence of the informal sector 	
5	HEALTH	<ul style="list-style-type: none"> - Presence (02) Hospital in the sub division of Tombel Sub division - Presence of seven (07) integrated health centers:Tombel center Ndom, Ndibendjock, Etam I, Nyandong, Ebonji and Buba I. - Presence of 03 private health centers: Buba III, Edibndjock, Baseng, -presence of 01 health post at Cocoa Camp <p>There is total staff body of four (04) Doctors, ten (10) state register nurses, five (05) Midwives, forty six (46) assistant nurses, thirty (30) laborers</p> <ul style="list-style-type: none"> - A total of 255 beds - Presence of six (05) laboratories:Tombel, Ndibendjock, Baseng, Nyasoso, Ndom - Presence of many herbalists in the municipality 	
6	BASIC EDUCATION	<ul style="list-style-type: none"> - Sub Divisional delegation of basic education in Tombel town - Presence of Land for the construction of school infrastructures <p>Student population</p> <ul style="list-style-type: none"> - Presence of Nursery schools and many primary schools 	
		Nursery Schools	Ngomboku, Kack, Nlog, Mbabe, Ngusi, Nyasoso, Nyandong, Ebunji, Tombel,Muanzung, Bakolle,Mekom
		Primary schools	TOMBEL , Buba, Buba, Mile 6, Waterfall, Kola, Ebubu,Kodmin, Ngueleh, Nlog, Ndom, Ngomboku, Mbabe, Bekume, MBulle, Nyasoso, Yorge, Nsuke, Eboko bajoh,

			Menge/mesaka, Melongo, Esam, Ngusi, Peng, Kupe, Nhiangse, Mile 20, Nyandong, Bakolle, Baseng, Ebonji
7	FORESTRY AND WILDLIFE	<ul style="list-style-type: none"> - Vast virgin forest - The Newly created Bakossi National Park - Presence of varied species of wildlife - Non Timber Forest Products - Medicinal Plants - Endemic bird species - Six (06) sacred forests: Kupe, Kodmin, Kack, Nyasoso, Meked Mbeng and Mahole. - Eleven (11) community lands : kodmin, Ndom, Atob, Nyasoso, Meked Aku, Baseng, Mbulle, Meked Mbeng, Mbomekoged, Mahole and Nsuke - Favorable climate which enables the creation of forests - Existence forestry potential in the council - Presence of animals 	
8	SOCIAL AFFAIRS	<ul style="list-style-type: none"> - Social affairs center in Tombel, - Association of Handicapped persons like the Tombel All Physically Handicapped Persons Association (TAPHAPAS) - The presence of widows, orphans, disabled etc - Associations, meeting groups, - Communal life - Cosmopolitan population and different ethnic groups. - Community Halls 	
9	WOMEN EMPOWERMENT AND THE FAMILY	<ul style="list-style-type: none"> -Agricultural activities are essentially practiced by women. -Women Empowerment Center in Nyasoso -Women associations -Women represented in villages development association -Vibrant and active women 	
10	CULTURE	<ul style="list-style-type: none"> - Existence of a diverse cultural heritage - Presence of more traditional artists - Presence of many traditional dance groups 	
11	TOURISM	<ul style="list-style-type: none"> - A top leadership - Presence of a significant tourism potential - Presence of many places that can serve as a touristic site (waterfalls, caves, beach, places) - Conservation of art objects by several individuals - 10 hotels for trips 	
12	WATER AND ENERGY	Presence of, Tombel Water supply, Bow holes, Sonel Office, Electric transformer.	
		Tombel Water supply	Tombel town
		Bow holes or Tanks	Mile 6, Waterfall, kola Kupe,Bakolle, Mekom, Cocoacamp, Meked Mbeng Tombel, Kodmin, Nyasoso, Nguelleh, Mbulle, Nsuke
		Sonel Office Tombel	Tombel town
		Electric transformer	Tombel town, Nyasoso, Nlog, Mpako,Etube, Bendoume, Cocoa camp Mile 19, Ngusi ,Mbulle, Meked aku, Mekedmbeng
13	YOUTH AND LEISURE	<ul style="list-style-type: none"> - Existence of an active youth population - Youths grouped together around many associations - Commitment of youths in the development activities of the village for example, maintenance of roads, vigilance committees. <p>High youth potentials in the council</p>	
14	SECONDARY EDUCATION	<ul style="list-style-type: none"> - Presence of many secondary schools - Presence of Land for the construction of school infrastructures <p>Student population</p>	
		Secondary schools	Buba,Ndom, Ngusi, Nyandong, Etam,Ehom, Kupe , Ebonji, Peng

		High schools	Tombel town, Nyasoso, Peng
15	TRANSPORT	<ul style="list-style-type: none"> - Presence of smuggling - Presence of facilities hosting a bus station Tombel Town - Presence of motorbike taxis to travel through the town despite the state of roads - Presence of various means of transportation (car, truck, car, motorcycle) 	
16	LABOUR AND SOCIAL SECURITY	<ul style="list-style-type: none"> - The council of Tombel has in its unity of command a cosmopolitan population consisting of workers (Bakossi, Bamileke, Mbo, North West ...) - Presence of many trades (shoemaking, carpentry, handicrafts, trade, livestock, agriculture ...) - Presence of several private and Semi private companies in the council (Express union, FIFFA, AES Sonel, CIMAR, Heifer Project International) - Presence of NGOs and CIG (Ngassa foundation, CADEV, TAPHAPAS, RUMPI, SOWEDA, WWF, AFRINET, RECODEV ...) - Existence of informal social groups - Mutual assistance and solidarity developed among the population 	
17	URBAN DEVELOPMENT AND HOUSING	<ul style="list-style-type: none"> - Participation of aliens in the development activities of the municipality - Gradual extension of the city with the construction of new houses - Existence of a type of mixed housing - Involvement of the aliens in the development activities of the municipality - Existence of a mixed housing types (traditional and modern) who rubs in the urban center 	
18	PUBLIC WORKS	<p>Council roads</p> <p>Community labour(indigenouse road maintenance knowlegde)</p>	
19	SCIENTIFIC RESEARCH AND TECHNOLOGY	<ul style="list-style-type: none"> -Availability of medicinal plant species for research 	
20	STATE PROPERTY AND LANDS AFFAIRS	<ul style="list-style-type: none"> - The surface area of Tombel council is about 1007 km² - Occupation of the urban and rural space 	
21	SMALL AND MEDIUM ENTREPRISES, SOCIAL ECONOMY AND HANDICRAFTS	<ul style="list-style-type: none"> - A variety of activities and structures both in hairdressing, carpentry, sewing, mechanics, agriculture, farming, welding metal, basketry, etc.. - Some SME like: EXPRESS UNION, FIFFA, TAFFCO - Existence of a potential of young economic operators - Diversification of sources of economic activity 	
22	EMPLOYMENT AND VOCATIONAL TRAINING	<p>Presence of many trades (shoemaking, carpentry, handicrafts, trade, livestock, agriculture, basket ...)</p> <ul style="list-style-type: none"> - Presence of a few companies and industries that hire labor at a local level - Easy to practice farming - Existence of natural resources that can serve as a source of job creation - Existence of a potential in all areas of development that can be transformed into wealth and generate employment 	
23	SPORT AND PHYSICAL EDUCATION	<ul style="list-style-type: none"> - Use of secondary and primary schools sports facilities for sport practices - There is a delegation for sport and physical education in Tombel - Municipal football team - Some fields in Villages and talented young footballers 	
24	COMMUNICATION	<ul style="list-style-type: none"> -Presence of radio and television signals -Available population to use communication devices -Presence of town crier 	
25	TERRITORIAL ADMINISTRATION AND DECENTRALIZATION	<ul style="list-style-type: none"> - Sub-divisional office - A Council - A gendarmerie - A Military camp - A police station - 68 chiefdoms of 3rd degree - 03 chiefdoms of 2nd degree - A Superior chiefdom 	

		<ul style="list-style-type: none"> - Presence of (01) special civil status center at Buba I Regular cooperation between law enforcement and the public to ensure the safety of the village - Presence of nine (09) Decentralized State Services (DSS) may be requested for technical support to the implementation of development projects in the council - Presence of vigilance committees in the camps of the CDC - Division of communal space in villages and neighborhoods having at the head of each division level, an auxiliary traditional authority of public administration
26	POSTS AND TELECOMMUNICATION	<ul style="list-style-type: none"> - Presence of distributing operators of Images - Covered with a portion of the common networks MTN, Orange and CAMTEL - Presence of 02 Cybercafes in town Tombel - Presence of call boxes in several villages
27	INDUSTRY, MINES AND TECHNOLOGY DEVELOPMENT	<p>The town of Tombel has great mining potential:</p> <ul style="list-style-type: none"> - 08 sand quarries, 02 stones quarries, 06 pozzolana quarries, 01 pool paint and 02 local mineral water sources. - 02 agricultural industries: CDC, Telcar - Several sites for forestry exploitation
28	HIGHER EDUCATION	<ul style="list-style-type: none"> - Available student population - The town of Tombel has no university - Space available for construction in case of creating a university - Existence of positive potential to create a agricultural geological and tourism-based university,

Chapter 4

SUMMARY OF KEY FINDINGS FROM THE PARTICIPATORY DIAGNOSIS

4. SUMMARY OF KEY FINDINGS FROM THE PARTICIPATORY DIAGNOSIS

4.1. SYNTHESIS OF THE RESULTS OF THE COUNCIL INSTITUTION DIAGNOSIS

4.1.1. PRESENTATION OF THE MUNICIPALITY AS AN INSTITUTION

Table 3. Legal position

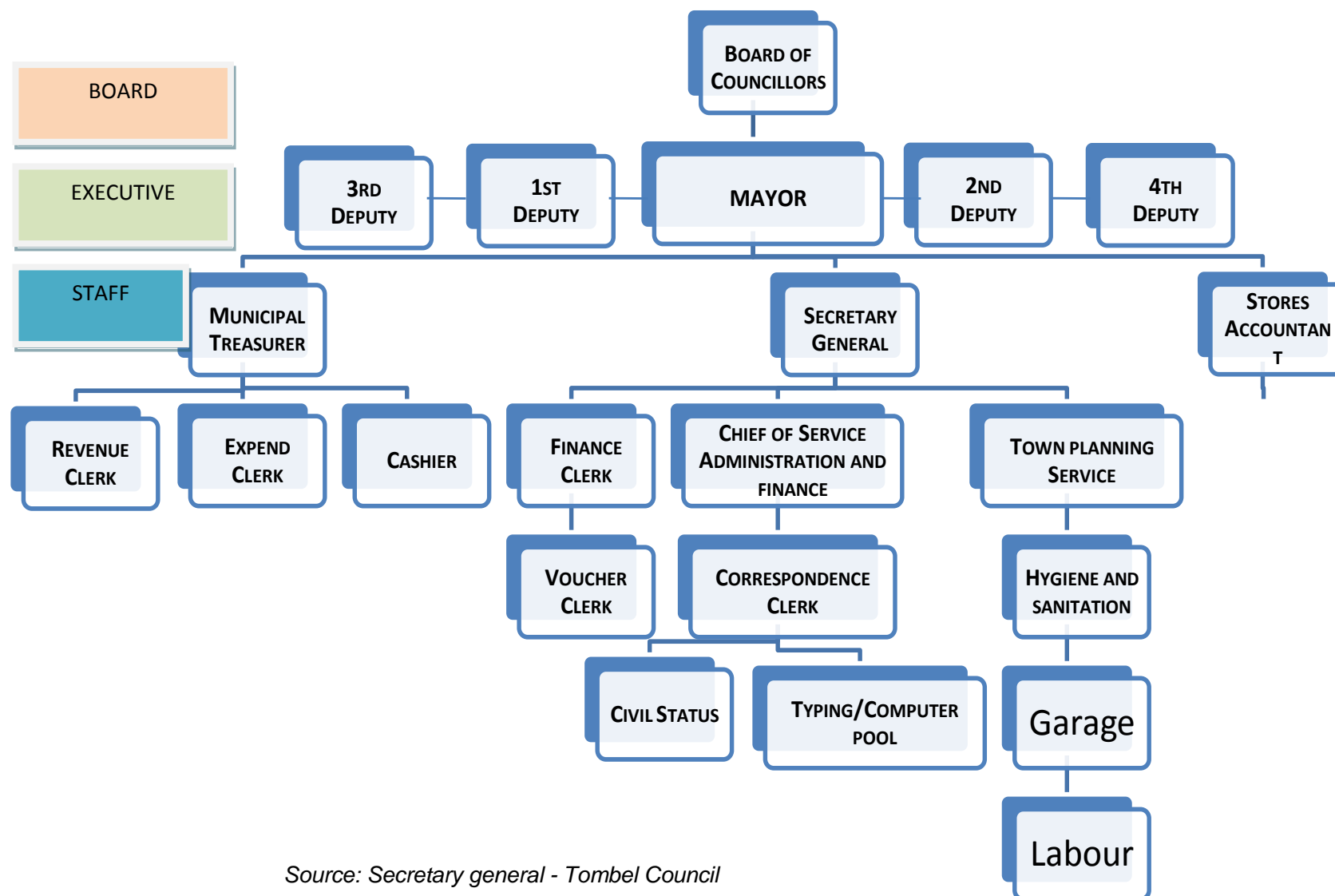
SOUTH WEST Region		KUPE MANENGOUBA DIVISION	
Tombel Sub Division			
Tombel Council			
Surface : 1007 Km ²		Estimated Population : 110 178 inhabitants	
Population density is about : 110 inhabitants per km ²			
creation : Presidential decret N° 91 – COR – 28 of 1 st October 1978, Town council building is the council's property.			
Current political affiliation		CPDM	
Adresse B.P. 123 Tombel		Tél. : 33 01 46 31	
Email : mairie@mairie-Tombel.com		Site web : www.Tombel.com	
Different groups or major sociological components:		♦ Bakossi ♦ Grass landers ♦ Nigerians ♦ Banyangi ♦ Oroko	
Location			
Situé		From longitude 09°13' to 09°15' East From latitude 4°16' to 5°15' North	
It lies on the western side of the Kupe mountain			
Tombel Council boundaries:			
♦ To the North by the BANGEM Council (Kupe Manengouba Division) ♦ To the East by the LOUM and MANJO Councils (Mungo Division) ♦ To the West by the KUMBA III and KONYE Councils (Meme Division) ♦ To the South by the NJOMBE and PENJA Councils (Mungo Division)			
municipal Councelors: 35			
Communal agents : 15		Temporary agents : 19	

4.1.2. Administrative organization of the municipality

Besides the municipal executive composed of the mayor and his four deputies, the staff of Tombel council consists of fifteen (15) permanent workers composed of (11) men and four (4) women and nineteen temporary workers composed of twelve (12) men and seven (7) women

The Tombel municipality has no formal organizational chart. However, we were able to constitute with the Secretary General the following chart.

Figure 2 : Chart of the Municipality



Source: Secretary general - Tombel Council

Table 4. Tombel council strength and weakness

Domain& CURRENT SITUATION	ANALYSIS	STRENGTH	WEAKNESS
4.1.3. HUMAN RESOURCES			
STAFF MEMBER <ul style="list-style-type: none"> • 34 (23 men 68% and 11 women 32%) • 02 contractors • 13 decision agents • 19 temporary staff members • 02 persons have received CEFAM training • 02 person in specific professional field (Technical drawing and town planner and finance) • Basic Lowest Level: primary school level 	<p>Global low academic level, insufficient number</p> <p>Low representation of women among the staff and municipal staff</p> <p>-Staff of different status, different hierarchical parent making the sometimes complex management</p>	<ul style="list-style-type: none"> • Voluntary and available workers. • Proven experience of some personnel trained by CEFAM • Dynamism of some executives, council staff and councilors. • A council covering the whole community • Dynamism of the mayor • 	<p>Unskilled and unproductive agents.</p> <p>Absence of council executive meetings.</p> <p>Irregular annual and special leave for the staff.</p> <p>inadequate organization globally</p> <p>Limited initiatives of the municipal agents</p> <p>Inadequate training plan</p> <p>Inadequate communication between municipal agents</p> <p>Insufficient logistic and technical equipment</p> <p>Gender bias</p>
COUNCILORS & EXECUTIVES <p>35 (6 Non Resident, 29 residents, 26 Males, 9 female: Limited organization within the executive. Executive has texts on the distribution of tasks that are not applied.</p> <p>There is no meeting no planning no record</p> <p>Only the finance committee shall meet before the Budget session and adoption of (administrative and management) accounts</p>	<p>There is a preeminence of political positioning among councilors than a view on the global development.</p> <p>The councilors are not efficient since they don't really know their duties.</p>	<p>The intellectual level of Councilors is acceptable (academic)</p> <p>Dynamism of the Mayor and some Councilors</p>	<p>Poor grasp of the role of a councilor</p> <p>Low representation of women in the CM</p> <p>Poor communication between the municipality and people</p> <p>Misunderstandings persist about the rights and duties of each.</p> <p>Limited knowledge on decentralization process</p>

Domain& CURRENT SITUATION		ANALYSIS	STRENGTH	WEAKNESS																																									
PROCESSING PAYROLL and other • lowest Salary-: 28 216 • Highest Salary: 190 484		Temporary staff wages vary depending on the tasks -No advancement since 2008 No device-career -Limited social support among the staff because of informal form of support	A motivation from responsible to pay wages	Limited motivational incentives Unpaid areas for workers Low efficiency of the current municipal revenue collection from inadequate organization Wages are irregularly																																									
ORGANIGRAM A flowchart proposed by MINADT was presented to the councilors but no implementation is on the way		The flowchart currently proposed is not realistic in terms of context A transition flowchart has to be	Presence of a flowchart	Inapplicable flowchart Lack of statute and internal regulation Lack of a procedural manual																																									
4.1.4. FINANCIAL RESOURCES																																													
SOURCES OF FUNDS Local taxes- Communal taxes - CAC - Products and services exploitation areas -allocations, Grants, BIP		Divers Sources of funds but underutilized or not at all	• Presence of natural resource (pouzzolane, sand pit, quarries, timber) • Presence of a large market products and Presence of big markets	• Underutilized of sources of funds • Under exploitation of wealth • very low internal revenue • do to inadequate revenue collection strategy and organization																																									
<table border="1"> <thead> <tr> <th colspan="2">Nature</th><th colspan="3">Year</th></tr> <tr> <th colspan="2"></th><th>2008</th><th>2009</th><th>2010</th></tr> </thead> <tbody> <tr> <td rowspan="4">Budget</td><td>Functioning</td><td>186,681,025</td><td>132,000,000</td><td>186,750,000</td></tr> <tr> <td>ratio</td><td>70%</td><td>70%</td><td>64%</td></tr> <tr> <td>Investment</td><td>80,050,000</td><td>56,700,000</td><td>103,250,000</td></tr> <tr> <td>ratio</td><td>30%</td><td>30%</td><td>36%</td></tr> <tr> <td colspan="2">total Budget</td><td>266,731,025</td><td>188,700,000</td><td>290,000,000</td></tr> <tr> <td rowspan="2">Revenue</td><td></td><td>113,749,704</td><td>247,313,282</td><td>247,313,282</td></tr> <tr> <td></td><td>43%</td><td>131%</td><td>85%</td></tr> </tbody> </table>		Nature		Year					2008	2009	2010	Budget	Functioning	186,681,025	132,000,000	186,750,000	ratio	70%	70%	64%	Investment	80,050,000	56,700,000	103,250,000	ratio	30%	30%	36%	total Budget		266,731,025	188,700,000	290,000,000	Revenue		113,749,704	247,313,282	247,313,282		43%	131%	85%		• on the increase total budget • on the increase total revenue • acceptable investment ratio • Strong economic potential Presence of financial partners;FEICOM • The presence of taxable activities. • The national road (Kumba - Loum) • The nearness to Kumba and Douala • Rich natural resources	• low realization ration • Economic potential untapped. • Ineffective recovery strategy. • Insufficient skilled staff in the tax domain. • Limited motivation and lack of logistics. • There is no formal representation of the tourism sector. • Absence of expert. • Absence of appropriate equipments
Nature		Year																																											
		2008	2009	2010																																									
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Domain& CURRENT SITUATION	ANALYSIS	STRENGTH	WEAKNESS
BUDGET FORMULATION AND IMPLEMENTATION PROCESS Coordinated by the mayor and led and monitored by the SG, MT, and financial services	Involvement of all departments of the municipal institution during the preparation Budget-dependent majority of CAC Stages of the circuit-scheduling respected	The intellectual level of Councilors is acceptable (academic) Dynamism of the Mayor and some Councilors	Poor grasp of the role of each Low representation of women in the CM Poor communication between the municipality and people Misunderstandings persist about the
4.1.5. COUNCIL ASSETS			
<ul style="list-style-type: none"> Some heritage items: housing officials; markets Presence of 02 computers, 01 copier, equipment in operation Cars, lorry 	<ul style="list-style-type: none"> Under-use of municipal assets lack of rolling stock 	Some heritage items: housing officials; markets Population participation to dig, maintain roads and build bridges. exploitable natural Resources	Under-use of municipal natural resource Insufficient rolling stock. Council offices not well equipped. Poor handling of vehicles by drivers. Reluctant to repair bad vehicles and other office assets (computers, type writers, etc.) Most of the cupboards do not have keys thus exposing vital documents
4.1.6. COUNCIL RELATIONS			
Good relations with the Administrative authorities PNDP; FEICOM; the LSO	relatively untapped at the moment <ul style="list-style-type: none"> Low level of involvement of traditional authorities in the activities of the municipality 	Good relationship with the Administrative authorities, PNDP; FEICOM, Cooperatives, Business men and women, N.G.O., e Good level of involvement of traditional authorities in the activities of the municipality. The stakeholders are informed by council authorities about their expectations. Good level of involvement by the community to foster development in the municipality.	Insufficient exploitation of partners for development of the municipality. Conflict of interest with some parties like Drivers union, Bike riders. Limited harmonious tax rates to specific businesses. Resistance by some business owners to pay revenue and taxes. Insufficient information available to strengthen relationship. A degree of dictatorship is in place.

SUCCESS. WEAKNESS. OPPORTUNITIES AND THREATSx

SWOT table

	ANALYSIS ASPECT	SUCESSES	WEAKNESSES	OPPORTUNITIES	THREATS	PROPOSED SOLUTIONS
1	Human Resources	<ul style="list-style-type: none"> • Voluntary and available workers • presence of an available elite • Proven experience of some officials trained by CEFAM 	<ul style="list-style-type: none"> • unskilled and unproductive agents • inadequate motivation • Low efficiency of the current municipal revenue collection due to inadequate organization • inadequate organization globally 	<ul style="list-style-type: none"> • Availability of LSO • existence of an elite that can help training the staff • Hiring and future management of communal agents by PNDP 	<ul style="list-style-type: none"> • Insufficient financial resources • Youth discouraged • Limited financial means to support normal functioning • Politically conflicting situation 	<ul style="list-style-type: none"> • strengthen the capacity of staff • Replace deficient personal • Organize services and post profile • engage youth • Reorganize the revenue collection with new methods • Institute of Training / retraining
2	Composition and Organization of council	<ul style="list-style-type: none"> • Councilors and committed volunteers • participatory development welcomed by a few Councilors • 90% of Councilors are resident • Two deputies mayor available 	<ul style="list-style-type: none"> • Very few councilors understand the issues of decentralization and their role • Lack of training • only 07 women out of 35 councilors • inadequate organization; communication and close collaboration 	<ul style="list-style-type: none"> • Some councilors are very rich • other work in large development organizations 	<ul style="list-style-type: none"> • inability of women to be heard 	<ul style="list-style-type: none"> • increase the number of women on board • hold regular meetings between the council and the elites • Involve people in developing and monitoring budget • - train counselors to master their role and the new law on decentralization
3	Financial Resources	<ul style="list-style-type: none"> • Presence of big markets • Strong economic potential of the municipality • Presence of financial partners; • Presence of great organizations and enterprises • Presence of financing structures in the community 	<ul style="list-style-type: none"> • Inadequate monitoring of files • economic potential unexploited • insufficient properties and resources for the Municipality • inadequate revenue recovery strategy 	high economic potential recoverable (sights, quarry, markets, tourism)	<ul style="list-style-type: none"> • Insufficient initiatives • Resources grossly inadequate with needs • very low revenue recovery rate • Contacts for investment almost non existent - 	<ul style="list-style-type: none"> • Enhance the economic potential exist: sand stone . • Rehabilitate the recovery strategy in context • - Strengthening the capacity of the revenue recovery team • Implement the CDP • Allocate resources for council investment to the plate and the revenue recovery
4	Process of preparing the municipal budget	<ul style="list-style-type: none"> • Availability of workers 	<ul style="list-style-type: none"> • Low level of communication on the budget • level of involvement of people in the process is still very low • bad chronogram of the process /lateness • Manual processing of the budget 	<ul style="list-style-type: none"> • funding available for the development of CDP • • 	<ul style="list-style-type: none"> • Lack of involvement of consultants in the process • Non computerization of budgetary operations 	<ul style="list-style-type: none"> • regularly inform people about the municipal budget • strengthen mechanisms of participation • communicating regular municipal resolutions to the people • - involve enough counselors, populations and elites in the development of CDP and municipal

						budgets
5	Municipal assets	<ul style="list-style-type: none"> Some heritage items: housing officials; markets Presence of 02 computers, 01 copier, equipment on operation Cars, lorry 	<ul style="list-style-type: none"> Under-use of municipal assets lack of rolling stock 	<ul style="list-style-type: none"> Natural Resources exploitable 	<ul style="list-style-type: none"> Insufficient financial resources 	<ul style="list-style-type: none"> Equipping the council gear (benz truck) Increase exploitation of sand and stones Promote tourism, attractions Maintain and operate the equipment on activities development
6	Relationship management around the municipality	<ul style="list-style-type: none"> Good relations with the Administrative authorities PNDP; FEICOM; the LSO 	<ul style="list-style-type: none"> relatively untapped at the moment Low level of involvement of traditional authorities in the activities of the municipality 	<ul style="list-style-type: none"> Existence of the law on decentralization 	<ul style="list-style-type: none"> Relations with stakeholders fairly good 	<ul style="list-style-type: none"> capitalize on all existing relationships for the development of the council look for partnerships with other municipalities.

AXIS FOR CAPACITY BUILDING IN THE COUNCIL

N°	PROBLEMS RECORDED	OBJECTIVES	PROPOSED ACTIONS	EXPECTED RESULTS	Assistance Requirements
1. Implementation of organizational documents					
1.1.	The municipality has no monitoring evaluation documents of its activities	Have an effective and functional organization	Develop rules and regulations for the internal functioning of the councilors and the executive Develop the services operating documents and job description	Optimal functioning of the municipal institution and its services with evaluation tools	Yes
1.2.	Services and staff have no performance appraisal and monitoring document	Have convenient services	Develop the services operating documents and job description	Optimal functioning of the communal services institution	Yes
2. Increase the realizable rate of the budget					
2.1.	Very low rate of implementation of the budget	Increase the implementation rate of the budget	Comprehensive policy to increase Internal and external Revenues of the municipality	Increased revenues	Yes
2.2.	Ineffective system of revenue collection	Significantly increase the municipality's own income	Develop and implement an effective system of revenue s collection	Increased revenues	Yes
2.3.	Other ways to explore non-bailout fund	Significantly increase of the municipality's own incomes	Develop a procedure for expense and a rigorous control of expenditures	Reduced expenditures	Yes
2.4.	The Administrative Account 2010 is not available	Good bookkeeping and accounting documents	Staff training and deployment of competent officers in the service	Accounts are ready on time	
3. Establishing a summary Planning policy for the Council					
3.1.	The Communal development plan (CDP) in the municipality is non-existent	Have a Council development plan	Development plan in process	CDP elaborated	Yes
3.2.	The council has no Master Plan for Urban	Have a Council Master Plan	Development plan in process	Functional master plan	Yes

AXIS FOR CAPACITY BUILDING IN THE COUNCIL

N°	PROBLEMS RECORDED	OBJECTIVES	PROPOSED ACTIONS	EXPECTED RESULTS	Assistance Requirements
	Development (UDP)	for Urban Development		elaborated	
3.3.	The municipality does not have the Land Use Plan (LUP)	Streamline the occupation of land	Development plan in process	Avoid anarchic land occupation	Yes
3.4.	The municipality has no Sector plan (SP)	Environmental Protection	Development plan in process	Avoid anarchic land occupation	Yes
3.5.	Consultation with neighbouring municipalities in planning is nonexistent	Share the challenges and experiences	Creating a framework for consultation with council Neigh	Reduce development costs	Yes
4. Assets Accounting					
4.1.	Ineffective accounting of municipal assets (2009 Accounts of the municipality are not available)	Taking into account the municipal accounting Have the status of property	Conducting a baseline inventory of municipal assets	Production of a complete accounting and management system, assets inventory established	no
4.2.	No stores accountant actually in activity in the council	Good keeping of the accounts matters	Train agent	Render qualified stores accountant available	Yes
4.3.	Inadequate management and maintenance system	Assets in good status	Implement management and maintenance system Training of agent	Assets in good status	Yes
5. Establishment of a land policy in the municipality					
5.1.	The municipality owns land but no land titled	Installation of council infrastructure	Land Acquisition	Local Development	
5.2.	The municipality wants to proceed with a subdivision	Increase municipal revenues	Registration procedure	Improved land mastery	
5.3.	The city center is not subdivided	Subdivision	Delimitation of the urban area	Create an urban center	
5.4.	The municipality has insufficient land reserve	Have a enough land reserve	Land Acquisition	Anticipate future constructions	
6. Develop a maintenance program for municipal Assets and buildings					
6.1.	Architectural records of municipal buildings are not all available	Having the architecture of all municipal buildings	Development of documents	Harmonize plans	no
6.2.	The physical condition of municipal buildings is not satisfactory (Town hall)	Upgrade buildings	Rehabilitation of municipal buildings	Have more sustainable buildings	no
6.3.	Insufficient trained agents for technical services	Sanitize buildings, maintained engines	Redeployment of staff and services	Trained staff and technical operators	no
6.4.	The evaluation of budget funds of the municipality for the maintenance is not satisfactory	Improved maintenance of municipal assets (engins,	Increase funding	Competent services available	no

AXIS FOR CAPACITY BUILDING IN THE COUNCIL

N°	PROBLEMS RECORDED	OBJECTIVES	PROPOSED ACTIONS	EXPECTED RESULTS	Assistance Requirements
		building)		Assets better maintained	
6.5.	The municipality does not have a converted garage	Adequate monitoring	Creating a garage	Have a well maintained equipment	
6.6.	The municipality has no head formed garage	Proper monitoring	Recycling Chief garage	Good status of engine	

Table 5. Training Plan

	Personnel	Training
1.	Councilors	<ul style="list-style-type: none"> • Training of Councilors on their roles and missions and the regulation of decentralization • To provide advisors laws governing their duties
2.	Secretary and other officers	Training in consumer software <ul style="list-style-type: none"> • Word Level 1 & 2 Excel Level 1 & 2 • Power point Publisher
3.	Technical Services Officers	Training in consumer software <ul style="list-style-type: none"> • Word Level 1 Excel Level 1 • Auto cad Computer-aided design
4.	Officers covering	Specific training to recovery
5.	All agents	Regulation of decentralization Personality and Motivation at Work Time Management better communication
6.	SG and Frames	Conflict Management

4.1.7. PLAN AREAS OF STRENGTHENING THE MUNICIPALITY

BUILDING PLAN OF TOMBEL institution IS DEVELOPED THROUGH THE FOLLOWING TABLE:

Tableau 1 : Plan to strengthen the communal institution

Activities	Tasks	indicators	resources			responsible	Implementat ion period			partners
			H	M	F		Yr 1	Yr 2	Yr 3	
Arrangements for meetings of the executive and board meetings on schedule	Prepare for meetings	01 meeting is held each month	X			SG	X	X	X	
	Hold meetings		X	X		Mayor and deputy	X	X	X	
	Prepare the report		X	X		SG	X	X	X	
Organize training sessions for counselors on their roles and missions and the regulation of decentralization	Integrating action in the municipal budget	01 training session is held each year	X	X	X	Mayor and Councilors	X			NGOs, guardianship services
	Develop training plan and launch the tender		X			SG, Mayor		X		
	To prepare material and logistical		X	X	X	SG, Accounting matters, Mayor		X		
	Monitor the implementation of training		X			SG, Mayor		X		
Make available to councilors laws governing their duties	Be the collection of texts	01 collection of texts is available for each adviser	X	X	X	Deputy Mayors	X			Services of the Prefecture
	Multiply and distribute the collection advisors		X	X	X	SG, Mayor	X			
Organize training sessions for staff	Integrating action in the municipal budget	Each head of department / office is involved in technical training	X	X	X	Mayors and Councilors	X			NGOs
	Develop training plan and launch the tender		X			SG, Mayor		X	X	
	To prepare material and logistical		X	X	X	SG, Accounting matters, Mayor		X	X	
	Monitor the implementation of training		X			SG, Mayor		X	X	
Recruiting qualified staff	Identify unfilled staff	-The profile of staff and the organization of services are consistent with that proposed by Order 00136	X			SG, Mayor	X			Services of the Prefecture
	Integrating action in the municipal budget		X	X	X	Mayors and Councilors	X			
	Organize tests and interviews		X	X	X	SG, Mayor, Deputy,		X		
Cleaning up the market and build at least one new market in the localities of the district to recoup more revenue from the Communal	Integrating action in the municipal budget	A management plan market and a building plan is available	X	X	X	Mayors and Councilors	X			FEICOM
	Start the bidding		X	X	X	Mayor and SG		X	X	
	Monitor the implementation of the		X	X		Technical service and commission		X	X	

Activities	Tasks	indicators	resources			responsible	Implementation period			partners
			H	M	F		Yr 1	Yr 2	Yr 3	
	plan Disseminate the plan to merchants					major projects				
Organize the management and operation of the quarry	Develop the profile document of the organ	A Management infrastructure to cultural, sporting and / or tourism is established and operational	X	X		Mayor and Cultural Affairs	X	X		
	Develop and disseminate the by-law of the organization of career management		X	X				X		
Mobilize more partners around solutions to development problems at the municipal level	An inventory of the partners involved in the field of drinking water	-An inventory of potential partners is available	X	X	X	Responsible for studies, Mayor	X			
	Contact identified partners / Reply bidding	-The partners listed met / files response to calls for tenders are made and filed	X	X	X		X	X		
Equip all communal services of computers, furniture and office equipment. Networking the computer system of the Municipality	Integrating action in the municipal budget	Each office has a computer and an air conditioner	X	X	X	Mayor and Councilors		X		FEICOM
	Start the bidding		X	X	X	municipal executive			X	
	Develop a manual of asset management		X	X	X	SG, Accountant materials			X	
Identify all the bodies, programs and projects potentially useful for the Commune	Create a directory of projects and programs in areas relevant to the Commune	-A directory of projects and programs is available	X	X	X	SG, RM, Chargé des études	X			Sectoriels
	Formalize the collaboration with each program relevant to the Commune	-A cooperation protocol was signed with each project / program relevant	X	X	X	SG, Maire, Adjoints	X	X		
Work with various neighboring municipalities	Define areas of possible collaboration with other municipalities	-03 Municipalities are approached -Joint projects with other municipalities are designed	X	X		Mayor, Deputy, SG, Research Officer	X			UCCC prefecture NGOs
	Contact and exchange with local authorities identified		X	X	X	Mayor, Deputy, SG, Research Officer	X	X	X	
	Identify areas of collaboration and define strategies for their implementation		X	X	X	Mayor, Deputy, SG, Research Officer	X	X	X	

Activities	Tasks	indicators	resources			responsible	Implementat ion period			partners
			H	M	F		Yr 1	Yr 2	Yr 3	
	Implement joint actions		X	X	X	Mayor, Deputy, SG, Research Officer	X	X	X	
Design the website of the Municipality	Submit to City Council action	01 Website is created	X	X	X	Mayor and Councilors	X			NGOs, FEICOM
	Integrating action in the municipal budget		X	X	X	Mayor and SG		X		
	Start the bidding		X	X	X	municipal executive		X		
	Monitoring the work		X	X	X	Technical service and commission of major works		X		
Preparation of development projects to provide economic operators	Develop a bank of project ideas	10 project ideas to be developed are identified and developed	X	X		Research Officer	X	X	X	NGOs sectoral

4.2. MAIN PROBLEMS AND NEEDS IDENTIFIED PER SECTOR

Principales causes	Principales effects	Identified need
Sector : Agriculture Problem : <i>Low crops production</i>		
<ul style="list-style-type: none"> - High cost of farm inputs, - Pest and diseases, - Fluctuating prices of farm products, - Inadequate farm to market roads, - Limited finance, - Unorganised markets, - Farmers are slow to innovations - Climatic changes - Inadequate access to improved seedlings - Deteriorating ovens - Animal destruction 	<ul style="list-style-type: none"> - Low agricultural investments, - Low income to farmers, - High rate of unemployment, - Low living standards, - Low market opportunities, - Less competition of goods in the market, - Low prices of products in the market. 	<ul style="list-style-type: none"> - 9 agric post buildings in Tombel town, Nyasoso, Ngusi, Kack, Ebonji, Etam, Buba, Ndom, Nyandong - Equipped 4 CEAC's center - Modern farming techniques in Buba I, Buba II, Buba III, Mile 6, Mile 8, mile 10 Mile 18, Mile 19, Mile 20
Sector : Livestock, Fisheries and Animal Industries Problem : <i>Inadequate rearing conditions</i>		
<ul style="list-style-type: none"> • Inadequate rearing conditions • Limited vaccines, • Insufficient capital, • Traditional rearing • Inadequate infrastructures • Insufficient associations • Unhygienic animal environment • Poor quality of feed • Animal disease • Death of animals • Sales of poor quality of meat • Low income • Animal destruction • Conflicts • Spread of animal waste 	<ul style="list-style-type: none"> • Limited Animal disease • Death of animals • Sales of poor quality of meat • Low income • Animal destruction • Conflicts • Spread of animal waste 	<ul style="list-style-type: none"> - 05 veterinary posts in Ngusi, Etam, Buba, Ndom and Bakolle - one (01) cattle market in Tombel - Modern rearing skills - Improve breed species - 2 Grazing land - Modern slaughter houses in Tombel - 10 Extension workers to serve the municipality
Sector : State Property and Land Affairs (MINDAF) Problem : <i>Inadequate infrastructures and difficult access to land ownership</i>		

Principales causes	Principales effects	Identified need
<ul style="list-style-type: none"> - Ignorance of procedure to land ownership - Absence of municipal land management plan - Absence of well demark legal limitation in villages - Limited access to services of state property and land affairs - Lack of knowledge of modern infrastructures, - Low per capital income, - No interest housing affairs 	<ul style="list-style-type: none"> - Poor infrastructures - Population exposed to diseases, - Scattered habitat 	<ul style="list-style-type: none"> - Sensitization on the importance of land titles in Tombel municipality - Sub delegation of state property and lands affairs in Tombel - Tombel municipal planning
Sector : Urban Development and Housing (MINDUH) Problem : Inadequate Urban Development		
<ul style="list-style-type: none"> - Absence of Urban planification - Insufficient urban road network and drainage - Improper use of space by some municipal urban trades - Insufficient urbanization technicians - Absence of social lodging - Insufficient hygiene and sanitation unit - No planification of the housing structures - Poor housing conditions 	<ul style="list-style-type: none"> - Population exposed to diseases, - Scattered habitat - 	<ul style="list-style-type: none"> - Tombel urban development plan - Sensitization for the need of obtaining building permit in the whole municipality - Construction of 100 council building in Tombel town, Nyasoso, Ngusi, Ebunji, Etam Improved road networks within the municipality
Sector : Environment and Nature Protection (MINEP) Problem : Poor management of Waste and Nature protection		
<ul style="list-style-type: none"> - Environmental pollution by harmful insects to the skin(Miggiel) - Pollution by fungicides use and exploitation excessive of the first layer of CDC plantations - Dumping of hospital waste in nature. - Dumping of plastic bags (garbage snail, shells,...) and dirty water on the road. - Deposition of fecal waste in nature. - Undeveloped green space in urban centers. - Excessive exploitation of forest areas - Presence of the landslide areas in certain residential areas and along roads in the town. - No reforestation - Indiscriminate dumping of waste - Poor farming techniques - Poor functioning of the hygiene and sanitation committee at 	<ul style="list-style-type: none"> - Expose garbage and human waste - Expose to epidermis - Deforestation - Soil erosion - Climatic change 	<p>Creation of a waste disposal point at Kola, Idise, Ebubu Idibinjock, Cocoa camp Muanzung, Tombel Town, Buba, I and III, Ndom, Etam, Baseng, Ndibenjock, Nyandong</p> <ul style="list-style-type: none"> - Sensitization and capacity building on proper waste management in the whole municipality - Sub delegation of environment and nature protection - Nature and environmental conservation committees in each village - Reforestation at (Kack, Ngombombeng, Nhangse, Tape, Etube, Bendume, Ekenzu, ngolleh, Ndom, Baseng, Kack Nsuke, Etam, Ebonji, Nyasoso, Tombel Town, Kupe, nlog, Mbulle, Mpako, Ngolleh,)

Principales causes	Principales effects	Identified need
the council level - Excessive felling of trees.		
Sector : Forestry and Wildlife (MINFOF) Problem : Deforestation Unsustainable Management of Forestry and Wildlife		
- Illegal exploitation of endangered species, - Indiscriminate exploitation of flora and fauna - Ineffectiveness of the forest guards	<ul style="list-style-type: none"> • Extinction of endangered species • Loss of biodiversity • Climate change 	- Sensitization on the importance of forest conservation in the municipality - Improved forest post building at Etam - Efficient forest guards at Etam - Forest management committee at Kupe, Kodmin , Kack, Nyasoso, Meked Mbeng and Mahole - Reforestation at kodmin, Ndom, Atob, Nyasoso, Meked Aku, Baseng, Mbulle, Meked Mbeng, Mbomekoked, Mahole and Nsuke
Sector : Territorial Administration, decentralisation and maintenance of order (MINATD) Problem : Inadequate administration, security and order Difficult access to administrative services		
- Poor organisation of chieftancy - Disrespect of chief by the population - Absence of administrative security and order extension offices in interior villages - Poor intervention of forces of law maintenance.	- High crime wave, - Unregistered marriages and births - Difficulties in resolving local conflicts, -	- Civil status registry in Tombel - Decentralized state services in the western Bakossi, Ngusi, Etam, Ebonji, Nyasoso, Buba. - 5 Gendarmerie post at Western Bakossi and Ebonji - Improved the status of chiefs in the municipality
Sector : Basic Education (MINEDUB) Problem : Inadequate access to quality basic education		
- Limited number of schools, - Limited number of trained teachers, - Poor teaching facilities, - Irregularity of teachers, - Unconducive study environment, - Inadequate infrastructures, - Limited supply of didactic materials - Lack of interest for parent to educate children	- Poor academic foundation, - Low educational standards, - Risk of high illiteracy rate - Juvenile delinquency	- 4 goverment primary school at Nyandong I Melongo at Mile 8, Mpako, Bakolle - 100 classroom in goverment primary schools(4 at Nyandong I, 4 at Esam, 2 at Menge Messaka, 6 at Nlog/ Muanembeng, 4 at Ndom, 2 at Ngomboku, 4 at Ngollo, 4 at Eboko Bajoh, 4 at Buba I, 4 at Buba II, 4 at Idise, 4 at Mile 10, 4 at Ebubu, 20 at Tombel, 10 Ebunji, 6 at Etam) - 5647 benches - 36 Trained teachers (4 at Mekom, 3 at GS of Melongo, 3 at Mbabe, 4 at Ngusi, 2 at Yorge, 2 at Ndom, 4 at kodmin, 3 at Buba I - 2 at Buba II, 4 at Mile 10, 2 at Idise, 3 at Ebubu - Diadactic materials in all schools - Create and constuct nusery schools at (Buba I, Buba III Ebubu, Cocoa camp, Kola, Mile 6, Mile 8, Mile 10, Ngomboku, Mahola, Ndibenjock, Idibnjock, Mbulle, Mekedmbeng I kodmin, Etube, Kupe, Esam , Mekom, Melongo, nlog / Muanembeng,

Principales causes	Principales effects	Identified need
		Ngollo, Mpako, Nhiangse, Eboko-Bajoh, Bakoll) - Construct 14 water ponit, 20 Latrines, 14 Fences , equipped playgrounds in (Buba I, Buba II, Mile 10, Idise, Yorge, Mbabe, Tombel town, Mbulle, Mekedmbeng II Nyandong I, Esam, Mekom, Menge / Messak, Bakolle,)
Sector : Secondary Education (MINESEC) Problem : <i>Difficult access to quality secondary education</i>		
<ul style="list-style-type: none"> - Insufficient technical Schools - Limited number of trained teachers, - Inadequate building infrastructure, - Insufficient pedagogic materials, - Lack of interest for parent to educate children - Inadequate social infrastructures 	<ul style="list-style-type: none"> - Limited technical training, - Limited technicians, - Pupils lack of interest in education - High rate of school dropout, - Rural exodus, - Low labour force, - Old fashioned education. - Juvenile delinquency 	<ul style="list-style-type: none"> - Create and construct Government secondary schools at (Ngomboku Mahola, Njindare - Government technical colleges at (Kack, Ngusi, Mbabi, Ebunji, Etam, Nyasoso, Buba) - 22 permanent buildings at (GSS Buba, GHS Tombel, GSS Ndom - Technical workshops at GTSS of Tombel - -260 Benches(GSS Ehome, GSS Etam, GHS nyasoso, GSS Buba ,GSS of Ndom ,G T HS Tombel - -35 Trained teachers(Nyandong I, Tombel, GSS Buba I, GSS Ngusi, GTSS Tombel - Equipped science laboratories GHS Tombel - 115 Computer laboratories(GHS Tombel, GSS Buba, GSS Ndom, - GSS Ehome, GSS f Etam, GHS nyasoso, GSS Buba ,GSS Ndom ,G T HS Tombel) - Social facilities at (GSS Ebunji, ESC Ndom, GSS Ngusi, GSS Buba I, GSS Nyandong, GSS Etam II)
Sector : Higher Education (MINESUP) Problem : <i>Difficult access to higher Education</i>		
<ul style="list-style-type: none"> - Absence of universities - Lack of finance from parent - High cost of university education - Long distance to universities - Reluctant of youth to further education - Lack of interest of parent to educate children 	<ul style="list-style-type: none"> - High school drop out - Low literacy rate - Juvenile delinquency - Unqualified personnel 	Higher institute of learning in Tombel
Sector : Health (MINSANTE) Problem : <i>Difficult access to quality health care</i>		
<ul style="list-style-type: none"> - Insufficient health infrastructures, - Inadequate medical personnel's, - Inadequate health facilities 	<ul style="list-style-type: none"> - Inadequate medical care, - Prolonged illness - High cost of medical care, 	<ul style="list-style-type: none"> - Creation and construction of more standard health centers at (Ngomboku, Waterfall, Ebonji, Ngusi, Buba III . Mahole) - Social facilities in existing health centers

Principales causes	Principales effects	Identified need
<ul style="list-style-type: none"> - Insufficient supply of basic drugs - Unequipped laboratories, - Difficult transport means to health center, - 	<ul style="list-style-type: none"> - Consumption of road side drugs - Life insecurity - Less investment, - Poverty, - Death 	<ul style="list-style-type: none"> - (01 electric current generator at Ndom and Ndibendjock -01 incinerator at the district hospital of Tombel -01 laboratory at Bouba I, Etam I Ebonji, Nyandong, Cocoa camp Ndibendjock The beds at Bouba-I (10), Bouba III (09), Cocoa camp (09), Etam I(13), Nyandong (05) Supply with water point of Bouba I, Bouba III, Edibndjock, Ebonji, Ndibendjock - Medical equipment(Tombel center, Ndom, Ndibendjock, Etam I Nyandong, Buba I, Ebonji) - Laboratory equipment(Tombel center, Ndom, Ndibendjock, Etam I Nyandong, Buba I, Ebonji) - Qualified health personnel(Tombel center, Ndom, Ndibendjock, Etam I Nyandong, Buba I, Ebonji)
Sector : Eau Problem : <i>Difficult access to Portable water</i>		
<ul style="list-style-type: none"> - Absence of pipe borne water, - Limited number of stand taps - Insufficient water supply from springs, during dry season - Ineffective water management committee - Low financial mobilization, - Poor management of water sources 	<ul style="list-style-type: none"> - Water born disease - Poor hygienic conditions - Low intake of water 	<ul style="list-style-type: none"> - Pipe born water at (nyalle I/ II, Mesake, Menge I /II, Muahusum, Mang, Meyan, Mbambe, Mengambe, Ekeb, Sedde, Bangone, bambele, Bakossi Camp, Teke, Etam I / II, Ehom, Ebul, Bulutu, Mahole, Yorge, Mbomekoged, Ndibenjock, Peng, Mile 18, 19 / 20, Edibenjock, Ebubu, Cocoa camp, Manzing Camp, Buba I, II / III - Rehabilitation of water tank at (Bakolle, Mekom, Cocoacamp, Meked Mbeng I, Tombel)
Sector : Energy Problem : <i>Difficult access to electric current</i>		
<ul style="list-style-type: none"> - Low electric current power in certain villages of the council - Poor extension of the AES/SONEL electric current network. - Insufficient rural electrification, - Absence of mobilization of the community, - Lack of awareness of the people on rural electrification 	<ul style="list-style-type: none"> - Difficult use of electrical equipment, - Difficult use of modern technology (ICT's) - Low economic activities - Slow development - Eye problems - Difficulties in studying at night sources d'énergies - Exode rural 	<ul style="list-style-type: none"> - Maintain electricity network at (Ndom, Etube, Tape, Cocoa Camp, Muanzung, Meked Aku, Baseng, Ngob, and Edib.) - Rural electrification at (Kodmin, Etane Mbuh, Nhangse, Muabag, Ngueleh, Ekenzu, Atiek Nlog, Muahunembeng, Buba I, Buba II, Buba III, Mile 6, Waterfall, Kola, Idise, Idibnjock, Ebubu, Cocoa, Muanzung, Kupe, Mile 18 and 19, Mile 20, Stores, Bulutu, Bambelle, Ekeb) - Installatio of 3 phase transformer at (NgomboKu, Ngombombeng, kack, Nlog, Muahunembeng, Mpako I and II, Bendoume, nyasoso, Ngusi, Atob, Ndisi, Mbulle, Meked Mbeng I, Tombel Town, Nsuke.)
Sector : Public Work (MINTP) Problem : <i>Inadequate road network</i>		

Principales causes	Principales effects	Identified need
<ul style="list-style-type: none"> - Lack of roads to link some villages - Deterioration of roads by truck in some villages - Poor construction of national road by contractors - Poor maintenance council roads - Rapid deterioration of roads during prolonged raining seasons due to nature of soil, - Poor drainage system - poor community mobilization 	<ul style="list-style-type: none"> - Difficult evacuation of farm produce to the market, - High cost of transport, - Long travelling hours - Limited social life, - Immobilization of goods, - Loss of business opportunities, - Low income, - Rural exodus 	<ul style="list-style-type: none"> - Opening of more council roads <ul style="list-style-type: none"> • Ngusi – Mekom (25 km) • Mbabe – Atob (06 Km) • Kack – nhangse (10 km) • Eboko bajoh – melongo (15 km) • Bulutu – Ekeb (20 km) • Bangone – Essam (10 km) • B aseng – Edib (08 km) • Bekume – Mpako (08 km) - Maintenance of council roads <ul style="list-style-type: none"> • Cocoa Camp – Buba I (25 km) • Buba III – Waterfall (17km) • Ngomboku –Kodmin (10 km) • Nyandong Nyalle I /II (09 km) • Mpako – Tape (2 km) • Ehom – Peng (04 km) • Tombel Ebonji through Peng (07 km) - Taring of roads <ul style="list-style-type: none"> • (Ioum-Tombel Town (06 km) • Tombel- Nyasoso (20km) • Nyasoso- Ngomboku (15km) • Tombel – Etam (07km) • Nyasoso – Ebonji (12km) • Konye – Nyandong (15 km) • Ngomboku – ngusi (09 km) - Rain gates <ul style="list-style-type: none"> • Nsuke, Ngusi, Etam, Ebonji, Nyasoso, Ngab, - Construction of permanent bridges <ul style="list-style-type: none"> • Nhangse, Ndum, Bambele, peng, Kack, nyandong
Sector : Social Affairs (MINAS)		
Problem : <i>Inadequate care for the vulnerable</i>		
<ul style="list-style-type: none"> - Total dependence of the disable - Limited access to welfare services - No social centre, 	<ul style="list-style-type: none"> - Physiological trauma for the vulnerable - Juvenile delinquency 	<ul style="list-style-type: none"> - Creation and construction of o social center in (Nlog, Ngusi, Mbule, Nsuke, Tombel, Ngomboku, Muayam, mile 8, Etam I, Ebunji and buba I)

Principales causes	Principales effects	Identified need
<ul style="list-style-type: none"> - No support for the vulnerable, - No sub delegation of social affairs at sub divisional level 		<ul style="list-style-type: none"> - Create a destitute home(Tombel) - Capacity building of the vulnerable - Provide social support scheme
Sector : Women's empowerment and the Family(MINPROFF)		
Problem : <i>Inadequate expansion of women knowledge and exploration of empowerment services</i>		
<ul style="list-style-type: none"> - Insufficient empowerment structures and workers - Low purchasing power of the women - Limited study opportunities for young girls - Patriarchal society - Poor dialogue platform - Limited economic opportunities for women - Limited knowledge on women's right - Cultural beliefs 	<ul style="list-style-type: none"> - Women's dependent on men - Early marriages for young girls - juvenile delinquency - rural exodus - divorce 	<ul style="list-style-type: none"> - Women empowerment centers(Ngusi, Bongmekogid, Mbabe, Mbambe, Ngomboku, Kodmin, Ngolo, Ndom, Nlog, Buba, Waterfall, Muanzung camp, Etam, Ebunji, Tombel) - Sub delegation of women empowerment in Tombel - Women capacity building on income generation activities - Support to women micro project
Sector : Youth (MINJEUN)		
Problem : <i>Inadequate youth organisation and limited access to the services of youth qualified instructors</i>		
<ul style="list-style-type: none"> - absence of youth multipurpose center in the municipality - absence of supervision, monitoring attainment infrastructure for youths - wHigh crime wave, - High rate of school drop outs, - Limited information's on existing government programs, - No sub delegation of youths affairs - 	<ul style="list-style-type: none"> - High rate of illiteracy, - Early marriages, - Frustration amongst youths - Juvenile delinquency 	<ul style="list-style-type: none"> - Youth multipurpose center at Tombel - Sub delegation of youth affairs at Tombel - Sensitization on youth support programs - Support youth micro projects
Sector : Sports and Physical Education (MINSEP)		
Problem : <i>Inadequate sporting activities and difficult access to sport infrastructure</i>		
<ul style="list-style-type: none"> - Absence of youth multipurpose center in the municipality - Absence of supervision, monitoring attainment infrastructure for youths - Insufficient sporting infrastructure - Lack of sports facilities in schools 	<ul style="list-style-type: none"> - Insufficient number of sports associations - Undeveloped sporting talent 	<ul style="list-style-type: none"> - Sport complexa t Tombel - Standard municipal stadium at Buba III - Sports associations (Ngomboku and Muayam - Improve play grounds at (Nyasoso, Ebubu, Edibinjock, Buba I, Buba II, Mile 6, Mile 8, Mile 18, kola)

Principales causes	Principales effects	Identified need
- No sub sports delegation of at Konye		
Sector : Transport (MINTRANS)		
Problem : <i>Inadequate transport means</i>		
<ul style="list-style-type: none"> - High costs of transportation between villages - Bad state of roads, - No functioning motor park, - Non respect of driving code - Uncontrolled prices of fuel, - Absence of fuelling stations, - Limited number of vehicles and bikes, - Poor state of vehicles - Congestion in vehicles 	<ul style="list-style-type: none"> - Risky travelling - High cost of transport, - Time wastage on roads, - Constant car damage 	<ul style="list-style-type: none"> - Standard bus station at (Nyasoso, Ebonji, Ngusi Etam) - Petrol station at Tombel Town - Sensitization of bike riders on driving codes - Drivers and riders union
Sector : Employment and vocational Training (MINEFOP)		
Problem : <i>Inadequate access to quality vocational training and employment in the council</i>		
<ul style="list-style-type: none"> - Insufficient training schools, - High cost of training of students in far distance, - Unequipped workshops - Insufficient trained teachers - Limited employment opportunities 	<ul style="list-style-type: none"> - Limited number of trained technicians, - Increase number of unskilled labour force - Importation of technicians 	<ul style="list-style-type: none"> - Creation and construction of equipped vocational training centers - Job opportunities - Private enterprises - Knowledge on local technology - Create and open a SAR SM (Bakolle, Buba II ; Mile 8, Ngomboku)
Sector : Small and Medium Enterprises, Social economy and handicrafts (MINPMEESA)		
Problem : <i>low promotion of small and medium enterprises and craft work</i>		
<ul style="list-style-type: none"> - No craft centre, - Difficulty in acquiring raw material - No organisation - No transfer of crafts knowledge - Inadequate information of economic operators - Poor local economy system 	<ul style="list-style-type: none"> - Limited production of craft items - Disappearance of craft works 	<ul style="list-style-type: none"> - Small scale enterprises in the municipality - Organisation of craft men at Tombel - Handicraft center at Tombel

Principales causes	Principales effects	Identified need
Sector : Scientific research and Innovation (MINRESI)		
Problem : <i>Limited awareness to scientific research values</i>		
<ul style="list-style-type: none"> - No research extension services at the municipality - Low promotion of traditional medicine - Limited access to scientific research result - Traditional conservationist tendencies - Lack of promotion of the sector 	<ul style="list-style-type: none"> - Limited research and innovation on medicinal plants, animal and plant disease. - Poor farming methods - Crops and animal destruction - Low revenue from agricultural products 	<ul style="list-style-type: none"> - Extension of research services at Tombel - Knowledge and promotion on modern traditional medicine - Modern farming technology in the municipality
Sector : Tourism (MINTOUR)		
Problem : <i>Inadequate promotion of touristic activities</i>		
<ul style="list-style-type: none"> - Non developed touristic sites - Inadequate means of promotion - Poor tourism facilities - Anarchic management of touristic sites - Difficult access to touristic sites, - Ignorance of touristic potentials - Undeveloped touristic sites 	<ul style="list-style-type: none"> - No income from touristic sites to the council or community - No touristic attractions 	<ul style="list-style-type: none"> - Promotion of tourism in the municipality - Development of the existing touristic potentials <ul style="list-style-type: none"> • Nyasoso (Valley) • Mbulle (valley), • Nsuke (valley) • Mbabe (valley) • Nyasoso (Nyasso) • Edib (lac) • Bendume (former site of maquis) - Municipal museum at Nyassoso
Sector : Culture (MINCULT)		
Problem : <i>Loss of cultural value and insufficient cultural organisation</i>		
<ul style="list-style-type: none"> - Absence of community house - Poor condition of existing homes - Multicultural belongings - Limited instruments - Little involvement of youths into cultural activities, - Inadequate cultural promotion, - Influence of modernization, 	<ul style="list-style-type: none"> - Loss of income from culture, - Less cultural contribution in the local economy - 	<ul style="list-style-type: none"> - Cultural hall at (Kodmin , Mbuh, Ngueleh , Ekenzu Ngombo Ku, Ngombombeng , Kack , Etube, Nlog, Bendoume, Buba I, Buba II, Waterfall, Ebubu, Cocoa Camp, Mile 20, Mile 18/19, Stores, Bulutu, Ekeb, Edib, Mbabe , Meked-Mbeng I, Meked-Aku, Mbulle, Ndibenjock Mbomekoged, Ngusi, Ndisie, Eboko Bajoh, Mbambe, Mekom, Nyandong, Menge, Menyom, Nyalle, Melongo, Esam, Etam I, Etam II, Ebonji, Bangone, Peng , Ehom) - Reviving the culture in the municipality

Principales causes	Principales effects	Identified need
-		<ul style="list-style-type: none"> - Cultural equipments - Sensitization on the important of cultural heritage in the municipality - Construction of a cultural museum at Tombel
Sector : Mines, Industries and Technology Development (MINIMIDT)		
Problem : Low exploitation of mine resources		
<ul style="list-style-type: none"> - Insufficient valorisation of pouzzolane quarries - Non exploitation of 03 sand pit 	<ul style="list-style-type: none"> - Low productivity of quarries - Lost of employment opportunities 	<ul style="list-style-type: none"> - Develop and Increase exploitation on existing site (Ngombombeng, Kack, Bendoume, Ngomboku, Etam II, Nyasoso, Meked beng I, Ndisi, Ngusi, Baseng, Bambelle, Nsuke, Etam I, Bangone. - Create local technological industries of processing agric products at (Etube, Ngusi, Mahole, kupe, Ngomboku, Nyandong - Promote the creation an exploitation unit of the local paint at Kodmin
Sector : Commerce (MINCOMMERCE)		
Problem : Low commercial activities		
<ul style="list-style-type: none"> - Difficulties in supplying various products and difficulties of storage of agricultural products - Difficult access to trade facilities, - No organised market, - Low agricultural and animal industrial production, - Inadequate market infrastructure 	<ul style="list-style-type: none"> - High cost of living, - Poor revenue of goods, - Low commercial opportunities, - Low development of local economy, - Poor living standards of families 	<ul style="list-style-type: none"> - Permanent markets structures at (Ngombo ku, Kack, Nlog/muahunembeng, Mpako I, II, Buba I, Buba III, Mile 6, Waterfal, Kupe, Mbabe, Mbulle, NsukeYorge / mahole , Ngusi / atob / ndisie , Nyasoso, Mekom, Nyandong, Mile20) - Livestock market at Ebonji - Market stores at (Tombel center, Nyasoso, Ndom, Ngomboku, Ngusi, Ebonji, Etam, Buba), Cash produce stores at (Muabag, Ngomboku, Ndom, Mpako, I Buba, Buba III, Cocoa camp Mbabi, Bulutu, nlog,, Mile 20, Kola Ebonji, Ngusi, Nyandong, Etam, EKEBI, Tombel)
Sector : Posts et Telecommunications (MINPOSTEL)		
Problem : Difficult access to communication and postal services		
<ul style="list-style-type: none"> - Poor network signals, - Limited coverage areas - Absence of a postal service - Absence of community radio - Low quality of provision of internet access 	<ul style="list-style-type: none"> - Reduce communication - Difficulties in sending and receiving mail 	<ul style="list-style-type: none"> - Post office extension office at Tombel - Instale MTN,ORANGE,CAMTEL Communication relay antenna at (Kodmin, Etane Mbuh, Muabag, Ngueleh, Ekenzu , Atiek, Ngombo Ku, Muayam, Ngombombeng, Kack , Nhiangse, Ndom, Etube , Tape, Nlog, Muahunembeng, Mpako I and II, Bendoume, Buba I/ II /III, Mile 6, Waterfall, Kola, Idise, Idibnjock, Ebubu, Cocoa Camp, Muanzung, Kupe, Mile 20, Mile 18, 19, Stores, Bulutu, Bambelle, Ekeb, Baseng, Ngob, Edib, Mbabe, Bekume, Meked-Mbeng II, Meked-Mbeng I, Meked-Aku, Mbulle, Nsuke, Ndibenjock, Mbomekoged, Yorge, Mahole, Ngusi, Atob, Ndisie, Eboko Bajoh, Bakolle, Mbambe, Mekom, Nyandong I & II, Menge, Mesaka, Menyom, Nyalle I & II, Melongo, Esam, Etam I, Etam II, Ebonji, Bangone, Peng / Ndabekom , Ngenzu, Ehom, Ebul)

Principales causes	Principales effects	Identified need
		-Multi-Tele center at Tombel
Sector : Labour and Social Security (MINTSS)		
Problem : <i>Difficult access to labour facilities and Inadequate job security</i>		
<ul style="list-style-type: none"> - Absence of Insurance security, - Unskilled Labour, - Low incomes and salaries - Poor development of Trade Unions - Poor access to social benefits 	<ul style="list-style-type: none"> - No social benefits - Jobs insecurity 	<ul style="list-style-type: none"> - Social Security scheme in Tombel - Sensitization on labour security scheme in the municipality - Trade unions in the municipality
Sector : Communication (MINCOM)		
Problem : <i>Difficultés d'accès aux médias</i>		
<ul style="list-style-type: none"> - Low coverage of municipal space by radio and television/CRTV signals - Absence of newspaper kiosk - Lack of a community radio station and a municipal newspaper 	<ul style="list-style-type: none"> - Under informed populations 	<ul style="list-style-type: none"> - CRTV relay antenna - Community radio in Tombel

Chapter 5

STRATEGIC PLANNING

5. STRATEGIC PLANNING

5.1. VISION AND OBJECTIVES OF THE CDP

5.1.1. Vision

The definition of the vision or dream of the Tombel Council has been a reflection, with the leaders present, after which the following proposal was adopted:

By the end of 2014, the Tombel municipality, in partnership with other stakeholders will have become economically proficient with a resulting emerging and modern city.

This vision must reflect an image of a balanced development including available drinking water and sanitation for all, affordable and better education, health, good and available electricity, more employment and / or self employment possibilities.

The logical development of the Tombel Municipality will come through its specific objective and expected results.

5.1.2. Overall Objective

Arising from the development objective of the nation's development the vision is formulated as follows: Improving on a sustainable level of living through sustainable socio-economic, educational, sports, culture and creation of wealth in Tombel municipality.

This vision can be found through **specific objectives**:

- facilitation of economic development (creation of an industrial zone, the private sector partnership, financing of production activities, promotion of income-generating activities).
- improvement of road infrastructure within the council space,
- improvement of the access of populations to social basic infrastructure that is drinking water, rural electrification, quality health care, basic and secondary quality education, etc.
- the sustainable management of soils and the protection of the environment
- a communal institution that really plays its role at the centre of the local development,
- a communal institution that in a partnership with the sector and people, work together for the improvement of the framework and the conditions of life of the inhabitants,
- A better management of the existing natural resources that will benefit the development of the entire community in a sustainable perspective.
- a territory in which the principle of participation is the master word for all stakeholders involved in the development process.

In the long term

- a geographical space where access to basic social service (easy mobility of people and goods, access to drinking water, access to electrical power, access to healthcare and quality education etc) is improved by 80%.

This vision of development integrates perfectly into the overall vision of Cameroon which the main objective is to make Cameroon an emerging country to the 2035 horizon.

The Communal development plans of Tombel council:

Provide the municipality a reference document which defined the vision of development in its geographical space and proposed actions to be taken in the short, medium and long term.

To achieve this the specifics objectives are:

- Identify and plan the actions to be implemented to make more operational the communal institution,
- Put in place a framework of public - private consultation to the implementation activities listed in the CDP
- Develop a marketing strategy for the communication of CDP and the mobilization of technical and financial partners needed for the implementation of the CDP.

The specific objectives pursued by the municipality integrate the various key sectors mentioned in the strategic document for poverty reduction (SDPR) and are in straight line with the Millenium Development Goals. (MDGs)

5.2.LOGICAL FRAMEWORK BY SECTOR (INCLUDING MARGINALISED POPULATIONS)

5.2.1. Council Institution

Global objectif	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global objectif	Improve management of the council institution and Make it more operational			
Specific objectives	Conceive and implement proper organizational and management policy within the institution	Every person knows what to do and what is to be done Documents available	- Survey of staff and users	Leadership is competent and committed to action
	Increase by 50% the level of service delivery within the communal institutions come end 2012	The tasks are clear and precise by each staff member in each department	Report of services	Staff is motivated to work
	Increase by 50% the municipal revenues come end 2012	The level of implementation of the municipal budget has increased significantly	Administrative account validated	Means are put at the disposal of the teams of revenues collectors
	Establish and operationalize a multi stakeholders platform of dialogue implementation by the end of July 2011	Platform organized and functional	Operational action plan of the platform	
	Providing facilities and adequate office furniture to services within the institution by the end of 2014	Well-equipped offices	Visit and see offices	
	maintain and improve partnership with local, national and international organizations	Good relationship with partners	SG Report	
	boundary conflict with neighbouring municipalities are prevented or properly managed	Sound relations with neighbours	Mayors reports and addresses	
Expected results.	Functioning and Organization of council institution is improved	And implementation of a flow chart and well respected rules, less time limits for cases processing	SG Report	
	Services within the municipal institution are revitalized and offer a quality service to the people of the town of Tombel	Observed dynamism in services	Report of operations and manual procedures	
	Financial management of the council is improved	Increasing amounts of budgets; testimony of satisfactory controls	Copies of audit reports	
	Municipal revenues rises up to at least 50%	The level of implementation of	Administrative account	

		the municipal budget has increased significantly	validated			
	Offices within the municipal institution are well equipped with equipment and furniture	A more comfortable working environment within the municipal institution	Office visit			
	A platform for multi stakeholders consultation was put in place and is functioning normally for the implementation of CPD	Functional platform	Basic text and Action Plan			
	partnership with local, national and international organizations is enhanced	Existence of partnership strategic plan	SG Report			
	economic growth within the municipality is well stimulated	Existence of economic growth strategic plan	SG Report			
	Proper mastery of land occupation within the council urban space is ensured	Existence of a land use plan with a defined urban area	Reports of the technical services of the Council			
	boundary conflict with neighbouring municipalities are prevented or properly managed	Existence of conflict arrangement document	SG Report			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	Identify the capacity building needs of the staff and elected officials and organize training sessions	x	x	x	2 000 000	
	Strengthen the capacities of members of the executive and department heads to ownership mechanisms and system management of transferred resources	x	x	x	1 000 000	
	Develop and implement, in a participatory manner, rules and regulations for staff, executive and the board, chart, procedural manual for services	x	x	x	1 000 000	
	Equip the office with equipment and office furniture	x	x	x	5 000 000	
	Improve the safety and the security of the Office especially the Accounting / treasurer office	x	x	x	1 500 000	
	Improve the achievement level the municipality's revenue by making a file of taxpayers and ensuring their follow-up on the ground)	x	x	x	200 000	
	Improve revenue collection by always allocating the finances need for the optimal recovery of revenue on time	x	x	x		

	Computerize accounting / treasury and finance of the council	x	x	x	2 000 000	
	Develop and implement a policy of rewards for collectors of municipal revenue	x	x	x	-	
	Formalize a management and maintenance system for the engine equipment fleet of the municipality (loaders, cars, motorcycles, generator,...)	x	x	x	500 0000	
	Improve sanitation in the Municipality premises (water system, toilets, etc...) Identifying and servicing all the potential sources of wealth listed in the geographical area of the town	x x	x x	x x	4400 0000	
	Develop and implement a manual procedure for the management of council resources	x	x	x	200 000	
	Organize and facilitate consultation meetings of the platform of multi stakeholders	x	x	x	200 000	
	Establish a communication strategy and a marketing plan for the CPD	x	x	x	1 000 000	
	Develop a planning document for Tombel council urban spaces	x	x	x	500 000	
	Create a forum with economics entities	x	x	x	200 000	
	Recruitment of communal agents	x	x	x	2 500 000	
	Extension of the present Council office so as to enable the housing of other services	x	x	x	25 000 000	
	Construction of shades at Mekom Market in Western Bakossi	x	x	x	6 000 000	
	Construction of the Tombel Market shades lot 2	x	x	x	10 000 000	
	Formalize collaboration with all economics operators	x	x	x	50 000	
	Purchase of Grader caterpillar		x	x	99 000 000	
	Purchase of three motor-bikes		x	x	4 000 000	
Total						2

AGRICULTURE

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization		
Global objective.	Improve agric production and productivity					
Specific objectives	1 Construct and render operational the existing 09 agricultural post in the Municipality	The 09 agric post effectively constructed and functioning	- Report of the construction Works, Site visit	Fund and land available, favorable climatique condition climatique condition Fund and farmers are available. Favorable social climate Fund are available. Favorable social climate		
	2-. Construct and equip 04 offices of CEAC in 4 zones	04 offices of CEAC are constructed and functioning effectively	- Report of the council			
	3-Organise 500 workshops for the training on modern farming methods and techniques within all the villages of the municipality up to 2035.	500 workshops effectively organized in the municipality.	-Training workshops report -Attendance sheet -Programs developed during the workshops			
	4- Construct 22 warehouses for storage of products and distribution of farm inputs	22 warehouses constructed and placed with farm input.	-Site visit, Report of the construction Works,			
Results	R.1 : 09 agric posts created and functioning	Effective functioning of the new 09 posts in different localities.	- List of the agric posts - Sites of implantation of these posts	Fund and land available, favorable climatique condition		
	R.2 : 500 workshops organized and producers effectively trained	Agricultural producer in the Tombel municipality are practicing good and modern farming techniques.	-- Attendance sheet -Reports of the various training workshops.			
	R.3 : 22 warehouses rconstructed in the municipality to store products and farm inputs	Quality of produce	Records from the stores			
	R4-CEAC having a well equip office and 04 workers	CEAC functioning effectively into all the villages of the municipality	reports			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	Apply for the creation of 09 Agric post	x	x	x	30 000	Fund and farmers are available. Favorable social climate
	Construct and equip the new agric posts	x	x	x	90 000 000	
	Hold 500 training workshops	X	X	X	24 000 000	
	Construct and equipt the warehouses (22)	X	X	X	200 000 000	
	Construct and equipt CEAC offices (4)	X	X	X	50 000 000	
Total					364 000 000	

1.1.1. LIVESTOCK, FISHERY AND ANIMAL INDUSTRY.

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global objective.	- Boost the production and productivity of livestock.			
Specific objectives	1- Create and render functional 05 veterinary posts in Ngusi, Etam, Buba, Ndom, Bakolle and one (01) cattle market in Tombel	05 veterinary posts are created and functioning effectively. Cattle market operating effectively	-Administrative decision creating the 04 post -Activities reports of the different post -Site of implementation	
	2-render available 10 extension workers to villages.	- The activities of extension workers in Villages.	-Reports.	
	3-Organize 200 training workshops on modern skills and techniques in livestock rearing in the Tombel Municipality from 2012 up to 2026 - Introduction of new species and hybrid to producers.	180 workshops effectively organised and new hybrids introduced	-Reports of the training workshops -Attendance sheets -Programs developed during the workshops -Interviews of the training workshops.	
	4- Demarked in 02 zones and enclosed grazing lands the villages living closer to the rain forest.	Gracing land available	-Administrative decision.	
	5- Construct and equip a modern slaughter house in Tombel.	A slaughter house constructed and functioning effectively	-Administrative decision to create a slaughter house. -Site of implementation	
Expected results.	R.1: 04 new veterinary posts effective in the zones.	The 04 posts functioning	-Administrative decision -Reports of activities -Site of implementation.	
	R.2 : More technicians Employed into the municipality	Field work	-Report of the extension workers	
	R.3 : 200 training workshops are organised throughout the Tombel municipality.	Livestock farmers of the 72 villages have been trained on the techniques of livestock rearing and breeding	-Workshop reports -Attendance sheets -Training Modules -Number of livestock producers trained.	
	R.4 : 02 grazing zones are being secured	The grazing zone being used by	- securisation site	

	and enclosed in the Tombel Municipality	gracers				
	R.5 A modern slaughter is being constructed, equipped and render operationa in the Tombel Municipality	An operational slaughter			- list of municipal slaughter - Site of implantation - accounts.	
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	Apply for the creation of 04 veterinary posts in the 4 zones of the municipality equipped with 04 technicians for outreach purposes.	x	x	x	20 000	Ministerial autorisation upon the council's application.
	Construct and equip 04 veterinary posts in the Municipality	x	x	x	36 000 000	Financial source s available.
	Hold 200 training workshops on techniques of livestock breeding	x	x	x	10 000 000	-Source of finance - Initiative spirit.
	Secure and enclose 02 areas for gracing.	x	x	x	10 000 000	
	Construct a modern slaughter house in the town of Tombel.	x	x	x	20 000 000	Source of financing.
Total					76 020 000	

1.1.2. STATE PROPERTY AND LAND AFFAIRS.

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global objectif	Facilitate access to land ownership and sustainable management.			
Specific objectives	1- Organize 100 workshops to educate the population on the procedures of land titles and ownership up to 2025.	100 workshops to educate and sensitize the population of Tombel organized	- Decision organizing the didactic workshops - verbal process of the workshop - Workshop reports - Attendance sheet. - Modules developed during the workshop - List of individuals having land tittles after the workshop.	
	2- Elaborate a municipal land management plan	A land management plan for Tombel Municipality which is	- Land use plan. - decision for the elaboration of	

		effectively drawn.	the land management plan - Report of the various stage of the elaboration.			
	3- Elaborate the Tombel Municipal map with village's demarcations.	Existence of a map demarcating all the villages of the municipality.	- Municipal map in the council.			
	4- Extend the decentralized services of State Property and Lands Affairs in Tombel.	Decentralized services of State Property and Lands Affairs functioning effectively.	- The text and decision creating State Property and Lands Affairs department in Tombel.			
Expected results.	R1- 100 workshops to sensitize and educate the population on the procedures of land tittles and ownership are organized.	The population of Tombel municipality which is carrying out the procedures of land ownership.	- verbal process of the workshops - Modules during the workshop.			
	R2- A municipal land management plan is available.	Land management plan at the disposal of the Council.	- Plan			
	R3- A municipal map with villages demarcation is shaped.	Map available in all the villages.	- Map			
	R4- Department of State Property and Lands Affairs created and functioning in Tombel.	The availability of the decentralized services of State Property and Lands Affairs.	- Text creating the Services. - Repport of activities realised.			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- Organizing 100 workshops to sensitize and educate the population on procedures to own land tittles.	x	x	x	10 000 000	Source of financing
	A2- Realise municipal land management plan with the help of experts for studies	x	x	x	5 000 000	
	A3- Draw the Municipal map demarcating villages.	x	x	x	3 000 000	
	A4- Organize ameeting to apply and follow up for the services of State property and lands affairs in Tombel.	x	x	x	500 000	
Total					18 500 000	

1.1.3. URBAN DEVELOPMENT AND HOUSING

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global objectif	Improve the Urbanisation services and facilitate urban development in Tombel.			
Specific objectives	1- Elaborate an Urbanisation plan of Tombel town, Ngusi, Ebonji, Nyandong, Nyasoso and vulgarise in villages up to 2017	The presence of urban plans that are effectively being applied.	- Decision of elaboration of the plan. - Objectives of the urbanization plan.	
	2- Organize 75 workshops to educate the population of the need and usage of a construction permit in the municipality before 2020	75 workshops effectively being organized and the implication on the population.	- Decision organizing the didactic workshops - verbal process of the workshop - Workshop reports - Attendance sheet. - Modules developed during the workshop	
	3- Construct 100 social Lodging apartments	100 social lodging suits effectively constructed	- Administrative decision to create social lodging in the municipality of Tombel. - Construction plans - Monitoring and evaluation reports. Present tenants.	
	4- Construct urban roads, streets, drainage system and diversified network	- Urban roads constructed - Streets opened and houses numbered systematically - Drainage systems developed - Other Network developed	- Municipal Decision for town planning. - plan realized - Town planning technicians.	
	R1 – Urbanisation plans elaborated for Tombel, Ngusi, Ebonji, Nyandong and Nyasoso	Urban centres are well planned, Public awareness increased	- Decision - Contract awarded - Construction site.	
Expected results.	R2 – 70 workshops effectively hold	More houses, get building permits, lodgin facilities, readily available	- Plan	
	R3 - Residential appartments flat effectively constructed		- Program of the workshops. - Registered building permits.	

	R4- street constructed and numbered in the Tombel center, good drainage system, and diverse net works functioning.	Streets and well channeled drainage	<ul style="list-style-type: none"> - Construction site - List of the lodging tenants. - contract awarded - Number of streets 			
	R5- Public toilets are available in the 5 urban centers of the municipality	The effectiveness of those toilets	Reports of the management committee.			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- Study and elaboration of the Urbanisation Plan by an expert organisation, follow up and implementation.	x	x	x	20 000 000	
	A2- Hold 75 workshops on the use of building permits.	x	x	x	3 000 000	
	A3- Realise the construction of 100 social lodging with the selected construction enterprise	x	x	x	600 000 000	
	A4- Construction of urban roads, streets, drainage system and diverse networks	x	x	x	250 000 000	
	A5- construction of 06 toilets and showers.				9 000 000	
Total					882 000 000	

ENVIRONMENT AND NATURE PROTECTION

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Ensure a safe atmosphere, adequate nature protection and clean environment.		Field visit, cleanliness of town	
Specific Objectives	1- Create a municipal landfill site and garbage collection system for household waste and place garbage tanks in all public places.	Presence of waste disposal system	- Field visit - town cleanliness	
	2- Build the capacity of Health and Sanitation Department of the Council.	-Number of meetings organized. -Improvement in their activities	- Attendance list - Activities of the department.	
	3- Organize 140 workshops by 2017 to educate the households on waste management and process and the principle of 3R.	140 workshops effectively organized and households, farmers educated on waste management, process and environmental revival.	- Decision organising the workshops. - Attendance lists. - Modules developed during the workshops.	
	4- Conduct an environmental audit of CDC in order to implement social and environmental management plan	Audit effectively done and a plan for environmental management elaborated.	- Report of the audit committee. - The plan elaborated.	
	5- Create a Sub Divisional Department of Environment and Nature Protection in Tombel before year 2020.	The department of environment and nature protection effectively created in the municipality.	- Administrative decision creating the service. - Reports of activity of the department.	
	6- Create an environmental committee in the Council.	The committee effectively created.	Decision creating the committee at the council level - Activities of the committee.	
	7- Plant trees alongside the roads in the Urban centers and also to protect steep slopes and landslide regions	Trees effectively planted	Site visit.	
Expected results	A municipal garbage collection system is created.	Effective work of the system Domestic waste or Gablaige is effectively collected	- Report of activities - Field visits	
	- The health and sanity department of the council is well equipped for field interventions.	Output of department increase	- Reports of field activities of the department	
	140 workshops being organized before the end of 2017 and households, farmers educated on methods of waste	Household management of waste improves	- Field visits	

	management, process, disposals and environmental revival.					
	An evironmental audit conducted in the CDC covered zones and the CDC social and environmental management plan.	- Audit that is effectively carried out - CDC is involved in themanagement of environnement	- The management plan realized - The report of implementation of the management plant.			
	The sub divisional services of Environment and Nature Protection is created by 2020.	The sector effectively functioning.	- Administrative decision creating the service. - Report of the activities of the sector.			
	An evironmental committee has been created in the council	- The incorporation into the council's commissions. - Activities of the committee.	- Municipal decision creating the committee. - Report of the activities of the committee.			
	Trees planted alongside the roads in the Urban centers and in sensitive zones.	Trees effectively planted.	- Sensitive zones.			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	Creating a municipal garbage collection system for household waste and placing garbage tanks in all public places	x	x	x	10 000 000	Work in collaboration with MINEP
	- Boosting the capacity of Health and Sanitation Department of the Council	x	x	x	500 000	
	Organizing 140 workshops by 2017 and educating the households, farmers on waste management, process, disposals, environmental revival and the principle of 3R.	X	X	X	4 000 000	
	Organizing and conducting audit in the CDC covered zones and the CDC social and environmental management plan.	X	X	X	5000 000	CDC provides the neccesary finance.
	Preparation of documents, applying and follow up for the Department of Environment and Nature Protection.	X	X	X	500 000	
	Constructing and equipping the sector's office.	X	X	X	20 000 000	
	Set up of an evironmental committee in the Council	x	x	x	200 000	
	Planting of trees alonside the roads in the Urban centers and in sensitive zones.	x	x	x	1000 000	
Total					41 200 000	

1.1.4. FORESTRY AND WILDLIFE

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Improve the management of forestry and wildlife resources.			
Specific Objectives	1- Reinforce the forest Post of Etam and strengthen monitoring in the urban zones.	the forest Post of Etam is reinforced: more workers and more equipment	-Administrative documents transferred -Number of new workers -Visit of site	
	2- Reforestation of the 14 existing forest reserves.	14 forests reserves effectively reforested	- Field visit - Activities report	Quest for ownership and expansion on the limited land.
	3 –Sensitize the population on the importance of forest and wildlife in an ecosystem and the need of conservation.	- Number of Sensitization campaigns organised	-Attendance. - Implementation of conservation resolutions.	
	4- Creation of forest management committees and demarcation of forest land from farm lands.	Forest and wildlife management controls effectively established and boundaries clearly demarcated.	-list of committee members -Activities and reports	
Expected results	R1 : A forestry and wildlife control post will be available in the Western Bakossi zone and the existing one in Tombel reinforced	Entry in protected forest is controlled and forest exploitations is regularised.	- Reports of activities. - Field visits	
	R2- 14 forest reserve being reforested	The reserve site effectively reforested	Field visits.	
	R3-Sensitization campaign carried out and the population educated on the importance of forest and wildlife and the need of conservation	Seminars effectively organized Destruction of forest and wildlife is reduced and conservation enhanced	- Attendance list - Modules developed during the seminars. - Resolutions taken at the end of the campaign.	
	R4- Forest and wildlife management committee has been created and boundaries carved out.	The existence of active communities involved in forest management	List of Committee members Reports of activities.	
Activities		Means	Cost	Conditions of

		Human	Material	financial		achievement
	Application and follow up for the creation of 01 forestry and wildlife control post	X	X	X	100 000	
	Creation and equipment of 01 forestry control post in Western Bakossi and strengthen monitoring in the urban zones.	x	x	x	2 500 000	
	Reaforestation 14 forest reserve.	x	x	x	20 000 000	
	Carried out Sensitization campaign to educate population on the importance of forest and wildlife and the need of conservation	x	x	x	2 000 000	
	Creation of forest management committees' demarcation of forest land from farm lands.	X	X	X	10 000 000	
Total					34 600 000	

1.1.5. TERRITORIAL ADMINISTRATION, DECENTRALISATION AND MAINTENANCE OF ORDER.

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Facilitate access to decentralized administrative services, law and order in the Tombel Municipality.			
Specific Objectives	1- Create and render operational Civil status Registries in the 05 zones of the municipality.	05 civil status registrars effectively functioning.	-Administrative decision creating them -Registers of the Civil Status Registries	
	2- Create 06 administrative relayposts representing the various decentralized services in the municipality.	06 administrative relayposts effectively functioning.	Administrative decision creating them	
	3- Create operational Gendarmerie post in the 05 zones of the Municipality.	05 Gendarmerie posts functioning effectively.	-Decision creating the Gendarmerie post. -Report of activities of the posts.	
	4- Organize and classify chieftancy in the municipality.	Chieftancy effectively organized and functioning.	Decision organising and classifying chiefs in the municipality. - Report of the meeting	

Expected results	R1: 05 Civil status registries are created and functioning effectively in the zones of the municipality.	Number of Civil status Registries that is functioning.			- List of special Civil status Registries created - List of Civil status Registrars - Implementation site	
	06 administrative relay posts representing the various decentralized services in the municipality are created.	Number of relay posts effectively created and functioning.			- Administrative decision creating them. - Report of activities.	
	R2: 05 operational Gendarmerie posts are created and functioning in the extended zones of Tombel.	Number of Gendarmerie posts created and functioning.			- Decision creating them - Site visit - Implementation site. Report of activities of the various posts.	
Activities.		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A.1- Apply for the creation of 05 Civil status Registries in Tombel Municipality	x	x	x	200 000	
	A.1-Construct and equip 05 Civil status Registries in Tombel Municipality	x	x	x	100 000 000	
	A.2- Apply for the creation of 06 administrative relay posts representing the various decentralized services in the municipality.	x	x	x	100 000	
	A.2- Costruct and equip 06 administrative relay post	x	x	x	150 000 000	
	A.3 – Apply for the creation of operational Gendarmerie post in the 05 zones of the Municipality.	X	X	X	150 000	
	A3 - Costruct and equip 05 Gendarmerie post	X	X	X	100 000 000	
	A4 - Organization and classification of chieftancy in the municipality before 2020	X	X		4 000 000	
Total					450 000 000	

BASIC EDUCATION.

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global objective	Ease access to quality basic education in the Tombel Municipality.			
Specific objectives	1-Create and build 4 government primary schools before 2025	4 New schools effectively created and built in Tombel municipality	-Administrative decision creating primary schools - Transfert of personnel	Insufficiency of teachers
	2-Equip some primary and nursery schools with 5647 benches	5647 number of benches bought in the primary and nursery schools	- Report of reception - Lists of beneficiary schools	Insufficiency of classrooms
	3- recruit 36 teachers in the government primary school before 2022	36 teachers recruited in the government primary schools	- Report of reception - Lists of beneficiary schools	Insufficiency of administrative blocks
	4- Construct 100 classrooms in the government primary school before 2022	100 classrooms constructed in the government schools	- Report of reception - Lists of beneficiary schools	
	5-Create and build 26 nursery schools in the municipality before 2021	26 new nursery schools functioning in the municipality	-Administrative decision creating nursery schools - Transfert of personnel	Recruit 52 teachers
	6-Equip 41 nursery schools with toys and swings for nursery school children before 2022	41 nursery schools provided with Toys and swings.	- Statistics data of schools - Monitoring report - minutes of reception - Lists of beneficiary schools	Train the monitors for a good use of the acquired material
	7- Construct 14 water points in the primary schools before 2017	14 water points constructed in the primary schools	- Statistics data of schools - Monitoring report - Report of reception	
	8- Construct 20 latrines in primary schools before 2017	20 latrines constructed in the primary schools	- Statistics data of schools - Monitoring report - Report of reception - Lists of beneficiary schools	
	9- construct 41 fences in primary and nursery schools before 2035	41 fences constructed in the primary and nursery schools	- Statistics data of schools - Monitoring report - Report of reception - Lists of beneficiary schools	
Expected results	R1 : 4 new schools created and built in Tombel municipality	4 new schools are functioning	-Administrative decision creating primary schools - Transfert of personnel	Lay a particular stress on the construction of

					classrooms	
	R2 : 5647 benches bought in the primary and nursery schools	5647 benches are bought and used by students	- Report of reception - Lists of beneficiary schools			
	R3 : 36 teachers recruited in the government primary schools in Tombel municipality	36 new teachers are effectively in service	- Report of reception - Lists of beneficiary schools			
	R4- 100 classrooms constructed in the government primary schools in Tombel municipality	100 classrooms are constructed	- Report of reception - Lists of beneficiary schools			
	R5- 26 new nursery schools fonctionning in the municipality	26 new nursery schools are functioning	-Administrative decision creating nursery schools - Transfert of personnel			
	R6 : Toys and swings available in 41 nursery schools in Tombel municipality	The 41 schools that received toys and swings are available	- Statistics data of schools - Monitoring report - Report of reception - Lists of beneficiary schools			
	R7- water points constructed in 14 primary schools	14 schools with new water points available for drinking	- Statistics data of schools - Monitoring report - Report of reception			
	R8- 20 latrines constructed in the primary schools	20 primary schools with new latrines operational	- Statistics data of schools - Monitoring report - Report of reception - Lists of beneficiary schools			
	R9- fences constructed in 41 primary and nursery schools	41 schools with new fences built	- Statistics data of schools - Monitoring report - Report of reception - Lists of beneficiary schools			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1.1- Apply for the creation of 4 new schools in the Tombel municipality	X	X	X	80 000	
	A1.2- Construct the 4 news schools	X	X	X	152 000 000	
	A2- Equip with 5647 benches some primary and nursery schools	X	X	X	112 940 000	Availability of financial source

	A3- apply for the recruitment of 36 teachers in the government primary school	X	X	X	45 000	
	A4- Create 100 classrooms in the government primary school	X	X	X	800 000 000	Availability of financial source
	A5-Apply for the creation of 26 nursery schools in Tombel municipality	X	X	X	520 000	
	A6- Equip with 41 toys and swings for nursery school children	X	X	X	2 500 000	
	A7- Construct 14 water points in the primary schools	X	X	X	12 000 000	
	A8- Construct 20 latrines in primary schools	X	X	X	10 000 000	
	A9- Construct 41 gates In Primary And Nursery Schools	X	X	X	410 000 000	Availability of financial source
Total					1 500 085 000	

SECONDARY EDUCATION

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global objective	Facilitate access to secondary education of quality within the municipality.			
Specific objectives	1-Create 2 new secondary schools in Tombel municipality before 2033	Effective functioning of the 2 new secondary schools	Administrative decision of creating secondary schools - Transfert of personnel - School planning - Report of reception	
	2- Create and open 8 government technical school before 2035	Effective functioning of the 8 new government technical schools	- Administrative decision of creating secondary technical schools - Transfert of personnel	
	3- Construct and equip 22 classrooms in the secondary schools before 2030	22 classrooms are constructed and operational	- Report of reception - Lists of beneficiary schools	
	4- Equip the secondary schools with 260 benches by 2035	260 benches are acquired	- Report of reception - Lists of beneficiary schools	

	5- Equip technical schools with 10 workshops by 2035	10 workshops are available in the technical schools	- Report of reception - Lists of beneficiary schools	
	6- Equip the technical schools with 09 laboratories by 2035	09 laboratories are functioning in the technical schools	- Report of reception - Lists of beneficiary schools	
	7- Recruit 35 teachers for the existing and new colleges by 2025	35 new teachers are in service	- Decision of transfert - Note of effective service	
	8- Build 06 gates in secondary schools	06 fences built in secondary schools	- Monitoring report - Verbal lawsuit of reception - Lists of beneficiary schools	
	9- Equip the secondary schools with 115 computers	23 secondary schools with acquired new computers	- Number of functioning computers - Lists of beneficiary schools	
Expected results	R1- Effective functioning of the 2 new secondary schools	2 Number of new secondary schools Effectively functioning	- secondary schools site - Transfert of personnel - School planning - Report of reception	
	R2- Effective functioning of the 8 new government technical schools	8 new government schools effectively functioning	- Site of the secondary technical schools - Transfert of personnel - School planning - Report of reception	
	R3- 22 classrooms are constructed and operational	22 classrooms are effectively Constructed	- Report of reception - Lists of beneficiary schools	
	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
	R4- 260 benches are produced	260 benches aquired	- Report of reception - Lists of beneficiary schools	
	R5- 10 workshops are available in the technical schools	10 workshops available	- Report of reception - Lists of beneficiary schools	
	R6- 09 laboratory are functioning in the technical schools	09 laboratory functioning	- Report of reception - Lists of beneficiary schools	
	R7- 35 new teachers are in service	35 new teachers in service	- Decision of transfert - Note of effective service	
	R8- 06 fences are built in secondary schools	06 fences built	- Monitoring report - Report of reception - Lists of beneficiary schools	
	R9-10 secondary schools have access	100 computers available	- Number of functioning	

	to computers				computers -Lists of beneficiary schools	
	Activities	Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- Apply for the Creation of 4 secondary schools in Tombel municipality	X	X	X	100 000	
	A2- Apply for the creation of 8 government technical school in Tombel municipality	X	X	X	400 000	
	A3- Construct 8 government technical school in Tombel municipality	X	X	X	400 000 000	Availability of financial source
	A4- Equip the secondary schools with 260 benches	X	X	X	6 500 000	
	A5- Equip with 10 workshops the technical schools	X	X	X	25 000 000	
	A6- Equip with 09 laboratories the technical schools	X	X	X	45 000 000	
	A7- Apply for the recruitment of 35 teachers in the existing and new colleges	X	X	X	157 500	
	A8- Build fences in 06 secondary schools	X	X	X	60 000 000	
	A9- Buy 100 computers in the secondary schools	X	X	X	4 500 000	
Total					541 657 000	

HIGHER EDUCATION

	Logic of intervention.	Verifiable indicator.			Source of verification	Hypothesis to realization
Global Objective	Promote higher education in the municipality.					
Spécific Objectives	1-Create and build a University of Geography, Tourism and scientific research by 2030, affiliated to the University of Buea.	A University of Geography, Tourism and scientific research is created, built and functional			-Presidential Decree -Opening decision	Political Stabilisation of the sub region
	2- make a census of university – population in the municipality	Census effectively carried out			- list of identified persons - Report of the census team	
Expected Results	R1 : O1 University of Geography, Tourism and scientific research created	O1 University of Geography, Tourism and scientific research is created and effectively functioning			Site of the University of Geography, Tourism and scientific research Presidential decree	
	R2: A census carried out and list of Advance level holders and graduates known	Census effectively carried out			- list of identified persons - Report of the census team	
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	Apply for the creation of an University of Geography, Tourism and scientific research	x	x	x	150.000	
	Build startup infrastructure	x	x	x	250 000 000	
	A census of the advance level holders and graduates in the municipality	x	x	x	1 000 000	
Total					251 150.000	

PUBLIC HEALTH

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Ensures access to quality health care			
Specific Objectives	1-create 07 health units in Tombel Municipality by 2027	07 Number of health centres created	-Administrative decision creating Health centres. -Reports of Integrated Health Centres - Report of reception	
	2- Finish the construction of an Integrated Health Centre at Buba I up to 2013	Health Centre of Buba I completely built	- Reports of Integrated Health Centres - Report of reception	
	3- Strengthen health facilities in the existing 5 centres with: - 01 Electric generator , - 05 water points	05 health centres strengthened with 01 electric generator and 05 water points	- Reports of transfert - Reports of activities	
	4-Strengthen 7 health Centres with equipment: - 06 Laboratories , 01 Incinerator , 46 Beds	07 health centres strengthened with laboratories, 7 incinerators and beds	- Reports of Integrated Health Centres	
	5- Increase the number of medical staff in 8 village centres with: - 06 doctors, 06 Certified Nurses, -12 Assistants , 06 Mid Wives, 12 yard workers, 12 security guards	The number of medical staff increased in 8 village centres	-- Reports of Integrated Health Centres	
Expected Results	R1 : 07 IHC created and functional	07 Integrated Health Centers functioning in the Tombel municipality	-Administrative decision creating Health centres. -Reports of Integrated Health Centres - Report of reception	
	R2 : 01 Health Centre is completely built and functional in Buba I	The Health Centre of Buba I is completely built and functional	- Reports of Buba Integrated Health Centre - Report of reception	
	R3- 05 health facilities strengthened in the existing 5 centres with: - 01 Electric generator , - 05 water points	01 health centre strengthened with 01 electric generator and 05 others with water points	- List of health facilities - Reports of activities	

	R4- 06 health centres strengthened with laboratories and 46 beds, 07others with incinerators	06 heath centres strengthened with laboratories and 46 beds, 07 other with incinerators			- Reports of Integrated Health Centres	
	R5- The number of medical staff increased in 8 villages centres with: - 06 doctors, - 06 Certified Nurses, - 12 Assisatant Nurses, - 06 Mid Wives, - 12 yard workers	Number of new personnels of medical staff			- Reports of Integrated Health Centres - Reports of transfert - Curriculum Vitae of personnel	
Activities		Means			Cost	Conditions of achievement
		Human				
	A1- Apply for the creation of 07 Integrated Health Centers in the Tombel municipality	x	x	x	210 000	
	A1- Construct and equip 07 health centres in Tombel municipality	x	x	x	420 000 000	Availability of financial source
	A2- Finish the construction of the Integrated Health Centre of Buba I by 2013	x	x	x	15 000 000	
	A3- Equip 01 health centre with 01 electric generator and 05 others with water points in the Tombel municipality	x	x	x	17 000 000	
	A4- Equip 06 heath centres with laboratories and 46 beds		x	x	60 565 500	Availability of financial source
	A5-Equip 07 Health centres with 07 incinerators		x	x	15 000 000	
	A6- Apply for the recruitment of : - 06 doctors, 06 Certified Nurses, 12 Assistant Nurses,06 Mid Wives, 12 yard workers,	x	x	x	300 000	
	Total					528 075 500

WATER AND ENERGY RESOURCES.

1.1.5.1. WATER

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Facilitate easy access to potable drinking water.			
Specific Objectives	1- Construct pipe Borne in these villages : Nyalle I et II, Mesake, Menge I et II, Muahusum, Mang, Meyan, Mbambe, Mengambe, Ekeb, Sedde, Bangone, bambele, Bakossi Camp, Teke, Etam I et II, Ehom, Ebul, Bulutu, Mahole, Yorge, Mbomekoged, Ndibenjock, Peng, Mile 18, 19 et 20, Edibenjock, Ebubu, Cocoa camp, Manzing Camp, Buba I, II et III.	Extension of . the water network systems in 35 villages Number of villages with newly constructed pipe borne water	- Contract awarded - Feasibility studies for the construction - Work done.	
	2-Construct 12 bow holes at Mile 6 (05), Waterfall (06), kola (01) before 2035	12 bow holes constructed functioning effectively	- Feasibility Study reports - Decision to construct..	
	3- Develop the capture at Ebonji, Bambele, Nyandong, Melongo	04 captures effectively developed	Evaluation report	
	4- Rehabilitate 179 taps	179 taps effectively re-habilitated and functioning	- Work report	
Expected results	R1- Construction of water network systems in 35 villages.	Effective functioning of the new pipe borne water systems in 35 villages.	- Implementation site. - Monitoring report.	
	R2- 12 bow holes are constructed	12 bow holes are functioning effectively.	- Visit to site - Monitoring report - List of bow holes.	
	R3- 04 captures are developed	04 captures are developed.	- Report of the work done.	
	R4- 179 taps are re-habilitated.	The 179 taps are functioning effectively.	- Interview of the population	

Activities.		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- Construction in 35 villages new pipe borne water systems by 2035	x	x	x	200 000 000	Available financial sources.
	A2- Construction of 12 bow holes	x	x	x	24 000 000	
	A3- Development of 04 captures	x	x	x	50 000 000	
	A4- Re-habilitation of defective pipe born waters systems	x	x	x	54 000 000	
	A5- Rehabilitation of 179 taps	X	- X	X	1 790 000	
	A6- Construction of a new tank at Kupe	X	- X	X	30 000 000	
Total					359 790 000	

1.1.5.2. ENERGY

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Facilitated access to electricity energy.			
Specific Objectives	1- Establishment of AES/SONEL electric current access in 10 villages with poles and overhead cables	The AES SONEL net working present in the 10 villages.	- Agreement between AES -SONEL/ Council. - Report of study and works	
	2- Reinforcement of the existing electric current network with a three phase in 14 villages yet with no connection	14 villages effectively reinforced with a 3 phase electricity supply and high voltage transformers.	- Agreement and payment receipts. - Report of activities of AES/SONEL,	
	3- Construction of the electric current lining in 25 villages	25 villages effectively electrified	- Agreement and payment receipts. Report of activities of AES/SONEL	
Expected results	R1- AES SONEL net work Established into 10 villages of the municipality already having it at proximity	Electricity effective in 10 distributed to villages..	- List of villages with electricity	
	R2- existing electric current network reinforce in 14 villages currently connected	High voltage transformers and 3 phase supply available to current users in 14 villages	- Implantation site for the transformers.	

	R3- 25 villages having access to AES SONEL net work lines and distribution	Effective functioning of the AES SONEL net work in 25 villages			- List of villages and site plan.	
Activities.		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- The establishment of AES SONEL net work in 10 villages (Domestic distribution)	x	x	x	50 000 000	
	A2- The reinforcement of electricity supply in 14 villages, with a 3 phase supply and new transformers	x	x	x	135 000 000	
	A3 – Construction of AES SONEL net work line and distribution in 25 villages	x	x	x	1 442 500 000	
Total					1 627 000 000	

1.1.6. PUBLICS WORKS

	Logic of intervention.	Verifiable indicator.			Source of verification	Hypothesis to realization
Global objectif	Improve the road network					
Specific objectives	1-Tare 79 km of road in the municipality before 2035	79 km of road effectively tarred			- Administrative decision to tarre - Monitoring reports	
	2- Improve 74 km of road in the municipality before 2025	74 km of road effectively improved			-Decision to improve roads - Monitoring reports	
	3- Open 107 km of road in the municipality before 2028	107 km of road effectively opened			- Decision to open roads - Monitoring reports	
	4- Build 06 permanent bridges by 2030	06 permanent bridges effectively built			- Decision to build bridges - Monitoring reports - Verbal Proces of reception	
	5- Establish 06 rain gates before 2017	06 rain gates effectively established			- Decision to establish rain gates - Monitoring reports - Report of reception	
Expected results	R1- 79 km of road are tarred in the municipality	79 km of road effectively tarred			-Kilometers of tarred roads	
	R2- 74 km of road in the municipality are improved	74 km of road are praticable			--Kilometers of improved roads	
	R3- 107 km of road are opened in the municipality	107 km of new road are praticable			-Kilometers of opened roads	
	R4- 06 concretes bridges are constructed	06 bridges are effective			-Localisation plan	
	R5- 06 rain gates established	06 rain gates are functional			-list of rain gates	
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- Tare 79 km of road in the municipality before 2035	x	x	x	21 000 000 000	Availability of financial source
	A2- Improve 74 km of road in the municipality before 2025	x	x	x	112 338 000	Availability of financial source
	A3- Open 107 km of road in the municipality before 2028	x	x	x	535 000 000	Availability of financial source
	A4- Build 06 concrete bridges before 2030	x	x	x	300 000 000	Availability of financial source
	A5- Establish 06 rain gates before 2017	x	x	x	6 000 000	
Total					21 953 338 000	

1.1.7. SOCIAL AFFAIRS

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Improve access to welfare services and care for the vulnerable.			
Specific Objectives	1- Create social welfare centers in the 05 zones of the municipality.	05 Social welfare centers created and functioning	-Administrative decision creating them, -Report of activities of the various centers -Programs developed by the centers.,- List of social workers in each center.	
	2- Create a home for destitute persons in Tombel.	The presence of a home in Tombel for destitute	-Decision of creation - Activities of the home.	
	3- Set aside a 10% annually saving from the council budget for financial, material, economic, medical, and food assistance to the vulnerable population.	10% of the council budget destined to the vulnerable.	- Nature of aids and assistance. - List of beneficiaries.	
	4- Organize 15 workshops on the building capacity and assistance of Associations with stress laid on the vulnerable	15 workshops organized and capacity of associations build.	-Report of activities., Register of the Associations in the Council. - Situation of beneficiaries.	
	5- Create a fund for the financement of income generating activities implemented by associations of disabled and older persons.	Financing fund that is available.	- Report of activities. - Groups financed.	
	6- Organize annually a meeting for the disable persons.	Meetings organized.	- decision of organization - Meeting date. - Responsible persons.	
Expected results	R.1: - 05 social welfare centers are being created in the municipality.	05 centers functioning	- Decision creating the centers. - Implementation site.	
	R.2- A home for destitutes present in Tombel.	The functioning of the home.	- Decision creating the home. -List of children present in the Center.	
	R.3 – 10% aid available every year from in the council budget for financial, material, economic, medical, and food assistance to the vulnerable population.	Aid effectively given to the vulnerable and the disabled persons.	- list of beneficiaries.	
	R.4: 15 workshops Organized for capacity	Presence of active organisation	- list of organisations	

	building and assistance to Associations with emphasis on the vulnerables.	to intercede for the vulnerable	- Modules developed during the workshops. Activities and reports of associations.			
	R.5: A fund for the financement of income generating activities implemented by associations of disabled and older person is created.	Association of disabled persons benefiting from the funds.	- Register of the counter - Accounts.			
	R.6- Yearly meeting for the disabled persons programmed.	Meetings organized	-- decision of organization - Meeting date. - Responsible persons			
Activities.		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A.1- Apply for the creation of the social welfare centers in the 05 zones of the municipality.	x	x	x	100 000	
	A.1- Construction and equipment of social welfare centers in the 05 zones of the municipality.	x	x	x	250 000 000	
	A.2- Apply for the creation of a home for the destitutes in Tombel	X	X	X	50 000	
	A.2- Construction and equipment of a home for the destitutes in Tombel	X	X	X	75 000 000	
	A.3- Setting aside a 10% annually saving from the council budget for financial, material, economic, medical, and food assistance to the vulnerable population..	x	x		-	
	A.4- Organizing 15 workshops for capacity building and assistance to Associations with emphasis on the vulnerables.	x	x	x	2 500 000	
	A.5- Creation of a fund to finance income generating activities implemented by association of disabled and older persons.	x	x	x	26 000 000	
	A6- Organisation of yearly meeting for the disabled persons programmed.	x	x	x	500 000	
Total					354 150 000	

1.1.8. WOMEN EMPOWERMENT AND THE FAMILY

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global objectif	Improve access to empowerment services in Tombel municipality			
Specific objectives	1-Create and render functional 15 empowerment structures by 2030	15 women empowerment centres created, constructed and functional	- Decision of creation - Decision to open - Report of reception	
	2-Request 3 personnels at the women delegation of Tombel before 2016	3 new personnel in service at the women delegation of Tombel	- Note of effective service - Curriculum Vitae of personnel	
	3-Organize 100 workshops on women promotion activities before 2015	100 workshops organized on promotion activities for women	- Reports of workshops - Module developed - List of participants	
	4-Organize 248 workshops on the creation of income generating activities before 2022	248 workshops organised on the creation of income generating activities	- Reports of workshops - Module developed - List of participants	
	5- Subsidise 75 women activities per year by 2025	75 women activities subsidised	- quantity and type of package received	
Expected results	R1 : 15 empowerment structures created and render functional in the Tombel municipality	The 15 centres are functional	-Report of activities -Developed programs	
	R2 : 3 personnels transferred at the women delegation of Tombel	3 personnel in service at the women delegation of Tombel	- Note of effective service -Report of activities	
	R3: 100 workshops organized on promotion activities for women	100 workshops effectively organized on promotion activities for women	- Calendar of workshops - Attendance sheet	
	R4 : 248 workshops organised on the creation of income generating activities in Tombel municipality by 2035	248 workshops organised on the creation of income generating activities	- Calendar of workshops - Attendance sheet	
	R5: 75 women activities subsidised	75 women activities subsidised by materials and finance	Report of subsidised activities	

Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- Apply for the creation and render functional of 15 empowerment structures by 2030	X	X	X	300 000	
	A1- Create and render functional 15 empowerment structure by 2030	X	X	X	675 000 000	Availability of financial source
	A2- Request 3 personnel at the women delegation of Tombel before 2016	X	X	X	20 000	
	A3- Prepare 100 workshops on promotion women activities before 2014	X	X	X	620 000	
	A3- Hold 100 workshops on promotion activities for women before 2015				12 400 000	
	A4- Prepare 248 workshops organised on the creation of income generating activities in Tombel municipality by 2035	x	x	x	620 000	
	A4- Hold 248 workshops organised on the creation of income generating activities in Tombel municipality by 2035				12 400 000	
	A5- subsidise 75 women activities	x	x	x	800 200 000	Availability of financial source
Total					1 501 560 000	

YOUTH

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global objectif	Increase access to the services of youth instructors in Tombel municipality			
Specific objectives	1-Create 01 youth multipurpose centres in Tombel Centre by 2014	A youth multipurpose center effectively functional	- Decision of creation -Reports of activities of training and entertainment centres, minute of reception - Attendance lists -Developped programs- Decision to open-Reports of activities - Report of reception	
	2-Create 02 training and entertainment centres for youth in Ngusi and Buba by 2026	02 training and entertainment centres effectively functional		
	3- Create and construct 01 sub-divisional delegation before 2020	01 sub-divisional delegation effectively functional		
	4- Reinforce through 25 seminars the capacities of youth organizations and associations members of the council to take part in the activities of the national Youth Council of Cameroon before 2035	The capacities of youth's organizations and associations members are reinforced through the 25 seminars	- number of seminars organised - Lists of participants - Developed Programs	
	5- Create a background of socio economic integration for youth's micro projects funding by 2032	Youth's micro projects funded in the Tombel municipality	-Number of micro projects funded-Report of funding activities	
Expected results	R1 : 01 youth multipurpose centre created and effectively functional in Tombel Town by 2014	A youth multipurpose centre effectively functional	- Site visit -Reports of activities of the multipurpose centre - Report of reception - Attendance lists -Developped programs	
	R2 : 02 training and entertainment centres for youth created and effectively functional in Ngusi and Buba by 2026	02 training and entertainment centres effectively functional	- List of training and entertainment centres	Knowledge in the domaine of training of the youth
	R3- 01 sub-divisional delegation constructed and effectively functional before 2020	01 constructed sub-divisional delegation effectively functional	-Site visit,-Reports of activities ,- Report of reception-Decision of transfert of personnel	
	R4- 25 seminars are organised to reinforce the capacities of youth	The capacities of youth's organizations and associations	- number of organised seminars	

	organizations and associations members of the council to take part in the activities of the national Youth Council of Cameroon before 2035	members are reinforced trough the 25 seminars	- Lists of participants - Developed Programs			
	R5- Youth’s micro projects funded in Tombel municipality up to 2032	Youth’s micro projects funded in Tombel municipality	- Number of youth’s micro projects funded - Report of funding activities			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1 ₁ Appply for the Creation of 01 youth multipurpose centre in Tombel Centre	x	x	x	10 000	Availability of financial source
	A1 ₂ Construct 01 youth multipurpose centre in Tombel Centre	x	x	x	85 000 000	
	A2 ₁ Appply for the Creation of 02 training and entertainment centres for youth in Ngusi and Buba up to 2026	x	x	x	20 000	
	A2 ₂ Construct 02 training and entertainment centres for youth in Ngusi and Buba by 2026	x	x	x	60 000 000	
	A3 ₁ Appply for Creation of 01 sub-divisional delegation in Tombel before 2020	x	x	x	10 000	
	A3 ₂ Construct 01 sub-divisional delegation in Tombel before 2020	x	x	x	21 000 000	
	A4 ₁ Prepare 25 seminars of reinforcement of the capacities of youth organizations and associations members of the council to take part in the activities of the national Youth Council of Cameroon before 2035	X	X	X	625 000	
	A4 ₂ Hold 25 seminars of reinforcement of the capacities of youth organizations and associations members of the council to take part in the activities of the national Youth Council of Cameroon before 2035	x	x	x	1 875 000	
	A5 Create a socio economic fund for the insertion and financing system of youth micro projects	x	x	x	20 000 000	Availability of financial source
Total					188 540 000	

SPORT AND PHYSICAL EDUCATION

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization		
Global Objective	Improve accessibility to sport facilities in Tombel Municipality.					
Specific Objectives	1-create and render functional 05 sport complexes in 05 zones of Tombel	05 sport complexes functioning in Tombel municipality	-site identified -Report of work			
	2- Construct a municipal stadium in Tombel.	Municipal stadium constructed and functioning effectively.	-site identified -Report of work			
	3- Improve the existing community fields in villages.	-Dimension and standards of the fields. -effective functioning of the fields	- site -Activities.			
	4- Set up and equip a municipal football team	A municipal team that is computing effectively.	-Team executives -List of players -Matches played.			
	5- Set up annual sportive competitions throughout the municipality.	Annual competitions organized.	- Program of the annual competition in the villages and finally in the center. -Designation given to the competition.			
Expected results	R1 : 05 sport complex are being created and practicably functioning in Tombe.l	The well equip complex.	Sites of implication.			
	R2: A municipal stadium constructed in Tombel.	01 stadium that is functioning effectively.	- site - Report of activities.			
	R3: all the community fields in villages reinstated and improved	Community fields in all villages practicable.	Reports from villages.			
	R4: A municipal team is set up.	A municipal team competing.	Report of matches played.			
	R5: An annual competion program that is developed and implemented.	Competions effectively organized.	Reports of games.			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	Application for the construction of 05 sport complexes in Tombel.	X	X	X	50 000	
	Construction and equipment of 05 sport complexes	X	X	X	100 000 000	
	Creation of a municipal stadium and rendering functional in Tombel	x	x	x	10 000 000	
	Improvement of the existing community fields in villages by 2040	X	X	X	360 000 000	

	Setting up and equipping a municipal football team before 2016	X	X	X	5 000 000	
	Yearly organisation of sportive competitions in the municipality	x	x	x	1 000 000	
Total					476 050 000	

TRANSPORT

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Improve means of transportation in inter – village and inter urbans transportation in Tombel municipality.			
Specific Objectives	1-Create 05 Bus stations render each functional, in Nyandong, Nyasoso, Ebonji, Ngusi and Etam.	05 bus stations created and functioning effectively.	Report of activities of the bus stations.	
	2- Improve the structures, facilities and render operational the new bus station	The bus station effectively functioning.	-report of activities of the station.	
	3- Open a municipal petrol station by 2020	The petrol station functioning effectively	-Decison creating the station - site of the station.	
	4-Organise training sessions for bike rides on safe riding and high way code.	Number of training sessions effectively organised	-List of participants - Modules developed.	
	5- Set up a register and committee in charge of transporters and defined taxes.	A committe and register for the registration and effective tax paying.	-registration of transporters -Report of the committee.	
Expected results	R1 : 05 bus stations are created and effective.	05 packs operating	List of stations Implementation sites.	
	R2- The Tombel station is improved and functioning.	Effectiveness of the station.	-report of activities in the station.	
	R3- A municipal petrol station will be in function by 2020	A Petrol station that is functioning effectively	Site visit, Contract with a petroleum company.	
	R4- workshops are organised constantly and riders trained.	70% of riders having licences and verse with high way code.	Attendance list .	

	R5- A committee and a register set up for transporters in the municipality.	The effectiveness of the committee and the register.			-Registration of transporters -report of activities of the committee.	
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	Creation of 05 Bus stations and rendering each functional, in Nyandong, Nyasoso, Ebonji, Ngusi and Etam.	x	x	x	15 000 000	
	Improving the structures, facilities and rendering operational the new bus station in Tombel	X	X	X	2 000 000	
	Application and follow up to full of partnerships and installations in Tombel	x	x	x	200 000	
	Identification of site and construction of petrol station	x	x	X	10 000 000	
	Organisation of training workshops to train,sensitize and build up the capacity of riders.	X	x	x	1 000 000	
	Setting up of a committee and transporters registering.	x	x	x	250 000	
Total					28 450 000	

1.1.9. EMPLOYMENT AND VOCATIONAL TRAINING

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Reduce the rate of unemployment			
Specific Objectives	1- Create 03 vocational training centres by 2033	Number of Functioning vocational training centres	<ul style="list-style-type: none"> - Decision of creation - Decision to open -Reports of activities of vocational training centres - Report of reception - Attendance lists 	

			-Developed programs			
	2- Adapt training to local employment opportunities	Basic data on the training subjects Number of self employed persons	Developed programs Report of training			
	3- Advertise/publicise job opportunities	Basic data on the job opportunities	Report of SCNPD/PNA			
	4- Finance the creation of enterprises	Creation of new enterprises in the municipality	Report of subventions List of beneficial new enterprises			Finance the brilliant students at the end of training
Expected results	R1- 03 vocational training centres created constructed and effectively functional in the Tombel municipality by 2033	Vocational training centres created and effectively functioning	- Creation decision - Report of activities			
	R2- Basic data on the training subjects elaborated to promote local employment by 2035	Basic data on the training subjects are available	Basic data Report of Sector lead			
	R3- Regular publication of the basic data on the job opportunities	Youth are informed on the existing opportunities	Copies of publications			
	R4- New enterprises are created in Tombel municipality	New enterprises are created	List of new enterprises			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- Apply for creation of 03 vocational training centers	x	x	x	720 000 000	Availability of financial source
	A2- Put in place the Basic data on the training subjects to promote local employment by 2035	x	x	x	2 900 000	
	A3-Publicate on every trimester the basic data on job opportunities	x	x	x	2 000 000	
	A4 -Organise 20 workshop on the creation of enterprises	x	x	x	2 000 000	
	A5-Finance the creation of enterprises	x	x	x	10 000 000	
Total					738 900 000	

SMALL AND MEDIUM SIZE ENTERPRISES, SOCIAL ECONOMY AND HANDICRAFTS.

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Facilitate access to finance and technical skills for the creation of small enterprises and promote handicraft activities in Tombel. Municipality.			
Specific Objectives	1-Sensitize project initiators on the available source of finances within the municipality.	Number of working sessions held.	Report of sensitization and training works.	
	2- Organize 35 capacity building workshops for project initiators.	35 workshops organized for projects initiation.	-Report of the training workshop, List of participants, - Content of discussions during the workshop.	
	3- Put in place a process of financing and technical assistance to small scale enterprises and craft.	Financial and technical assistant from partners available for small, medium size enterprises and craft.	-Presence of partners. -Agreement signed.	
	4- Facilitate the creation of industries in the municipality.	Industries effectively created and functioning.	-Actual site - Name of industries.	
	5- Set up a mechanism for the promotion of handicraft activities throughout the municipality.	A mechanism that is effective annually.	- process put in place - List of craft men and activities.	
Expected results	R1 – workshops organized and project promoters sensitized on the procedure for search for funding.	- At least 60% of project initiators sensitized.	-Report of the training workshop, List of participants, Content of discussions during the workshop	
	R2 – 35 workshops organized and capacities built.	- 70% of promoters capacity build.	- Report of the training workshop, List of participants, Modules developed during the workshop.	

	R3- Industries are effectively created and functioning in the municipality.	List of industry effectively created functioning.	Site of the implantation.			
	R4- A mechanism for the promotion of arts and craft activities put in place.	- Number of exhibition shows organized per year. - Mechanism for financing.	-number of prizes awarded. - List of beneficiaries.			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	Sensitization of the project initiators of the available source of finances within the municipality.	x	x	x	1 000 000	
	Organization of 35 capacity building workshops for project initiators	x	x	x	10 000 000	
	Putting in place a process of financing and technical assistance to small scale enterprises and craft.	x	x	x	5 000 000	
	Facilitating the creation of industries in the municipality through agreements signed with available partners	x	x	X	1 500 000	
	Setting up a mechanism for the promotion of handicraft activities throughout the municipality.	X	X	X	5 000 000	
	Total					22 500 000

SCIENTIFIC RESEARCH AND TECHNOLOGY

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Increase the awareness of the population to scientific research values			
Specific Objectives	1-Make available for the producers the information resulting from research until 2018	Population have access to scientific research results	-Space of exposition of scientific reviews -Brocasts on the scientific research values	
	2-Facilitate access to improved seedings and breeds in the villages 2015	Improved seedings and best animal species available on the	Availability of improved seedings and best animal	

		market	species on the market			
	3-Create a research station (IRAD) in the municipality 2015	Research station IRAD functioning	- Decision of creation - Decision to open - Reports of activities of research station -Report of reception -Results of research			
	4- Encourage research in the domain of traditional medicine up to 2030	Publication of the results of the research in the domain of traditional medicine	-Space of exposition of results of local research -Brocasts on the scientific research values			
	5- Sensitise the population about the value of innovations before 2020	Population sensitized about the value of innovations	- Report of sensitization - List of stakeholders			
Expected results	R1 : Population have access to scientific research results in Tombel municipality up to 2018	Population have access to scientific research results	Space of exposition			
	R2- Improved seedings and best animal species available on the markets of Tombel municipality	Improved seedings and best animal species available on the market	Improved seedings and best animal species available on the market			
	R3- Research station IRAD constructed and functioning	Research station IRAD is constructed and functional	- Reports of activities of research station -Results of research			
	R4- The results of the research in the domain of traditional medicine are published	Publication of the results of the research in the domain of traditional medicine	- Variety of research publication - List of sales points			
	R5 : Population sensitized about the value of innovations	Population are sensitized about the value of innovations	-Sensitisation working session reports			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	Organize the exposition session of scientific research results before 2028	x	x	x	200 000	
	Apply to MINRESI to put on the market improved seedings and best animal	x	x	x	10 000	

	species for the producers up to 2013					
	Create sales points for improved seedings and best animal species in Tombel municipality up to 2016	x	x	X	1 000 000	
	Apply for creation of a research station (IRAD) in the municipality before 2015	x	x	X	10 000	
	Organize 10 workshops on medicinal plants up 2019	x	x	X	1 500 000	
	Organize 25 sensitisation campaigns on the value of innovations up to 2023	x	x	x	30 000 000	Availability of financial source
Total					32 720 000	

TOURISM

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization
Global Objective	Promote the tourism and put in use the tourism potentials in the municipality.			
Specific Objectives	1-Trace and develop all the existing touristic sites in the municipality before 2015	All the site develop.	- Decision to develop the existing sites. - List of all the site identified.	
	2-put in place a management committee for the existing site before 2015	Availability of site management committee in all the zones.	-decision creating committees - Rules and Regulation of the committees.	
	3- Recruit and train 10 Eco Tour Guides and 10 porters before 2015	Tourism guides and porters training effectively taking place	-Decision and the call for recruitment,List and number of candidates selected. - Training duration.	
	4- Creat a Municipal Tourism Board before 2015	A tourism Board functioning effectively.	-decision creating a Tourism Board, List of Board executive, The Tourism Officer recruited.	
	5- Construct of a Municipal Tourist lodging facility by 2020	Tourist lodging put into use.	-Decision of construction. -Site, -work report	
	6- Organize 20 workshop to build the capacities of hotel and restaurant owners as well educate on the ethics and tourism culture before 2015	20 workshops effectively organized.	- List of participants - modules developed - Presence of hotel, restaurants and diverse business owners.	
	7- Set up a municipal museum with antiquities represents the entire culture of Bakossi by 2016	A municipal museum existing	- Decision creating the museum, - List of articles present in the museum.	
	8- Creat a tourism Website for the Municipality before 2015	The presence of a website that portray the entire municipality in its rich cultural and bio diversities.	- website address -construction team and company.	
Expected Results	R1- All the tourist site attraction in the municipality identified and developed	All the sites effectively operating.	- situation of sites - program of inauguration of the sites developed.	
	R2- Management committee for the sites	Effective management of the	-List of the various	

	existing.	sites.	committee members - Report of activities.			
	R3- 10 Tour Guides and 10 porters recruited and trained	Professionalism of the guides and porters.	-Decision of recruitment - Activities.			
	R4: A Tombel Tourism Board created	A Board that is functioning effectively.	-decision creating a Tourism Board - List of Board executive - Tourism Officer recruited.			
	R5: A Municipal Tourist Lodge is constructed	The Lodge put in to effective use.	- Decision of construction. - Site, Record of visitors.			
	R6: 20 workshops to build the capacities of hotel and restaurant owners as well educate on the ethics and tourism culture are organized.	The effectiveness of the workshops.	- List of participants - modules developed - Presence of hotel, restaurants and diverse business owners.			
	R7. A municipal museum created and opened.	A museum that is functioning effectively.	-Site of the museum - Date of Official opening. List of articles in the museum.			
	R8 : A tourism Website for the Municipality is created	The presence of a website that portray the entire municipality in it rich cultural and bio diversities.	- website address -construction team and company,.Web manager.			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- feasibility studies for the existing tourist sites in the municipality.	x	x	x	5 000 000	
	A1- Developing all the existing touristic sites in the municipality before 2015	x	x	x	100 000 000	
	A2- Recruiting a qualified management committee for the existing site and reinforcing their capacities before 2015	x	x	x	1000 000	
	A3- Recruiting and training 10 Eco Tour Guides and 10 porters before 2015	x	x	x	4 000 000	
	A4- Creation of a Municipal Tourism Board and employing a Tourism officer and Secretary and equipment.	x	x	x	7 000 000	
	A5- Construct of a Municipal Tourist lodge and equipping it.	x	x	x	50 000 000	
	A6- Organizing 20 workshop to build the capacities of hotel and restaurant owners as well educate on the ethics and tourism culture before 2015	X	X	X	5 000 000	

	A7- Setting up a municipal museum with antiquities represents the entire culture of Bakossi by 2016	X	X	X	5 000 000	
	A8- Creation of a tourism Website for the Municipality before 2015	x	x	x	1 500 000	
Total					178 500 000	

CULTURE

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization		
Global Objective	Promote cultural reformation and organisation in Tombel municipality.					
Specific Objectives	1-construct and equip 49 cultural centers in the municipality up to 2050	49 cultural centers constructed and functioning	- Decision of construction - Report of work			
	2- Creat a Municipal cultural festival for annual manifestations and cultural promotion.	A cultural festival organized to be held annually.	- Chooosen venue - Report of cultural activities.			
	3- Equip the existing cultural dance groups with traditional musical instruments.	Cultural dance group in the municipality well equip and functioning.	- list of the various dance groups - List of instruments.			
	4- Organize 10 workshops on the importance of cultural heritage and custodian of culture and tradition up to 2020	10 Cultural workshops effectively organized.	- List of participant - Workshop reports - Modules developed			
Expected Results	R1 : 49 cultural centers are constructed and equiped.	The centers functioning effectively	Sites of the cultural centers.			
	R2 : A municipal Annual Cultural Festival being programmed for all years starting before 2013	Effectiveness of the cultural festival.	- Chooosen venue - Report of cultural activities.			
	R3: Cultural dance group in the municipality well equiped with instrument and costumes.	Availability of effective instruments.	- list of the various dance groups - List of instruments and costumes.			
	R4- 10 cultural workshops organized before 2015 in the municipality.	- A date set aside - Name of the festival	- Program of the festival - Cultural activities.. - Cultural Album produced.			
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	construction and equipment of 49 cultural centers in the municipality up to 2050	x	x	x	250 000 000	

	Organization of a Municipal cultural festival for annual manifestations and cultural promotion	X	x	x	10 000 000	
	Equipping the existing cultural dance groups with traditional musical instruments	x	x	x	10 000 000	
	Organizing 10 workshops on the importance of cultural heritage and custodian of culture and tradition up to 2020	x	x	X	5 000 000	
Total					275 000 000	

INDUSTRY, MINES AND TECHNOLOGY DEVELOPMENT

	Logic of intervention.	Verifiable indicator.			Source of verification	Hypothesis to realization
Global Objective	Implement the valorisation of industry and mineral resources					
Specific Objectives	1- Conduct a feasibility study on all existing quarries, their rational development plan and exploitation in 14 villages before 2015	Feasibility study on all existing quarries, their rational development plan and exploitation in the villages			Report of feasibility study	
	2- regulate the private management of pitches and quarries before 2014	Regulation of private management of pitches and quarries			- Rules and regulation	
	3-Establish a rational exploitation of forests of Tombel municipality before 2018	Rentability of forests			Monthly income from forest exploitation	
	4-encourage the establishment of processing industries in agricultural products and mineral resources	Establishment of processing industries in agricultural products and mineral resources			Rate of exploitation List of industries	
Expected results	R1 : A feasibility study on all existing quarries, their rational development plan and exploitation in the villages is conducted	A feasibility study is validated			-Report on feasibility study, documents - Available	
	R2 : private management of pitches and quarries is regulated	private management of pitches and quarries is regulated			Rules and regulation Income from forest exploitation Rate of exploitation List of industries	
	R3 : The forests of Tombel municipality are exploited sustainably	The exploitation of the forests of Tombel municipality is regularised				
	R4- The processing industries in agricultural products and mineral resources are established	Establishment of processing industries in agricultural products and mineral resources				
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- Realise a feasibility study on all existing	X	X	X	2 000 000	By technicians

	quarries, their rational development plan and exploitation in 14 villages before 2015					
	A2- Define the frame of exploitation of mines and resources	X	X	X	2 500 000	Availability of financial source
	A3- create an industrial zone in Tombel municipality	X	X		10 000 000	For acquisition of land
	A6- Establish a quarry deposit and product sales point.	X	X	X	500 000	
Total					15 000 000	

1.1.10. COMMERCE

	Logic of intervention.	Verifiable indicator.			Source of verification	Hypothesis to realization
Global Objective	Promote the growth of commercial activities					
Specific Objectives	1- Build 18 market in Tombel before 2035	18 markets effectively constructed			- Construction decision - contracts awarded	
	2- Create a livestock market in Tombel Center up to 2016	01 livestock market effectively functioning			- Construction decision - contracts awarded	
	3- Create 08 wholesale and equipment stores in Tombel municipality up to 2015	08 wholesale stores effectively functioning			- Construction decision - contracts awarded	
	4- Create 18 coffee and cocoa markets and stores in Tombel municipality up to 2020	18 coffee and cocoa markets and stores effectively functioning			- Construction decision - contracts awarded	
Expected results	R1- 18 markets are constructed and effectively functioning in Tombel municipality	18 markets are effectively functioning			-Site visit - Construction contract -reception market	
	R2- 01 livestock market is created and effectively functioning in Tombel municipality	01 livestock market is effectively functioning			-Site visit - Market day	
	R3- 08 Wholesale stores are created and effectively functioning in Tombel municipality	08 wholesale stores are effectively functioning			-Site visit - Archives	Management committee
	R4- 18 coffee and cocoa markets and stores are created effectively functioning	18 coffee and cocoa stores are effectively functioning			-Site visit -construction contract	Management committee
Activities		Means			Cost	Conditions of achievement
		Human	Material	financial		
	A1- Build 18 market in Tombel before 2035	x	x	x	270 000 000	Availability of finance
	A2- Create a livestock market in Tombel Center up to 2016				20 000 000	

	A3- Create 08 Wolesales stores in Tombel municipality				400 000 000	Availability of financial source
	A4- Create 18 coffee and cocoa markets and stores in Tombel municipality	x	x	x	280 000 000	Availability of financial source
Total					970 000 000	

POSTS AND TELECOMMUNICATIONS

	Logic of intervention.	Verifiable indicator.	Source of verification	Hypothesis to realization		
Global Objective	Facilitate access to communication networks in the geographical area of the council					
Specific Objectives	1-Extend the phone network with 05 antenna (Muabag, Kack, Buba, Ebunji, Nyandong) before 2020	05 phones Antena functioning	- Antenna constructed -accessible networks			
	2-Create 01 community radio in the gegraphical area of the council	01 community radio created and functioning	Informations brodcasting from the community radio			
	3-Create and make functional 01 post office in Tombel centre	01 Post office constructed and functional	-Decision to create -site visit			
	4- Create 01 multimedia center	01 multimedia center constructed and functional	-Good connection to Internet -site visit			
Expected results	R1 : 05 phones Antena effectively functioning in the municipality	05 phones Antenas functioning	Site visit			
	R2 : 01 community radio created and functioning in Tombel municipality	01 community radio created and effectively functioning	Site visit			
	R3 : 01 Post office constructed and functional in the municipality	01 Post office constructed and effectively functional	Site visit			
	R4 : 01 multimedia center constructed and effectively functional in the municipality	01 multimedia center constructed and effectively functional	Good connection to internet -site visit			
Activities		Means			Cost	conditions to realization
		Human	Material	financial		
	A1 Apply for the implantation of 05 phones Antena in Tombel municipality	x	x	x	100 000	
	A2 ₁ - Aplly for creation of community radio	x	x	x	20 000	
	A2 ₂ Construct 01 community radio in the gegraphical area of the council	x	x	X	25 000 000	Availability of financial source
	A3 ₁ Aplly for creation of 01 post office in Tombel	x	x	x	20 000	

	centre					
	A3 ₁ Construct 01 post office in Tombel centre	x	x	x	3 000 000	
	A4-Create and construct 01 multimedia center in Tombel	X	x	x	30 000 000	Availability of financial source
Total					58 140 000	

1.1.11. LABOUR AND SOCIAL SECURITY

	Logic of intervention.	Verifiable indicator.			Source of verification	Hypothesis to realization
Global Objective	Facilitate access to labour facilities in Tombel municipality					
Specific Objectives	1- Organize 20 workshop to reinforce the capacity of trade unions to defend workers' rights	20 workshops effectively organised			- Training workshop - Report of trade unions	
	2 –Organize 25 workshops to sensitise the population on the importance of social security coverage 2020	25 workshops effectively organised			- Lists of adherents - Reports of social security	
Expected results	R1 : 20 workshops effectively organised for workers know and exercise their rights in Tombel municipality	20 workshops effectively organised			- Training workshop - Report of trade unions	
	R2: 25 workshops effectively organised to sensitise the population on the importance of social security coverage	25 workshops effectively organised			- Lists of adherents - Reports of social security	
Activities		Means			Cost	Hypothesis to realization
		Human	Material	financial		
	A1 Organize 20 workshop to reinforce the capacity of trade unions to defend workers' rights	X	X	X	2 000 000	
	A1- Organize 25 workshops to sensitise the population on the importance of social security coverage 2020	X	X	X	2 500 000	
Total					4 500 000	

5.3. ESTIMATED COST OF THE CDP

N°	SECTOR		COST (F CFA)	SOURCE OF FUNDING
1.	Council Institution		211 850 000	PNDP FEICOM COUNCIL GOVERNMENT ELITES BIP
2.	Agriculture		284 000 000	
3.	Livestock , fisheries and animal industry		76 020 000	
4.	State property and lands affairs		18 500 000	
5.	Urban development and housing		882 000 000	
6.	Environment and nature protection		41 200 000	
7.	Forestry and wildlife		34 600 000	
8.	Territorial administration and decentralization		354 450 000	
9.	Basic education		1 500 085 000	
10.	Secondary education		541 657 000	
11.	Higher education		251 150.000	
12.	Public health		528 075 500	
13.	Water and energy resources	Water	359 790 000	
14.		Energy	1 627 000 000	
15.	Public work		21 953 338 000	
16.	Social affairs		354 150 000	
17.	Women empowerment and the family		1 501 560 000	
18.	Youth		188 540 000	
19.	Sport and physical education		476 050 000	
20.	Transport		28 450 000	
21.	Small and medium size enterprise		22 500 000	
22.	Employment and vocational training		740 050 000	
23.	Scientific research		32 720 000	
24.	Tourism		178 500 000	
25.	Culture		275 000 000	
26.	Industry, Mines and Technological Development		15 000 000	
27.	Commerce		970 000 000	
28.	Post and telecommunication		58 140 000	
29.	Labor and social security		4 500 000	
	Total		33,013,025,500	

By combining the estimated sum allocated for each activity in each logical framework, the CDP estimated cost, is 21 104 215.000 (TWENTY ONE BILLION, ONE HUNDRED AND FOURTH MILLION, TWO HUNDRED AND FIFTEEN THOUSANDS FCFA

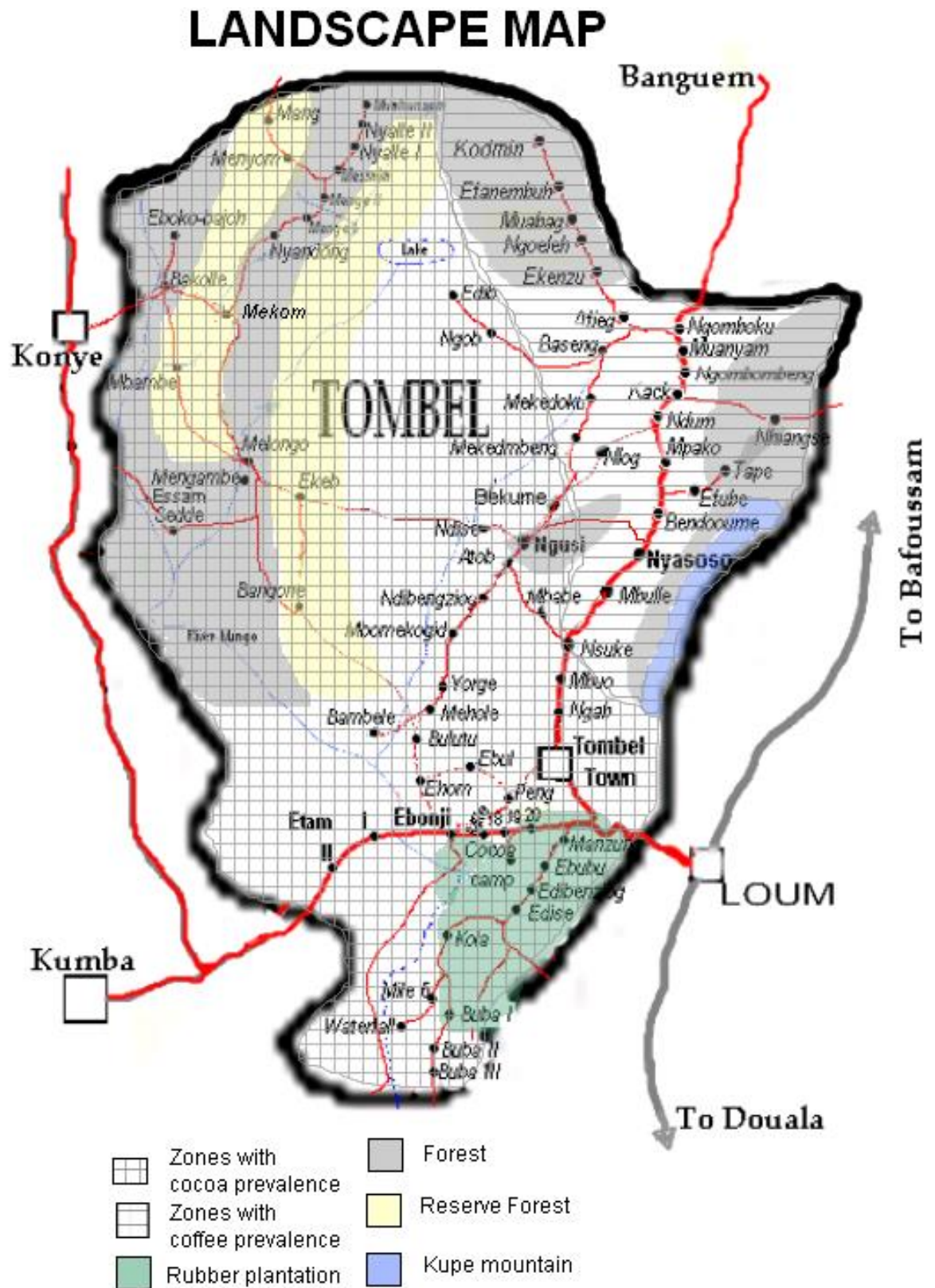
5.4. LAND USE AND LAND MANAGEMENT PLAN OF THE COUNCIL SPACE

Table 6. Land use plan and management of the council space

Landscape unit	Problem identify	Pertinent causes	Consequences	Envisage Solutions
Habitation Zone	Difficult access to habitat zone in the urban space.	<ul style="list-style-type: none"> - Space being reduced in the urban zone for the construction of buildings and other infrastructures. - A none mastery of an urbanization plan by the population -uneven nature of relief in the urban centers. 	<ul style="list-style-type: none"> - Archaic constructions and at time in vulnerable site. -Occupation of public property. - Risk of houses collapsing land slide zones. 	- Elaborate, publicate and put into to application an Urbanization plan for Tombel council.
Savanna Zones.	Difficulties to handle the space in the savanna zones.	<ul style="list-style-type: none"> - The limits and the situation of land property not well understood. - Active land regulations not understood by the population. - Conflicts between customary and active legislation on land affairs. - Absence of land use plan. 	<ul style="list-style-type: none"> - Frequent land litigation between individuals. - Conflict amongst farmers and livestock breeders. - Disorderly occupation of space 	<ul style="list-style-type: none"> -Developed and put to practice a Land use plan - Sensitize and educate the population on the mechanism of registration of their properties. - Demarcate and materialize agricultural zones from gracing zones. - Improve soil fertility through the practice of agro forestation and usage of compost in the geographical space.
Forest zone	Difficulties in conserving the existing forest	<ul style="list-style-type: none"> - Unsustainable cutting of trees for construction, agriculture, charcoal production and the activities of logging companies - Bush fire. 	<ul style="list-style-type: none"> -Climate changes. -A gradual extinction of the forest and lose of endemic species. 	<ul style="list-style-type: none"> - Implicate the populations in the creation of community forest in villages. - Introduce the planting of fruit trees and medicinal plants in the reforestation campaign. -Instigate the start up of the new created Bakossi National park.
Water resources.	Difficulties for the population to use the water resources in certain parts of the	<ul style="list-style-type: none"> - Deposition of waste materials in to water course. - Draining of toilets in some 	<ul style="list-style-type: none"> - Pollution of water source. - Obstruction of water course 	<ul style="list-style-type: none"> - Population to stop depositing dirt in to water course. - Identify and sanction those

	environment.	domiciles into the water course	<ul style="list-style-type: none"> - Over flow of certain rivers and streams during the raining season. - Development of mosquitoes breeding grounds in quarters. 	channeling the drainage of their toilets in to streams and rivers.
Valleys and swamps	Difficulty in protecting ecosystem in humid zones.	- Improper development of the existing valleys	Destruction of certain elements of ecosystem in swampy zones.	- Put in place a plan for the development of valleys and swamps.
Land slide zones	Difficulties in stabilizing the ground in certain zone of habitation.	<ul style="list-style-type: none"> -Absence of a passage or drainage for the evacuation of run offs. - Obstruction of gutters by dirt. -Déstabilisation du sol en aval des fortes pentes par les eaux de ruissellement Distabilisation of soil by high pressure water. 	<ul style="list-style-type: none"> - Runoff waters flow in to every where during the raining season. - Progressive development of holes and paths that favors land slide. - Destruction of habitats and access paths. 	<ul style="list-style-type: none"> - Sensitize the population to evacuate land slide zones. - Construct channels for the evacuation of runoff waters. - Plant in land slide zones trees to stabilize and holds the ground.
Lake	Difficulty in managing the lake at Edib	- Lake not well developed and poorly cared for.	Lose if income from tourism activities in the lake	- Develop and manage the touristic site at the Edib lake

Figure 1. *Land use map*



Chapter 6

OPERATIONAL PLANNING

6. OPERATIONAL PLANNING

6.1.RESOURCE MOBILISATION

Table 7. Table of resources mobilisation

FUNDING SOURCE	AMOUNT(FCFA)			OBSERVATION
	2011	2012	2013	
Public Investment Budget(BIP)	41 000 000	515 000 000	600 000 000	Government school Nllog Government Nursery school Kqck
Council Budget	156 000 000	165 000 000	185 000 000	Council needs to intensify its resource mobilisation to make available this fund Forecast
FEICOM	230 000 000	245 000 000	270 000 000	Council stills awaits the fund
PNDP	98 000 000			Resources not fully transferred
Decentralized Cooperation		50 000 000	60 000 000	Cooperation still to be concretized
Total	533 000 000	975 000 000	1 105 000 000	

6.2.MID TERM EXPENDITURE FRAMEWORK (MITEF) FOR 3 YEARS

Table 8. Mid term expenditure framework for 3 years

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
Sector : Council Institution											
Improve management of the council institution and Make it more operational	Organize a workshop to identify training and personnel needs	-Needs in training -Number of identification session				Council Executive	Responsable of human resources	x	x	x	-Council Budget -Others partners
	Organize a series of workshops and training workshops as much as possible (10)	-Number of training session				Council Executive	Concerned Sectoriels -SG	x	x	x	-Council Budget -Others partners
	Develop internal rules and regulations for staff and executives with job description and defined or organized administrative procedures	Document of procedure is available in each service				Mayor	SG	x	x	x	Council Budget
	Device and implement a computerised system	Computerised system is functional				Mayor	SG	x	x	x	Council Budget
	Equip the office with more furnitures	Presence of means of work				Mayor	SG	x	x	x	Council Budget
	Create extra office space	Extra office space available				Council Executive		x	x	x	Council Budget
	Improve the security of the offices	Services secured				Mayor	SG	x	x	x	Council Budget
	Improve on the achievement level of revenue collection within the municipality	Level of the revenue increased				Mayor Council Executive	Municipal treasurer	x	x	x	Council Budget
Sector : Council Institution											
Improve management of the council institution and	Constantly organize follow up for revenue collection	Follow up of the collection				Mayor Council Executive	Municipal treasurer	x	x	x	Council Budget

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
Make it more operational	Improve on the social welfare of workers	Social welfare of the workers improved				Mayor SG	Municipal treasurer	x	x	x	Council Budget
	Computerise the accounting and finance department of the council	Financial department computerized				Mayor	Municipal treasurer	x	x	x	Council Budget
	Rehabilitate the council pipe born water system and toilet facilities	Water system and toilet functioning				Council Executive	Municipal treasurer	x	x	x	Council Budget
	Develop and implement a policy of reward to staff	Staff Informed				Mayor	SG	x	x	x	Council Budget
	Put in place a good maintenance network for light and heavy equipment	Good maintenance of equipment				Mayor Council Executive	Municipal treasurer	x	x	x	Council Budget
	Establish a liaison and be in constant contact or good relationship with the public stakeholders	Public stakeholders involved in the council affairs				Mayor	Council Executive	x	x	x	Council Budget
	put in place a permanent communication mechanism for marketing the CDP	CDP vulgarized				Mayor Council Executive	SG	x	x	x	Council Budget
	Develop a plan for the council urban space	Plan of the urban space developed				Mayor Council Executive	SG Urban services	x	x	x	Council Budget
	Recruitment of 5 municipal agents	5 new agents recruited	2	2	1	Mayor	SG	x		x	PNDP
Sector : Agriculture											

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
Improve agric production and productivity	Equip CEAC with 04 technicians, office and materials	Services of CEAC reinforced	Tombel town	Ngusi	Mekom	Mayor Council Executive	MINADER (MINARD)	x	x	x	Council Budget
	Built 7 warehouses for storage of products and distribution of farm inputs	Storages functional	Tombel town	Ngusi, Buba, Mekom	Nyandong, Mahole, Nyasoso	Mayor Council Executive	MINADER (MINARD)	x	x	x	Council Budget "ACEFA"
Sector : Livestock											
-Boost the production and productivity of livestock. -Facilitate access to a modern slaughter house in Tmbel.	Create and make functional 3 veterinary posts	Vetenary post created and functioning	Ngusi	Ebonji	Buba	Mayor Council Executive	MINEPIA (MINLFAI)	x	x	x	Council Budget MINEPIA
	Creation of a cattle Market	Cattle market created	Tombel town			Mayor	Council Executive	x	x	x	Council Budget FEICOM
	Construction and equipment of a modern slaughter house	Modern slaughter house functional	Tombel town			Mayor Council Executive	MINEPIA (MINLFAI)	x	x	x	Council Budget FEICOM MINLFAI
Sector : Urban development and housing											
Improve the Urbanisation services and facilitate urban development in Tombel.	Elaborate an Urbanisation plan of Tombel council	Urbanisation plan elaborated	Tombel town	Ebonji	Ngusi	Mayor Council Executive	MINUDH	x	x	x	FEICOM
	Put in place the land use plan	Plan of land use established	Etam	Nyasoso	Nyandong	Council Executive	MINUDH	x	x	x	FEICOM
	Construction of the urban road network	Urban road constructed	Tombel town	Tombel town	Tombel town	Mayor Council Executive	MINPW	x	x	x	BIP
	Construction of 50 social lodgings in Tombel town	social lodgings constructed	25	15	10	Mayor Council Executive	MINTADMO(MINEPAT)	x	x	x	Council Budget BIP
Sector : Basic Education											

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
Ease access to quality basic education in the Tombel Municipality	Creation and building of 9 nursery schools	Nursery schools built and functioning	camp, Mbulle, Mahol	Nguell eh, Buba I, Bakolle	mbeng I, Mpako	Mayor Council Executive	MINBASE	x	x	x	Council Budget BIP
	Creation and building of 3 government primary schools	GPS built and functioning	Nyando ng	Buba/ Mle 8	Nyasoso	Mayor Council Executive	MINBASE	x	x	x	Council Budget PNDP
	Construction of 38 classrooms	Classrooms constructed	Ngomboku (2), Mekom (4)	Nyasoso (4), Nlog (2), Ngusi (4)	Menge Mesak 6, Ngollo 4, Ebonji 4	Mayor Council Executive	MINBASE	x	x	x	Council Budget PNDP
	Equip with 325 benches some primary schools	Benches available	Melongo 40, Bekume 35	Kodmin 05, Nyasoso 40	Mbabe 23, Ngombo 17	Mayor Council Executive	Community	x	x	x	Council Budget PNDP
	Recruitment of 48 teachers	Teachers recruited	Mekom 4, Kodmin 4	Melongo 3, Mbabe 3	Ngusi 4, Ebubu 3, Buba I (3)	Mayor MINBASE	MINBASE	x	x	x	Council Budget PNDP
	Construction of 20 latrines	Latrines constructed	town 4, Nyando ng 2, Mbulle	Ngomboku 2, Etam I (2), Nlog 2	Ngomboku 2, Etam I (2), Nlog 2	Mayor Council Executive	Community	x	x	x	Council Budget PNDP
	Construction of 10 Water points	Water points constructed	Tombel t 2, Nyandong 1, Mbulle 1	Ngomboku 1, Etam I (1), Nlog 1	Mahole 1, Ngollo 1, Mbabe 1	Mayor Council Executive	Community	x	x	x	Council Budget PNDP
Sector : Secondary Education											
Facilitate access to quality secondary education within the municipality.	Creation and opening of 2 Government Secondary Schools (GSS)	Secondary School created and functioning	Ngomboku	Mahole		Mayor Council Executive	MINSE	x	x	x	Council Budget PNDP
	Creation and opening of 6 Government Technical Schools	Technical School created and functioning	Nyasoso, Ngomboku	Ebonji, Ngusi	Mekom, Buba	Mayor Council Executive	MINSE	x	x	x	Council Budget PNDP Council

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
	Construction of 22 classrooms	Classrooms constructed	Buba 4 GTS Tombel 3	GTHS 3 GBHS Tombel 6	GSS Ndom 6	Mayor Council Executive	MINSE	x	x	x	Budget BIP
	Construction of 2 workshops and 01 laboratory	workshops and laboratory constructed	GBHS Tombel	GBHS Tombel	GBHS Tombel	Mayor Council Executive	MINSE	x	x	x	
	Equip with 140 benches some secondary schools	Benches available	Ngus 50	Etam 40	Ebonj 50	Mayor Council Executive	Community	x	x	x	Council Budget PNDP Communit y Council Budget MINSE Council Budget PNDP
	Recruitment of 35 teachers	Teachers recruited	Buba 6 Nyandong 5	Ngusi 9 Nyasoso 5	GSS Etam 5 GSS Ndom 5	Mayor	MINSE	x		x	
	Construction of 6 fences	fences conctructed	GSS Ebonji GSS Ngusi	GSS Etam GBSS Buba	GSS Ndom GSS Nyandong	Mayor Council Executive	Community	x	x	x	
	Construction of 3 toilets	Toilets conctructed	Etam II	Ngusi	Ndom	Mayor Council Executive	Community	x	x	x	
	Creation of 3 multimedia halls	Multimedia halls created	Tombel town	Nyasoso	Ebonji	Mayor Council Executive	MINSE Community		x	x	
Sector : PUBLIC HEALTH											
Ensures access to quality health care	Creation of 3 Integrated Health Centres	Integrated Centers created	Ngusi	Bakolle	Ngomboku	Mayor Council Executive	MINHEALTH Community	x	x	x	Council Budget PNDP BIP Communit y

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
	Equipment of the distric hospital with 01 incinerator	incinerator functioning	Tombel town			Mayor Council Executive	Council Executive		x	x	Council Budget
	Equipment of the IHC with laboratories	03 laboratories functioning	Nyandong	Etam I	Buba I	Mayor Council Executive	MINHEALT H Community		x	x	Council Budget Community
	Equipment of HC with 33 beds	33 beds received in HC	Etam I (13)	Buba I (10)	Nyandong (10)	Mayor Council Executive	MINHEALT H Community		x	x	Council Budget Community
	Adjustment of water points in the IHC	03 water points adjusted	Buba I	Ndibendjock	Ebunji	Mayor Council Executive	Council Executive Community	x	x	x	Council Budget Community
Sector : Water and Energy											
<u>Water</u> Facilitate easy access to potable drinking water.	Extension of the water network systems in 12 villages	Water network systems extended in 12 villages	Ndibendjock, Ehom, Bulutu, Mahole, Yorge	Mbomekogid, Mile18, 19, Mpeng	Bambele, Ebul, Ebubu	Mayor Council Executive	MIN WE	x	x	x	PNDP
	Construction of 12 bow holes	12 bow holes Constructed	Waterfall 6	Kola 1	Mile6 (5)	Mayor Council Executive	Elite, RUMPI	x	x	x	PNDP
	Development of 3 captures	Capture functional	Bambele	Ebonj	Melongo	Mayor Council Executive	Council Community		x	x	Council Budget
	Rehabilitation of 59 taps	Taps Rehabilitated	Tombel town 10, Ngu Si 5, Atob 5,	Nyasoso 5, Nsuke 3, Ngollo 5, Ndom 5,	Baeng 3, Mekedben 1 (5), Meked	Mayor Council Executive	Council Community				Council Budget PNDP
Sector : Water and Energy											

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
Energy Facilitate access to electricity energy	Construction of the electric current lining in 6 villages	Electric current lining constructed In 6 villages	Ndibendj ock,	Kupe,	Bakolle, Bajoh, Nyandong , Mekom	Mayor Council Executive	AES Sonel MIN WE	x	x	x	PNDP BIP Feicom
	Establishment of AES Sonel electric current access in 6 villages	AES Sonel electric current established and accessible in 6 villages	Bakolle, Bajoh, Kupe,	Nyandong, Mekom	Tape / Etube	Mayor Council Executive	AES Sonel MIN WE	x	x	x	PNDP BIP Feicom
	Reinforcement of the existing electric current network with a three phases in 3 villages	Existing electric current network reinforced with a three phases in 3 villages	Ngusi	Ndom	Ngombok u	Mayor Council Executive	AES Sonel MIN WE		x	x	PNDP BIP Feicom
Sector : Public work											
Improve the road network	Improve 45 km of the road network	Road improved	Konye- Nyandong 10 km	Cocoa Camp-Buba 25 km	Ngombok u-Kodmin 10 km	Mayor Council Executive	MINPW	x	x	x	Council Budget PNDP
	Open 6 roads (65 km)	New roads opened	Ngusi- Lekom 25 km	Mbabe- Atob 6 km Mbabe- Nyasoso 6 k Bekume- Mpako 8 k	Nyandong -Nyalle 20 km	Mayor Council Executive	MINPW	x	x	x	Council Budget PNDP
	Rehabilitation of 04 bridges	Bridges repared	Wawa road bridge Mungo	Tombel Town maternity bridge	Old police station bridge	Mayor Council Executive	MINPW	x	x	x	Council Budget PNDP
Sector : women empowerment and the family											

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
Improve access to services empowerment in the Tombel municipality	Construction of 6 social welfare centres	Social welfare centres constructed	Nyandong Ngusi	Nyasoso Ngomboku	Etam I Buba I	Mayor Council Executive	MINWOF	x	x	x	Council Budget
	Creation of 6 women’s empowerment centres	Women’s empowerment centres created	Tombel town Ngusi	Buba Ebonji	Ngombok u-Bakolle	Mayor Council Executive	MINWOF CEAC	x	x	x	Council Budget
Sector : Youth											
Increase privilege to the services of youth instruction in the Tombel municipality	Creation of 3 multipurpose centres	Multipurpose centres created	Tombel town	Nyasoso	Nyandong	Mayor Council Executive	MINY CEAC	x	x	x	BIP
	Creation of 3 training and entertainment centres for youth	Training and entertainment centres created	Nyandong	Nyasoso	Ngusi	Mayor Council Executive	MINY CEAC	x	x	x	BIP
Sector : Sport and physical education											
Improve accessibility to sport facilities in theTombel Municipality	Creation of a sport complex	Sport complex functional	Tombel town			Mayor Council Executive	MINSPE	x	x	x	BIP
	Improve 3 playgrounds	Play grounds improved	Ebubu	Edibendjock	Mile 6		Community	x	x	x	BIP
Sector : Transport											
Improve transportation means in side the villages and in the urban centers in theTombel municipality.	Render operational the new bus station	Bus station operational	Tombel town			Mayor Council Executive	MINTRANSP	x	x	x	Council Budget
	Creation of 6 bus stations	Bus stations functioning	Nyasoso Ebonji	Ngomboku Ngusi	Etam Nyandong	Mayor Council Executive	Community	x	x	x	Council Budget
Sector : Employment and vocational training											
Reduce the unemployment rate	Creation 3 vocational training centres	Vocational training centres functioning	Buba II Nyandong	Ngomboku		Mayor Council Executive	MINEVT	x	x	x	BIP PNDP

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
Sector : scientific research and technology											
Increase the awareness of the population on scientific research values.	Creation of a research station (IRAD)	IRAD station functional	Tombel town			Mayor Council Executive	MINSRETECH	x	x	x	BIP PNDP
Sector : Tourism											
Promote the tourism and put in use the tourism potentials in the municipality.	Creation of a municipal office of tourism regrouping all the actors involved in the management of touristic sites	Municipal office of tourism created and operational	Tombel town Kupe	Ngusi	Nyandong	Mayor Council Executive	WWF	x	x	x	Council Budget WWF
Sector : Communication											
Facilitate access to communication networks in the geographical area of the council.	Creation of 3 community radios	Community radio created and functional	Tombel town	Ngusi	Nyandong	Mayor Council Executive	NGO MINCOM	x	x	x	Council Budget
Sector : Post & telecom											
Facilitate access to communication.	Creation of 3 telecenters	Telecenters functioning	Tombel town	Ebonji	Nyandong	Mayor Council Executive	NGO Elites	x	x	x	Council Budget
Sector : Commerce											
Promote the growth of commercial activities	Creation a livestock market	Creation order and site visit	Tombel town			Mayor Council Executive	NGO MINCOM	x	x	x	Council Budget
	Build 6 markets	Number of markets built	Mekom Ngusi	Ebonji Kack	Nyasoso Ngab	Mayor Council Executive	NGO MINCOM	x	x	x	Council Budget
	Create 18 cocoa and coffee markets	Number of markets created	all			Mayor Council Executive	NGO MINCOM	x	x	x	Council Budget

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
	Construct 6 stores for cocoa and coffee markets	Number of stores constructed	Tombel Ngusi	Ebonji Bakolle	Mekom Buba	Mayor Council Executive	NGO MINCOM	x	x	x	Council Budget
Sector : Labour and social security											
Facilitate access to labour facilities.	Organise a workshop to sensitize trade unions on their rights	workshop Organised	Tombel town			Mayor Council Executive	NGO Elites	x	x	x	Council Budget
	Organise nine workshops to sensitize communities on the importance of social security	Number of workshops effectively Organised	Tombel Ebonji Nyandong	Ndom Ngusi Nyasoso	Bakolle Ngambo Buba	Mayor Council Executive	NGO Elites	x	x	x	Council Budget
Sector : Culture											
Promote cultural reformation and organization in the Tombel municipality	Organize six workshops on the importance of cultural heritage	Number of workshops organized	Tombel Nyasoso	Ebonji Ngusi	Nyandong Ndom	Mayor Executive	NGO Elites	x	x	x	Council Budget
	Organize cultural festival			Tombel		Mayor Executive	NGO Elites	x	x	x	Council Budget
	Construct six cultural centers	Number of cultural centers constructed	Tombel Eboko Bajoh	Nyasoso Ndom	Nyandong Ebonji	Mayor Executive	NGO Elites	x	x	x	Council Budget
Sector :Industry, mines and technological development											
Implement the valorization of the industry and miniral resources	Realize feasibility studies on quarries and resources	Report	Tombel council			Mayor Council Executive	NGO Elites	x	x	x	Council Budget
	Define exploitation of mines framework	Report		Tombel council		Mayor Executive	NGO Elites	x	x	x	Council Budget
	Create industrial region				Tombel, Peng, Ebonji road	Mayor Executive	NGO Elites	x	x	x	Council Budget

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
Sector :Small and Medium size enterprises											
Facilitate access to finance and technical skills for the creation of small enterprises and the promotion of handicraft activities.	Organize six training workshop on project building capacities for initiators (NGOs, CIG's sector)	Number of workshops held	Tombel	Ngusi	Mekom	Mayor Council Executive	NGO Elites	x	x	x	Council Budget
Sector :Social Affairs											
Improve access to welfare services and care for the vulnerable	Apply for the creation of two welfare centers	Decision	Nyandong Ndom			Mayor Executive	NGO Elites	x	x	x	Council Budget
	Construct two welfare centers	Contract reception		Nyandong	Ndom	Mayor Executive	NGO Elites	x	x	x	Council Budget
	Setting aside 10% budget for the disables	-Municipal decision.-Budget	Tombel council			Mayor Executive	NGO Elites	x	x	x	Council Budget
Sector :State property											
Facilitate access to land ownership and sustainable management.	Organize 03 workshops to educate the population on the procedures of land titles and ownership	03 workshops to educate and sensitize the population of Tombel organized	Tombel	Nyandong	Ngusi	Mayor Council Executive	NGO Elites	x	x	x	Council Budget
	Realize land use plan	Effective LUP realized		Tombel municipality		Mayor Executive	NGO Elites	x	x	x	Council Budget
Sector :Higher education											
Promote higher education in the municipality.	Conduct a census of A-level holders in the municipality	Census report	Whole municipality			Mayor Council Executive	NGO Elites	x	x	x	Council Budget
	Apply for the creation of auniversity	Application creation		Tombel council		Mayor Council Executive	NGO Elites	x	x	x	Council Budget
	Carry out operation and follow up feasibility	report			Tombel council	Mayor Council Executive	NGO Elites	x	x	x	Council Budget

Overall objective	Activities to be undertaken	outcome indicators	Period of execution			Responsibles		resources			Funding Sources
			2012	2013	2014	Responsible	Partners	Hum	Mat	Fin	
Sector :Environment and nature protection											
Ensure a safe atmosphere, adequate and protected nature and clean environment.	Build the capacity of council health and sanitation team	Session attendance	Tombel			Mayor Council Executive	NGO Elites	x	x	x	Council Budget
	Creation of a council waste collection system			Tombel		Mayor Council Executive	NGO Elites	x	x	x	Council Budget
	Organise workshops in Tombel town to sensitize population on gabbage collection	Number of workshops organised			Tombel	Mayor Council Executive	NGO Elites	x	x	x	Council Budget
Sector : Forestry and wild life											
Improve the management of forestry and wildlife resources.	Apply for the creation of a forestry port in western Bakossi	Creation decision	Tombel			Mayor Council Executive	NGO Elites	x	x	x	Council Budget
	Construction of forestry post at			Eboko Bajoh		Mayor Executive	NGO Elites	x	x	x	Council Budget
	Organise sensitisation meetings in six places	Number of meetings attendance			Tombel, Ebonji Ngussi, Ndom Nyandong Ngambo	Mayor Council Executive	NGO Elites	x	x	x	Council Budget
Sector : Territorial administration											
Facilitate access to decentralized administrative services, law and order in the Tombel Municipality.	Apply for the creation of three administration relay posts	Creation decision	Nyandong	Ndom	Ngusi	Mayor Council Executive	NGO Elites	x	x	x	Council Budget
	Construct three administration relay posts	Contract reception	Nyandong	Ndom	Ngusi	Mayor Council Executive	NGO Elites	x	x	x	Council Budget

6.3.SUMMARY ENVIRONMENTAL MANAGEMENT FRAMEWORK FOR THE MID-TERM INVESTMENT PLAN

6.3.1. Main potential impacts (social and environmental) and Mitigation measures

Table 9. Main potential impacts (social and environmental) and Mitigation measures

Micro project types contained in the triennial plan	Potential positive socio-environmental impacts	Potentials negative socio-environmental impacts (socio-environmental risks)	Socio-environmental quality improvement measures (Optimisation)	Socio-environmental mitigation measures
1. Projects for the construction of building(schools, health centers, social centers)				
Built 7 warehouses for storage of products and distribution of farm inputs, Construction and equipment of a modern slaughter house Construction of 50 social lodgings in Tombel town, Creation and building of 9 nursery schools Creation and building of 3 government primary schools, Construction of 38 classrooms Construction of 20 latrines Construction of 10 Water points Creation and opening of 2 Government Secondary Schools (GSS) Creation and opening of 6 Government Technical Schools Construction of 22 classrooms Construction of 2 workshops and 01 laboratory Construction of 6 fencesConstruction of 3 toilets Creation of 3 Integrated Health Centres Construction of shades at Mekom Market in Western Bakossi Construction of the Tombel Market shades lot 2, Construction of a toll gate at the entrance of the Ngomenyoe ash pit Construction of two classrooms at G.N.S Ngomboku, .Construction of two classrooms at G.S. Yoge-Mahole, Government Nursery school Nilog, Government Nursery school Kack Construction of 6 social welfare centres Creation of 3 multipurpose centres Creation of 3 training and entertainment centres for youth, Creation 3 vocational training centres Construct six cultural centers Construct two welfare centers, Construction of forestry post at , Construct three administration relay posts	Increased income in the area of micro-project	Risk of land disputes related to land acquisition for the implementation of the micro-project	- Recruiting staff on competition and transparency; -Focus on the recruitment of local workforce	Get a deed of land leasing , signed by the chief of the village and the site owner, see sub-prefect
		Displacement of persons for the use of the site		-Inform affected persons at least one year before the work begins; -Count the number of people / households affected and assess their property -Compensate-affected households
		Various impacts associated with site selection		Ensure that the project is not located in sensitive areas (swamps , sacred area, protected areas , hillside,etc.).
		Loss of woody species related to site clearance		Reforest the area around the work
	Improvement of access to basic service using the local labor	Various pollution of motor oil, by dust from transport of materials and movement of vehicles, related to waste generated during construction Air pollution	Provide a water source within or around the work and provide waste disposal bins during the work	- Use appropriate equipment and change filters regularly -Set up recycling bins for waste oil and return them to specialized companies Observe safety rules at construction sites (masks, boots Do not empty the waste near rivers (at least 100m from the river) - Implement deposition in old debt Sprinkle the work site with water from the perennial stream
		Increase in the prevalence of STI / AIDS		Educate local residents and staff on STI / AIDS
		Risk of accidents associated with various movements, and work	-	Put the signs of the site -Observe the safety rules (appropriate attire, speed limits, etc.). -Secure the site

Micro project types contained in the triennial plan	Potential positive socio-environmental impacts	Potentials negative socio-environmental impacts (socio-environmental risks)	Socio-environmental quality improvement measures (Optimisation)	Socio-environmental mitigation measures
2. Construction projects on hydraulics (installation of taps, building of catchment)				
Extension of the water network systems in 12 villages Construction of 12 bow holes Development of 3 captures Construction of a new tank at Kupe and connection to Tombel second water source 01 Bore hole at Buba III (for water	Increased income in the area of micro-project	Risk of land disputes related to land acquisition for the implementation of micro-project Displacement of persons for the use of the site	- Recruiting staff on competition and transparency; -Focus on the recruitment of local workforce	Get a deed of lease of land, signed by the Head of the village and the site owner or sub-prefect Inform people affected one year before the work begins assess their property
	Improvement of access to basic service using the local labor	Various impacts associated with site selection	Provide a water source within or around the work and provide waste disposal bins during the work	Make sure the project is not located in a sensitive area (wetland, sacred area, protected areas, hillside, etc.).
		Source of water pollution by pesticides or latrine		Prohibit the use of pesticides in the immediate vicinity of the work (less than 300 meters) -Prohibit the building of latrines Within 50 meters of the work
		Impacts related to pollution of motor oil, Air pollution by dust from transport of materials and movement of vehicles		- Use appropriate equipment and change filters regularly Set up recycling bins for waste oil and return them to specialized companies Observe safety rules at construction sites (masks, boots), -Sprinkle the work site with water from perennial streams
		Loss of woody species related to site clearance		Reforest the area around the work
		Increase in the prevalence of STI / AIDS		Educate local inhabitants and staff on STI / AIDS
		Risk of accidents associated with various movements, and works		- Put the alert signs at the site -Observe the safety rules (appropriate attire, speed limits, etc.). -Secure the site
		Increased income in the area of micro-project		-Recruit staff by competition and transparency -Focus on the recruitment of local workforce
		Pollution associated with waste generated during construction		-Do not remove the waste at streams (at least 100m from the river) - Implement deposition in old debt
		Risk of flooding and stagnant		-Provide a simplified network of sanitation and

Micro project types contained in the triennial plan	Potential positive socio-environmental impacts	Potentials negative socio-environmental impacts (socio-environmental risks)	Socio-environmental quality improvement measures (Optimisation)	Socio-environmental mitigation measures
		water around the work		drainage of rain
		Conflicts over the use of the work and maintenance need		-Establish a project management committee -Propose and validate the mechanism of project management
		Contamination and infiltration by mud or dirty water		- Secure the water point with closing - Waterproof area with tiles
		Disruption of water quality		Be regular water treatment
Rehabilitation of rural roads and rural electrification projects				
<p>Improve 45 km of the road network Open 6 roads (65 km) Rehabilitation of 04 bridges Rehabilitation of the Bakolle Mungo bridge. Construction of the urban road net work Extension of the present Council office to house other services Extension of light to Government Technical College Peng Construction of the electric current lining in 6 villages Establishment of AES Sonel electric current access in 6 villages Reinforcement of the existing electric current network with a three phases in 3 villages</p>	Increased income in the area of micro-project	Risk of accidents during construction.	- Recruiting staff on competition and transparency; -Focus on the recruitment of local workforce	Place danger alerts signs at the site during construction. Respect the rules of labor protection (wearing personal protective equipment)
	Improvement of access to basic service using the local labor	Risk of noise pollution during construction	Provide a water source within or around the work and provide waste disposal bins during the work	Equipped groups with anti-noise device
		Risk of electrocution of humans and animals (birds)		Establish protective panels along the line Set up firewalls around the work
		Risk of accidents during construction.		Place danger alerts signs at the site during construction. Respect the rules of labor protection (wearing personal protective equipment)
		Risk of noise pollution during construction		Equipped groups with anti-noise device
		Risk of electrocution of humans and animals (birds)		Establish protective panels along the line Set up firewalls around the work
		Risk of accidents during construction.		Place danger alerts signs at the site during construction. Respect the rules of labor protection (wearing personal protective equipment)

6.3.2. Simplified Socio-environmental management Plan

Table 10. : Table of Socio-environmental management Plan

Environmental measures	Task	Actors in implementation	Periods	Actors in follow-up	Costs	Observations
Recruitment of a local development agent in charge of environmental responsibility of members of the CDP Monitoring Committee	Monitor the implementation of recommendations	Mayor (municipal commission procurement)	2011 (March-May)	Municipal council PNDP		
Training Development agent on local environmental issues in the context of environmental and social management of the PNDP	Prepare the TOR; To approve the TOR;	PNDP	2011-2012	MINEP delegation; Delegation MINAS, PNDP;	PM	Those costs must be included in the cost of the design of these projects
Systematic use of environmental and social screening form during assembly of micro-project	Complete the form (project beneficiaries)	Consultant to mount the micro-project	2011-2014	MINEP delegation; Delegation MINAS,Council; Development Agent	PM	
Training COMES safeguard policies and consideration of environmental and social aspects	Develop the TOR; Train members of COMESA	PNDP ; Council	2011-2012	MINEP delegation; Delegation MINAS,	PM	
Achievement of environmental impact studies for projects summary of road development	Prepare the TOR; To approve the TOR; Conduct the study itself	PNDP ; Council; municipal council ;	2011-2014	MINEP delegation; Delegation MINAS,Council; Development Agent	80 000 000	Those costs must be included in the cost of the design of these projects
Provision for compensation of the displaced	Identify people and goods move or destroy; Assess the associated costs	PNDP ; council; municipal council		Council ;MINDAF; Development Agent	In evaluation	
Monitoring the environmental and social management plan, and entrepreneurs, and environmental measures of the projects selected	Extraction of the environmental measures for the projects; Development of a monitoring plan measures	Development agent / committee monitoring the CDP	Pendant les travaux ; 2011-2014	MINEP delegation; Delegation MINAS, PNDP; Municipal Council; Development Agent	In evaluation	
Compliance with environmental provisions of DAO and environmental action projects	Include clauses in the bidding documents; Implementation of the clauses	PNDP ; Council Entrepreneurs	2011-2014	MINEP delegation; Delegation MINAS, PNDP; Municipal Council; Development Agent	PM	Those costs must be included in the cost of the design of micro-project

6.4. ANNUAL INVESTMENT PLAN (AIP)

6.4.1. Available resources and deadlines

Table 11. Table of Available resources and deadlines

FUNDING SOURCE	AMOUNT(FCFA)	Periodicity	OBSERVATION
	2011		
Public Investment Budget(BIP)	41 000 000	Available every year and will be increase about 20% each year	Government school Nillog Government Nursery school Kqck
Council Budget	156 000 000	Available every year and will be increase about 15% each year according to the working result of staff	Council needs to intensify its resource mobilisation to make available this fund Forecast
FEICOM	230 000 000	Available every year and will be increase about 20% each year	Council stills awaits the fund
PNDP	98 000 000	program only for the first year	Resources not fully transferred
Decentralized Cooperation		Available every year for as credit for investment	Cooperation still to be concretized
Total	533 000 000		

6.4.2. Annual plan of priority projects

Table 12. Table of Annual program of priority projects (2011)

Sector	Project Name	Location	Performance Indicator	Period of execution												Project Carrier	Cost	Funding Source
				J	J	A	S	O	N	D	J	F	M	A	M			
Basic Education	Construction of two classrooms at G.N.S Ngomboku.	Ngomboku	Classrooms built													Council Institution	16 million	Council Budget PNDP
	Construction of two classrooms at G.S. Yoge-Mahole	Yoge-Mahole	Classrooms built													Council Institution	16 million	Council Budget PNDP
	Government Nursery school Nllog	Nllog	Classrooms built													Council Institution	25 million	BIP
	Government Nursery school Kqck	Kqck	Classrooms built													Council Institution	16 million	BIP
Education	Extension of light to Government Technical College Peng	Peng	Electrified area													Council Institution	7 million	Council Budget
Water and Energy	Construction of a new tank at Kupe and connection to Tombel second water source	Kupe	tank built and town provided by water													Council Institution	30 million	Council Budget phase 1
	01 Bore hole at Buba III (for water)	Buba III	Functioning Hole given potable water													Council Institution	10 million	Council Budget PNDP
Public Work	Maintenance of some roads and streets.	Tombel Town	Good road and streets													Council Institution	8 million	Council Budget
	Maintenance of some roads and streets.	Tombel Town	Good road and streets													Council Institution	8 million	Council Budget
	Rehabilitation of the Bakolle Mungo bridge.	Bakolle in Western Bakossi	Bridge Rehabilitated													Council Institution	6 million	Council Budget

	Project Name	Location	Performance Indicator	Period of execution												Project Carrier	Cost	Funding Source
				J	J	A	S	O	N	D	J	F	M	A	M			
Council Council Institution	Extension of the present Council office to house other services	Council Area	Existing of new offices													Council Institution	25 million	FEICOM Loan from FEICOM
	Construction of shades at Mekom Market in Western Bakossi	Mekom	Shades built													Council Institution	6 million	Council Budget FEICOM
	Construction of the Tombel Market shades lot 2	Tombel	Shades built													Council Institution	10 million	Council Budget
	Purchase of caterpillar Grader	Tombel council Area	Engine is present in the council													Council Institution	100 million	Council Budget Loan from FEICOM and other
	Purchase of three motor-bikes	Tombel	motor-bikes are present in the council													Council Institution	4 million	Council Budget
	Construction of a toll gate at the entrance of the Ngomenyoe ash pit	Ngomenyoe Tombel	Ngomenyoe ash pit is secured													Council Institution	2 million	Council Budget PNDP
	Total																289 000 000	

6.4.3. Operational plan for vulnerable populations

Table 13. Operational plan for vulnerable populations

Activities	Performance Indicators	Period (year 2012)												Responsible and collaborators	Estimated Cost	Funding Source
		J	F	M	A	M	J	J	A	S	O	N	D			
Identification of vulnerable people in the geographical area of Tombel Municipality	Updated list of vulnerable people (disabled, elderly, orphans and vulnerable children)													-SAD/Koupe Manengouba -Tombel Council - Local mentoring organizations	2 500 000	-BIP - communal Budget -Other partners
Diagnosis and capacity building of local organizations supporting vulnerable people	Umbrella organizations more operational													- SAD /Koupe Manengouba -Tombel Council	3 000 000	-BIP - communal Budget -Other partners
Organizing a workshop on the implementation of a strategy of support / assistance to vulnerable people in Tombel Municipality	Action plan agreed													- SAD /Koupe Manengouba -Tombel Council	1 000 000	-BIP - communal Budget -Other partners
Building a social center	Social center built													SA Tombel Council /Koupe Manengouba -	45 000 000	-BIP - communal Budget -Other partners
Total															51 500 000	

6.5. PROCUREMENT PLAN OR CONTRACT AWARD PLAN

Table 14. Procurement Plan or contract award plan

			Date of action to be undertaken (legal period to be respected)							
Procurement elements			Preparation and adoption of DAO Publication of the tender notice	Submission of tender by bidders	reception and opening of bids Evaluation of offer by the sub committee, convenient of members	notification of the award to the mayor	Publication Drafting of the contract	Praparation of the file and Examination Signature and Notification	Budget	startup date of the procurement
1.	Construction of two classrooms at G.N.S Ngomboku. Lot 1	Ngomboku	July 4 th , 2011	August 4 th , 2011	August 4 th , 2011	August 11 th , 2011	August 15 th , 2011	August 25 th , 2011	750 000	October 2011
2.	Construction of two classrooms at G.S. Yoge-Mahole Lot 2	Yoge-Mahole	July 4 th , 2011	August 4 th , 2011	August 4 th , 2011	August 11 th , 2011	August 15 th , 2011	August 25 th , 2011		October 2011
3.	Government school Nillog Lot 1	Nillog	June 14 th , 2011	July 14 th , 2011	July 14 th , 2011	July 21 th , 2011	July 25 th , 2011	Sept 6 th , 2011	750 000	
4.	Government Nursery school Kack Lot 2	Kqck	June 14 th , 2011	July 14 th , 2011	July 14 th , 2011	July 21 th , 2011	July 25 th , 2011	Sept 6 th , 2011		
5.	Extension of light to Government Technical College Peng	Peng								August 2011
6.	Construction of a new tank at Kupe and connection to Tombel second water source	Kupe	July 4 th , 2011	August 4 th , 2011	August 4 th , 2011	August 11 th , 2011	August 15 th , 2011	August 25 th , 2011	750 000	October 2011
7.	01 Bore hole at Buba III (for water)	Buba III	June 20 th , 2011	June 20 th , 2011	July 30 th , 2011	August 6 th , 2011	August 10 th , 2011	August 20 th , 2011		August 2011
8.	Maintenance of some roads and streets.	Tombel Town								June 2011
9.	Maintenance of some roads and streets.	Tombel Town								June 2011
10.	Rehabilitation of the Bakolle Mungo bridge.	Bakolle in Western Bakossi	August 4 th , 2011	September 4 th , 2011	September 4 th , 2011	September 11 th , 2011	September 15 th , 2011	September 25 th , 2011	750 000	November 2011

			Date of action to be undertaken (legal period to be respected)							
Procurement elements			Preparation and adoption of DAO Publication of the tender notice	Submission of tender by bidders	reception and opening of bids Evaluation of offer by the sub committee, convenient of members	notification of the award to the mayor	Publication Drafting of the contract	Preparation of the file and Examination Signature and Notification	Budget	startup date of the procurement
11.	Construction of a toll gate at the entrance of the Ngomenyoe ash pit	Ngomenyoe Tombel	June 20 th , 2011	June 20 th , 2011	July 30 th , 2011	August 6 th , 2011	August 10 th , 2011	August 20 th , 2011		August 2011
12.	Extension of the present Council office to house other services	Council Area	August 4 th , 2011	September 4 th , 2011	September 4 th , 2011	September 11 th , 2011	September 15 th , 2011	September 25 th , 2011	750 000	November 2011
13.	Construction of shades at Mekom Market in Western Bakossi	Mekom	June 20 th , 2011	June 20 th , 2011	July 30 th , 2011	August 6 th , 2011	August 10 th , 2011	August 20 th , 2011	750 000	August 2011
14.	Construction of the Tombel Market shades lot 2	Tombel	June 20 th , 2011	June 20 th , 2011	July 30 th , 2011	August 6 th , 2011	August 10 th , 2011	August 20 th , 2011		August 2011
15.	Purchase of caterpillar Grader	Tombel municipality	August 4 th , 2011	September 4 th , 2011	September 4 th , 2011	September 11 th , 2011	September 15 th , 2011	September 25 th , 2011	750 000	November 2011
	TOTAL								5 250 000	

With regard to funding sources that are mobilized in the AIP, the availability of finances from council budget, the types of projects, this procurement plan can encounter some modifications.

6.6. OPERATIONNEL ANNUAL BUDGET OF AIP

Operationnel annual Budget of AIP

Sector	Funding Source	Amount
Public works	Council Budget, FEICOM	22 000 000
Water and Energy	BIP	40 000 000
Secondary Education (Electrification)	Council Budget	7 000 000
Basic Education	Council Budget, PNDP, BIP	73 000 000
Industry, mines and technology developpement	Council Budget,	2 000 000
Commerce	Council Budget, PNDP	16 000 000
Council Institution	Council Budget FEICOM, PNDP	129 000 000
<i>SUB TOTAL project</i>		289 000 000
Socio environmental estimation cost of AIP	Council Budget	6 300 000
procurement plan Budget of AIP	Council Budget	5 250 000
GENERAL TOTAL		300 550 000

With regard to funding sources that are mobilized in the PIA, the types of projects and authorizing the expenditure involved, it is difficult to envisage a plan for procurement.

As regards the projects financed and supervised by the municipal institution, they are of two types: projects financed from the municipal budget, which are only predictions and markets can not be awarded if the municipal revenues allow. Regarding funding FEICOM, once the agreement is signed, the market is directly passed.

All these differences can not develop an accurate plan contracting.

Chapter 7

MONITORING AND EVALUATION OF THE IMPLEMENTATION OF THE CDP

- 1.1. Composition and functions of the committee in charge of monitoring and evaluation of the CDP
- 1.2. Monitoring and evaluation system and indicators (in relation to the AIP)
- 1.3. Tools and frequency of reporting
- 1.4. Review of the CDP and mechanism for the preparation of the next AIP

7. MONITORING AND EVALUATION SUMMARY

7.1.COMPOSITION AND FUNCTIONS OF THE COMMITTEE IN CHARGE OF MONITORING AND EVALUATION OF THE CDP

The monitoring of CDP is assured at the village level by a coordination committee and at the level of the Council by a Monitoring and Evaluation Committee which ensures the daily application of the actions programmed in the rural communities and in the annual investment plan and renders account to the Mayor.

At every stage, the Monitoring and Evaluation Committee should be assisted by an expert or sector near to appreciate the result and the level of achievement of the objectives envisaged. In case of failure, a reorientation or proposal of a corrective measure should be proposed to the Mayor for either a council session debate or mayors decision depending on the issue at stake.

7.1.1. Composition, attributions of the CDP Monitoring and Evaluation Committee

After the adoption of the Tombel's CDP, two structures will be put in place in the Council to coordinate the ongoing projects, monitoring and evaluation of the level of realization of actions envisaged in the CDP. It is a platform for concertation of many actors in the position of the steering committee and the Communal Monitoring and Evaluation Committee (internal structure at the Council Institution)

PLATFORM OF MANY ACTORS.

It is the steering committee for the implementation of the CDP. Its members shall be;

- The Council Institution,
- The Members of Parliament for the Council area Constituency,
- The councilors,
- Each Delegates of the sector taken in to account in the CDP,
- Traditional authorities.

The platform of many actors gives an orientation to the implementation of developmental actions in the geographical area of the council with support from the strategic direction and the actions written in the CDP. It validates projects and program actions in the annual investment plan, continuity and implementation in the geographical area of the council.

THE MANAGEMENT ORGAN PLATFORM :

- A steering committee composed of all members of the platform
- A coordination unit with a president, a secretary general, and a vice secretary general.
- Ten technical commissions for analysis. They are composed here as follows ;
 - Group 1 : Council Institution (executive and staff)
 - Group 2 : Agriculture, Livestock, Environment, Forest and Wildlife, IRAD/IRZ, environmental service of the council.
 - Group 3 : Labour and Social Security, Social Affairs, Women Empowerment and the Family.
 - Groupe 4 : Culture, Tourism, Post and Telecommunication
 - Groupe 5 : Commerce, Industry, Mine and Technological Development, Small and Medium Size Enterprises, Social Economy and craft, Employment and professional training
 - Groupe 6 : Basic Education, Secondary Education, Artistic Institute of Higher learning
 - Groupe 7 : Territorial Administration, Decentralization and Maintenance of Law and Order, State Property and Land affairs, Urban Development and Housing, Council technical Services of administration.
 - Groupe 8 : water and Energy, Health
 - Groupe 9 : Youths, Sport and Physical Education
 - Groupe 10 : Public Works, Transport, Council technical Services of public health.

In each technical analysis commission, we need to add: Economic Operators, CSO, and Traditional Authorities.

The platform of concertation of many actors should be meeting one time per trimester to evaluate the level of implementation of actions envisaged in the AIP for the current year, and at the end of the year

a coordination meeting for a general evaluation and the programming of actions in the AIP for the coming year. It has to be based on the CDP and resource mobilization in all sectors.

Each technical commission of analysis follows the implementation of activities of its commission; prepare reports for its intervention during its trimester and annual coordination meetings.

The meetings of the platform could be initiated by the Mayor and convened by the Divisional Officer. The running charges of the platform for the beginning are taken care of by the council institution and progressively a mechanism has to be put in place for an effective participation of all the members or functional budget for the platform.

7.2.MONITORING AND EVALUATION SYSTEM AND INDICATORS (IN RELATION TO THE AIP)

Here in the Annual Investment Plan the Monitoring and Evaluation Committee should monitor all the projects programmed in the municipality even with projects envisaged in the Public Investment Budget. This is based on the following elements

Evaluation should continue during the implementation of the AIP, and a global evaluation done at the

ELEMENTS	INDICATORS
Execution of task	Level of execution of task within a time frame
The realization of the activities previewed	Level of achievement of project objectives
The respect of chronogram and calendar of execution	Time bound statements
Evolution and interventions,	Degree of improvement on project designs
The realization of results	Level of achievement of project overall goal
The utilization of finances	Cost for each task
The management of human resources	Number and quality of workers employed in specific tasks
The respect of procedures	Daily or weekly reporting of task carried out
Financial accountability	Operating cost, level of financial contribution by different funding source
Purchases	Quantity of items purchase for a task
Suppliers	Quantity of items supplied for a task
Participation/perception of the beneficiary	<ul style="list-style-type: none"> - Percentage of beneficiaries who are participating in the project. - Percentage of beneficiaries who are satisfied with the project output.

end of the year to permit the planning of actions for the next year.

A monitoring and evaluation system should make mention of the following;

- The person in charge of monitoring
- Objectives of monitoring
- Period and date of monitoring
- The previewed activities monitored
- Activities realized(level of realization)
- The short comings to realization
- Analysis of the unrealized
- Observations, commentaries or suggestions.

The council with the available means can call an external consultant for global evaluation and to associate all the actors for the validation of the results of evaluation and the programming of future actions.

MECHANISM FOR REPORTING

In the frame work of implementation of the CDP of Tombel we have at disposition two levels that are put in place:

A platform of concertation made up of many actors who coordinate the implementation of the CDP and The Monitoring and Evaluation Committee

The platform of concertation made up of many actors meets once per trimester and holds it meeting of programation for the following year at the end of the year, before the elaboration of the Council budget.

The tools for Monitoring and Evaluation are diverse and vary. It depends on the type of the project and nature of what is to be monitored. The initial project document constitute the reference tool to which can be associated other tools such as;

- Work-site book
- Chronogram of the project activities
- Table of planification
- Project's logical frame work
- Work description
- Images, plans, maps, and other drafts concerning the project
- Mastery of the norms of quality.

The evaluation of the project is an action that consists of the appreciation of the composition of the project (objectives, results, activities, means, procedures effects,) the proper carrying out of the project and the decisions to be taken about the future of the project.

An evaluation is considered external when the person in charge of the mission has nothing to do with the project. With regards to the mission of the expert, he can decide to meet the project funders or not.

In the course of his mission, he renders account to the commanding authorities of the project who takes decision on the future of the project.

This evaluation is done based on a chronogram elaborated to this effect.

chronogram of project evaluation

period	Responsible Person	Observations
Before the implementation of the project(Ex - ante evaluation)	Project master.	It involves here all the project's feasibility studies that have been done.
	External expert has no link with the project and is selected by the funder	External evaluation at the request of a donor to assist in decision-making on project funding
During the project (Mid Term)	Outside experts unconnected with the project and selected by the donor	In this case we speak of external assessment and the expert can look at the objectives of the mission to meet with the project managers or not.
	External expertise associated with the project management team	In this case it is the monitoring and evaluation that leads to joint proposals of areas of improvement in the implementation of the project
	Project Management Team	In this case it is the monitoring and evaluation management that leads to a decision in the implementation of the project internally without the intervention of the donor
After the implementation of the project (Assessment Post - pre)	Outside experts unconnected with the project and selected by the donor	It considers the level of project implementation and achievement of objectives and results, and recommendations in terms of duplicating the project in terms of reorientation, or either by the closing report.

Well organized with the objectives, the assessment items identified and the tools designed to contact the actors prepared, at the set period, an evaluation mission may have to evaluate project following the below indicators:

- The quality of a project's feasibility (technical study, cost, management mechanism and sustainability)
- The results of the project,
- the effects of the project
- The impact of the project
- activities of the project
- procedures,
- methods and means used.

After the assessment mission, the results of his mission should be capitalized in a document entitled Report of the Evaluation Mission on project

This report must include:

- A title,
- The date or period during which the mission was completed,
- The presentation of the author, that is to say its position vis-à-vis the project
- The duration of the mission,
- A reminder of the context that justified the project
- A presentation of the project objectives (overall objective and specific),
- A presentation of the expected effects
- A presentation of results (intermediate or end of project)
- Elements of evaluation findings
- A conclusion.

7.3. TOOLS AND FREQUENCY OF REPORTING

The table below shows the forecast that help the committee to monitor and evaluate achievements.

Objective	Activities	Indicators	Period	Responsible for	Means			Resources	
					M	F	H	Council	Partner

The evaluation table

The monitoring grid below is one tool that the monitoring committee will fill out during its missions. Columns 1 to 4 will be filled during the preparatory phase of each mission by taking the information from the CDP (Tool # 1 above) and the other four during its execution.

Project N°	Activities Scheduled : 1	Result Indicator : 2	Period of réalisation : 3	Responsible : 4	Level of achievement	Gap observed	Comments of the Committee	monitoring evaluation Date
1								
2								

7.4. MECHANISM FOR THE REVISION OF THE CDP AND THE PREPARATION OF THE AIP

The municipal institution which carries the CDP will establish a framework for consultation with the sector that is presented on the territory of the council, the technical and financial partners in the territory, the economic operators present in the municipality, NGOs and other support to the development occurring in the territory to impulse a dynamism mood that will encourage the involvement of all stakeholders in the process of implementation of development activities in the area.

It is this effective involvement of stakeholders at all level that will contribute to the implementation of sustainable development activities.

- Each year during the budget preparation session with the Municipal Council, the Mayor will identify

sources of funding investments and select in the CDP, in collaboration with the sectoral, priority projects for the next year to develop .

- its AIP should be developed in collaboration with the municipal executive plan of procurement for projects to run on the funds available to the council

- To carry out technical feasibility studies of projects, it will make use of sectoral and consulting firms to carry out technical feasibility studies and project installation files.

- Project implementation and monitoring, evaluation of achievements will depend on the availability of funding, contracts which will be awarded to contractors in accordance with existing regulations. Projects will be implemented and monitored gradually and the implementation will be ensured by the Municipal Committee for monitoring and evaluation.

- At the end of the work, a go ahead for construction will be issued and to ensure sustainable management of the work to be done, a management committee will be established.

8. INFORMATION AND COMMUNICATION PLAN ON THE IMPLEMENTATION OF THE CDP

The CDP of Tombel subdivision highlights a set of actions /activities planned over a period of one year initially subject to available resources in the municipality for 2011, then over a period of three years in 28 sectors of development as top priority with the operational services of the municipal institution. Completion of this vast project of development requires the share of communal institutions, the provision of material, financial and human substantial. All these mentioned actors and necessary means should be mobilized in a timely manner to be more efficient. This leads to using other partners through an extension of the initial Municipal Development Plan.

- The communal institution must in its communication strategy make a distribution or an extension of his CDP to all development actors identified in the municipal, regional, national and even international level (NGOs, donors, and other development partners on existing national territory).
- The Municipal Councilors must master the contents of the CDP to make a wide publicity to the people they represent in order to foster and encourage greater public support for its implementation,
- The council executive has to inform and mobilize local elites (internal and external), and give directions to encourage their effective involvement in the implementation of planned actions,
- The institution must identify the municipal or state programs of cooperation and other existing projects to see how to find a technical support or funding projects that are enrolled in the CDP (PADDL/GIZ, PNDP, MINEPAT, PIASSI, etc.). ,
- The institution should use communal existing donors (FEICOM), and other banking institutions (EXPRESS UNION, FIFFA, Credit Union, TAFFCOO, CAMCCUL),
- It should equally think of sealing a partnership with decentralized services of the state to gather all the required technical support in carrying out technical feasibility studies and project installation files.
- The developed CDP of the municipality happens to be a contribution to achieving the goals and vision of the Head of State foreseeing Cameroon as an emerging economy by 2035.

It is, the effective involvement of all the stakeholders at all levels of life and work that will contribute to the implementation of sustainable development activities in the Tombel municipality.

Below is a table for the Communication techniques

Stakeholders	Communication means	Activity/periods(3years)	Responsibility	cost
Council	Councils staff meetings	Direct communication during monthly staff meetings	Mayor Council executive	-
	Council sessions	Sensitizing councilors during quarterly council sessions		-
	Council notice board	Pasting of project on monthly basis on the notice board		-
External Elites	CD	Yearly distribution of CDs of projects to external elites	Council Elites	15000
	ITC	Monthly publishing of projects on the internet		18000
	Postal services	Yearly posting of copy of projects to external elites		3000
Internal Elites	Audio visuals (TV documentary)	Quarterly broadcasting of documentaries of project over	Council Elites	45000

		CRTV, HI TV and Canal TV	Councilors Chiefs Quarter heads	
	Town crier announcement	Monthly announcement of project		-
	Posters	Yearly pasting of posters carrying projects		45000
	Cultural meeting groups	Monthly sensitization on projects in meeting groups		-
	Council notice board	Pasting of project on monthly basis on the notice board		-
Foreign Donors, NGOs, Development programs, Decentralized cooperation, Private companies	ITC	Monthly publishing projects on the internet	Mayor Decentralized state services External elites Council executives	18000
All stakeholders	Web site	Looking for an Expert to conceive and implement	Mayor	1 500 000

9. CONCLUSION AND RECOMMANDATIONS

The implementation of the local planning process in the Tombel municipality has just allowed the participation of various development actors in the geographical area of the town in developing the Council Development Plan. This reference document will serve as a base text to the State and its decentralized services at the municipal institution, the local population, the elites, elected officials, civil society organizations and other development actors occurring in the geographical area of the Tombel municipality, to initiate and firmly carry out, with a clear knowledge of the overall local opportunities and constraints, potentialities and needs, any local development initiative in the Tombel communal area.

The process of Tombel CDP has:

- Updated the baseline data in 28 development areas in the geographical area of the council,
- Identified in 28 development areas in the geographical area of the municipality and consider the axis for each sector, a strategy of employment and wealth creating
- Identified and analyzed the development problems in 28 sectors within the geographical area of the council,
- Considered and implemented a strategic plan, a mid term expensive framework based on three year program and an annual investment plan which resulted in a set of solutions to the problems identified per sector
- Developed an implementation strategy with a marketing plan, a funds mobilizing mechanism, assessment monitoring and the updating of the CDP document.

This is how the CDP whose importance is well established in the implementation of the development process in a local community is a guide towards achieving the development vision expressed by the various local actors in the geographical area of the municipality.

The implementation of the CDP requires all actors working in synergy stimulated by the communal institutions through the platform of multi stakeholders consultation set up for this purpose.

The communal institutions must henceforth refer to it in the preparation of its budget, so as to avoid getting on the margins for this document has been elaborated to serve this purpose.

Recommendation

Regarding the mobilization of funding sources for the implementation of the CDP, the communal institution must:

- Get in touch with financial partners (FEICOM, KFW, other financial institutions, etc.).
- Engage and inform local elites (internal and external), CDV, axis of guidance to encourage their effective involvement in the implementation of planned actions,
- Identify state programs or cooperation and other existing projects to see how to find a technical support or funding projects that are involved in the CDP (PNDP, HIPC, PACA, PADP, PADDL / GTZ, etc..)
- Make use of existing donors (FEICOM, KFW), and other banking institutions (ADB, EXPRESS UNION, FIFFA, Credit Union, TAFFCOO, CAMCCUL)

Therefore, the following recommendations seem necessary:

- keep up the momentum and enthusiasm triggered during the development of CDP among actors in the territory through support, guidance and capacity building to avoid discouragement ;
- Render operational and very quickly the platform of multi stakeholders consultation and the monitoring and evaluation Committee ;
- urgently strengthen the capacity of executive members and municipal councilors to help them to better perform their duties and their functions in response to real needs expressed and recorded ;

- Start immediately with feasibility studies for projects identified that would provide a clear basis to mobilize or to seek funding for their realisation.
- The Council Executive has to use the CDP document as a flexible guide, asset of actions to simultaneously develop and implement strategies without being imprisoned or underread other activities that fall within the competence of the Council.
- Put in place a mechanism of resources mobilization with reference to BIP, Council budget and FEICOM
- The Mayor shall during his missions inside or outside the country present the CDP document and think of sending it or making it known by all the development partners in the framework of decentralized cooperation

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- Records of the Sub-division office
- Documents field activities
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- Sustainable land management in the development plans and preparation of plans use and sustainable management of the land (PNDP)

ANNEX

- PROJECT PRESENTATION SHEETS FOR THE AIP
- DELIBERATION AND PREFECTORAL ORDER FOR VALIDATION AND APPROVAL OF THE CDP
- MUNICIPAL ORDER PUTTING IN PLACE THE MONITORING AND EVALUATION COMMITTEE
- *DOCUMENT A*: ATLAS OF THEMATIC MAPS (EXISTING INFRASTRUCTURES, SPATIAL PLANNING OF PRIORITY INFRASTRUCTURES)
- *DOCUMENT B*: CONSOLIDATED DIAGNOSES REPORT