

**REPUBLIQUE DU
CAMEROUN**

Paix-Travail-Patrie

**MINISTRE DE
L'ADMINISTRATION
TERRITORIALE
ET DE LA DECENTRALISATION**

**REGION DU NORD OUEST
DEPARTMENT DE LA MOMO**

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**REPUBLIC OF
CAMEROON**

Peace – Work – Fatherland

**MINISTRY OF TERRITORIAL
ADMINISTRATION
AND DECENTRALISATION**

**NORTH WEST REGION
MOMO DIVISION**

WIDIKUM-Boffe COUNCIL

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WIDIKUM-BOFFE COUNCIL DEVELOPMENT PLAN



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



JUNE 2011

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EXECUTIVE SUMMARY

This Council Development Plan (CDP) attempts to give a presentation of the council area with information collected from primary and secondary sources. It draws much inspiration from the council monograph, council institutional diagnosis, urban space diagnosis and village diagnosis. With backing from these diagnoses, it identifies difficulties faced by the municipality. These difficulties are presented according to the different sectors put in place by the government to promote good governance and to bring administration nearer to rural masses. This is one of government's ways to instill the decentralization process in councils. The CDP also exposes the needs highlighted by the inhabitants of the council area for the development of the municipality.

In the CDP the Strategic Plan of the council for the period 2011 to 2014 is presented. It is herein further split into operational plans from which priority activities are programmed for the first year. It further examines and puts in place monitoring and evaluation mechanisms to ensure that what is planned should actually be realized or modified where need be.

LIST OF ABBREVIATIONS

MINEPAT	Ministry of Economy, Planning and Regional Development
PNDP	National Community Driven Development Program
WBC	Widikum-Boffe Council
CDP	Council Development Plan
LSO	Local Support Organization
CBO	Community Based Organization
CHCA-CAM	Community Health Care Association Cameroon
CFC	Council Follow up Committee
VFC	Village Follow up Committee
CIG	Common Initiative Group
GHS	Government High School
GSS	Government Secondary School
LBA	Licensed Buying Agent
MTN	Mobile Telephone Network
NGO	Non Governmental Organization
M&E	Monitoring and evaluation
NTFP	Non Timber Forest Product
PTA	Parents/Teachers Association
RCM	Roman Catholic Mission
SWOT	Strength, Weakness, Opportunity and Threat
VTC	Village Traditional Council
CDC	Council Development Committee
VDC	Village Development Committee
CPDM	Cameroon People's Democratic Movement
SDF	Social Democratic Front
PP	Political Party
LCFA	Local Committee for the Fight against AIDS
TF	Tender File
AES/SONEL	American Energy Society/ Electricity National Corporation
REA	Rural Electrification Agency
CAMWATER	Cameroon Water Authority.
WWMC	Widikum Water Management Committee

1. INTRODUCTION

1.1 Context and justification

The Constitution of the Republic of Cameroon that was amended in 1996 brought about a new institutional concept. This was the concept of decentralization. The main purpose of the change was to involve the rural people in the development process in their communities as well as in the management of public affairs. In this way, government intends to ascertain sustainable development.

The decentralization process aims to harmonize the different Council Development Plans of councils and cities all over the country. This responsibility was assigned to the Ministry of Economy, Planning and Regional Development, with the French acronym as MINEPAT. It is under this ministry that the National Community Driven Development Program (PNDP) is placed. The principle mission of the National Community Driven Development Program is to build on the capacities of stakeholders of the development process of councils. In the long run, it hopes to contribute in improving on the living conditions of the rural masses, including marginalized persons.

1.2 CDP objective

Council and Village Development Plans are documents that outline clearly development procedures prepared by a Council or village. The aim is to move the council or village from its present situation to a desired one in an orderly and acceptable manner within a given timeframe.

1.3 Council Development Plan (CDP)

The Council Development Plan presents the desired goal, objectives, actions and activities of the Widikum-Boffe Council for three (3) years. It is elaborated based on information obtained at village and urban levels, baseline survey and council the institutional survey. Residents and inhabitants of the locality having a good knowledge of the municipality discuss and validate the information and issues raised in the diagnostic phase. After the discussions and validation of the facts and issues, they set priorities resulting from the problems and solutions.

1.4 Structure of the work

The CDP is divided into two sections. The first part is the introduction. The second part is the main body work of the report.

The introduction consists of the table of content, the executive summary, the list of abbreviations and the list of tables, figures and annexes.

The main body of the report has nine chapters. Chapter One is the introduction of the Council Development Plan. Here we present the context and justification for such a plan and the objectives to be met. It ends with the presentation of the structure of the work.

Chapter Two presents the methodology used to come out with the work. Here we examine the methodology employed at various stages in order to come up with the CDP. Thus we describe the methodology used in the baseline data collection and validation, the council urban space analysis, the Council Institutional analysis, the participatory Village diagnosis, consolidation of analysis, and the programming.

Chapter Three examines the council area. Here we make a presentation of the council with its historical profile. It goes further to analyze the potentials of the council in terms of its bio-physical and socio-economic importance. It examines the human and natural resources available in the council area.

Chapter Four presents the diagnostic results of the Widikum-Boffe Council area. Here we present the analyses of problems identified in the various sectors and present a proposal of solutions from the problems raised.

Chapter Five presents the strategic plan. First, we present the council vision. Next, we present the twenty-eight sectors so far devolved unto councils. Thirdly, we come up with a general outline of the activities to be realized and how much, broadly speaking, each activity may cost. We end up this chapter, by presenting how the council space can be managed.

Chapter Six presents the Operational Plan. Here, we look at the budget resulting from the projects envisaged in the CDP arising from the 28 sectors for a period of three years. Using the budget for the three year period, we develop the Annual Investment Plan (AIP) of the priority sectors from the triennial plan. This Plan is based on sure and available resources. We conclude this chapter with a summary that examines the environmental management issues and the Procurement Plan.

Chapter Seven examines the Steering Committee and its role in the follow up of the process that led to the elaboration of CDP. In the same light, we examine the monitoring and evaluation mechanism put in place to ensure the realization of the activities expected as part and parcel of the Council Development plan.

Chapter Eight treats the communication plan. Here, we show how we intend to inform stakeholders on the existence of the CDP.

The ninth chapter concludes the entire piece and makes some pertinent recommendations and possible solutions.

A series of annexes referred to in the main body of the report concludes the Council Development Plan.

2. METHODOLOGY

Preparatory process

The preparatory process was at both internal and external levels

2.1 Getting in contact with municipal authorities

The CHCA-CAM team arrived Widikum on the 12th of January, 2011 and recruited two local facilitators in view of starting the baseline and sectorial data collection.

The team held its first meeting with the Secretary General and Mayor on the 14th of January in preparation for an introductory workshop which finally took place on the 18th of January in the presence of some councilors and other council officials.

During the workshop, the purpose of the mission was explained, the Follow up Committee was put in place and its President summoned its first meeting on the 23rd of January, 2011 at 3.30pm in the

LSO's office to brainstorm and familiarized themselves with the terms or reference binding their operation.

2.1.1 Informing and sensitizing local Administrative Authorities.

With the collaboration of the follow up committee and council officials, the team was introduced to the Sub Divisional Officer (DO) who signed letters informing all the subsectors operating in the municipality to collaborate, recognize and provide LSO with the all the necessary information. During discussions with the different sub sectors, the team explained its mission to the different authorities. All the administrative authorities were successfully reached within one week as some of them were on field work

2.1.2 Informing and sensitizing other parties involved

The SDO for Momo Division provided a pass on the 24th of January to the LSO to obtain annual reports from the local services. He was present in Widikum to preside over the installation of the Sub DO. During this occasion, the LSO submitted a Communiqué addressed to all stakeholders signed by the Mayor. More than 100 copies were given out during the ceremony and more than 200 copies of this announcement were also dispatched handy on the Market day.

2.1.3 Putting in place of an institutional and operational arrangement.

Pending the launching ceremony , the Follow up Committee meeting of Sunday 23rd, January 2011 was used as an avenue for the LSO to proceed. Under the chairmanship of its President the Committee met and discussed as follows:

Explanatory presentation by the Local Support Organization (LSO)

General Discussions based on the Presentation by the LSO

Restitution of the data already collected and validation and

Drawing up of a plan of action

2.1.4 Launching Workshop

Data collection in the field began before the launching process in order to recuperate the plenty of time already lost. It finally took place on the 11th of March when LSO teams were already on the field for data collection hence only the team that was working within and around Widikum town was opportune to attain. The other teams could not be reached because of the very difficult communication network of the municipality. The team, the council coordinator for Widikum and the general coordinator for Community Health Care Association Cameroon (CHCA Cam) also attended the workshop which witnessed the presence of the DO for Momo, the Sub Divisional Officer for Widikum, the representative of the coordinator of the PNDP North West Regional office, some councillors, a host of other inhabitants and some sector heads. The PNDP representative regretted the late launching of the process and wondered aloud whether it would serve the purpose it desired. The Divisional Officer was optimistic the job will be achieved. The general coordinator of CHCA Cameroon took the opportunity to explain the teams that have been sent to the field. He further explained that they could not be part of the ceremony because they took off for field work before the launching date was fixed. Furthermore, they could not be reached because of the communication difficulties of the municipality but given the publicity and arrangements made with the assistance of the councilors, the follow-up committee members, churches, median, tracks and individuals, all the villages were fully aware of the process and were fully involved. This was equally confirmed in the mayor's welcome speech.

2.2 Collection and analysis of information (photographs of some tools used are useful)

Data collection and treatment was at different levels as follows

2.2.1 Base line.

Baseline Data collection started on the 23rd of January to the 1st of February 2011. A team of 6 field facilitators was put in place to collect all necessary data that was required for the exercise. Data was collected from all the sectors and decentralised services within the municipality of the Widikum Council. The Widikum municipality has five sectors with service heads present in the municipality. This include the Inspectorate of Basic Education, the Sub Divisional delegation of Agriculture and Rural Development (MINADER), Livestock, Fishery and Animal *Industries* (MINEPIA), Forestry and Wildlife (MINFOF) and Post & Tele communication. Data was also collected from the council, health units and all schools within the Widikum town. Further data were collected at the Divisional Delegation of Public Works (MINTP), Secondary Education (MINSEC) and Environment and Protection of Nature (MINEP) in Mbengwi though the Divisional Delegation of Secondary Education advised us to consider more the information given to us on the field by Secondary and High Schools authorities in Widikum.

Primary data was collected using structured and semi-structured questionnaires administered to the personnel within the services, targeted stakeholders, documents in the council and the various sectors. Other secondary data was collected from the 2005 population and housing census.

After data collection, the information was then analysed and presented to stakeholders.

The validation of the baseline data was done on the 15th of February at a workshop organised at the Widikum Catholic Mission Hall. The workshop was attended by council executives, 6 service heads and representatives (from the Medical Health Centre, MINADER, MINEPIA, MINEP IBE Widikum, P&T, the Principals of GBHS Widikum and GSS Bifang) the steering committee and other stakeholders from whom data was collected. There was the general presentation of the data, followed by cross examination of various sections. There was great debate over certain sections of the report as regard the constituent villages of the municipality and the population. The session then proceeded with the updating and correction of various sections, with more details coming from the various sectorial heads present. After deliberation and suggestions, the session recommended that the baseline can be validated following the corrections made to the original work.

2.2.2. At the village level

2.2.2.1 Preparation in the communities

Work here began with the preparation of the LSO team to properly cover all the 42 villages under the Widikum council area. The entire team was split into six. Each team constituted of a team leader and a local facilitator equipped with all necessary facilitating materials.

Taking into due consideration the launching that had not yet taken place, the LSO undertook to fully associate the Follow Up Committee in preparations geared towards this end. Each of the 11 members of this Committee was from the 23rd of January, 2011, charged with the sensitization of villages around his/her area of residence, pending the final programme of outing to be communicated. Prior to departure to the field, the LSO held a workshop with its staff and the follow up committee during which an elaboration was made on tools to use and how to use them to collect information . A program of movement and other logistic arrangements were equally made. The entire team was taken on a pilot village diagnosis in Boffe for a practical mastery of lessons learned.

2.2.2.2 Identification of problems and potentials per Sector (precise tools used)

In order to identify the various problems in the villages, the following tools were employed;

Village mapping which is a sketch map not drawn to scale by the participants at the workshop. It presents the most important institutions, infrastructures, land use and resources of the community, from where some constraints and potentials of the village can be identified. The maps were drawn on cardboards then consolidated on a clean sheet of paper. Local signs and symbols were used to represent features on the map which also had a key.

Transect walk which was a walk along a defined path (point A to B) in the village. It presents a cross sectional view of the village along a path; Buildings, Forest, Stones, Sand etc

Venn diagram which is a set of circles that present relationship between institutions in the community. It presents the different institutions in the community and the kind of link or interaction that exist between them as well as a picture of the type of institutions that exist in their sizes and collaboration amongst themselves.

Semi structured interview; set of guided questions designed to facilitate the collection of information in a structural manner. It presents a short list of questions set out in a chronological order to collect information on very specific issues within the community.

Problem tree which is a method of analysis of problems to establish the deep rooted causes and effects. It presents the core problem to be addressed at the center with the root causes below and effects above.

2.2.2.3 Analysis of problems per sector and the search for solutions.

The sectors present in the various villages were first of all identified and the problems were then listed for each sector. This was purely through the aid of the various workshop participants who actively took part in the listing of the various problems pertaining to the sectors in question. After listing the problems, the villagers had to propose local solutions to the problems listed. It should be noted here that, some of the solutions of the villagers were at their reach, while some could not be resolved locally.

2.2.2.4 Planning of local problems

At the end of the workshop session, the various sectorial problems were then ranked in decreasing order of importance using the pair-wise ranking technique, followed by the planning of the sectors beginning with the most pertinent to the least.

2.3 At the level of Council Urban Space

2.3.1 Identification of problems, constraints and potentials by sector

As said earlier, the gross and general identification of problems and constraints of the Widikum Urban Space was done on the 16th Feb, 2011.

2.3.2 Problem Analysis

Problem analysis of the various sectors in the participatory workshops involved the identification of the causes and effects of the core problems of each of the sectors and the identifications of possible solutions to these problems, paving the way for further elaborations. It should also be noted that the urban land use plan was established during the workshops.

2.4 At the Level of the Council Institution (CID)

Collection of Data within the framework of CID started early enough though altered by absence of the mayor and the Secretary General which somehow delayed the process. Areas of interest in the

process of data collection were; the human (personnel) and financial resources of the council as well as her assets and management strategies.

2.4.1 Analysis of data collected.

The Council Institutional Diagnosis was restituted and validated on the 15th of February 2011 as well as for 90% of the Urban Space Diagnosis. This was done through the SWOT analysis method and the stakeholders were really involved in a marathon race with their participatory spirit.

The analysis of the data collected which laid lots of blames on the Mayor for his poor management was not an easy thing to achieve in this process.

2.4.2 Consolidation of data mapping and diagnosis

The LSO used two days of workshop and eight days of field work for the consolidation of diagnosis data. The consolidation went on from establishment of the reference situation as revealed by the various diagnosis carried out in the exercise (council institutional, urban space and the participatory village diagnoses). Then there was reformulation of the problems of the various sectors and solution. A second meeting aimed at consolidating natural resource matrices of the municipality was made. The data was then consolidated sector by sector for each of the 28 sectors and transversal solutions identified at a workshop organized in the Widikum Catholic Hall. Participants used that occasion to prioritize the problem at council level using the simple ranking method. The LSO employed a GPS expert for geo-referencing.

2.4.3 Planning workshop , resource mobilization and programming

2.4.3.1 Preparation of the planning workshop

The objective here was to assess the relevance of the content of various stages of the preparation in connection with the effective participation of stakeholders concerned and an internalization of the entire process by the populations.

This phase of the planning workshop consisted of;

- Defining objectives in relation to the major axes of participatory diagnosis which are assets, constraints and liabilities;
- Analysing objectives and strategic axes to come up with the municipal council vision;
- Bringing out in a consistent manner the population's objectives with the local and national policies aiming at bringing a clear vision of the development. It is also about to bring into line the populations, the legislative body and the sectorial policies vision ;
- Executing projections regarding the objectives and propose alternative approaches.

2.4.3.2 Restitution of diagnosis consolidation data

The objective here was to analyze the coherence of the diagnosis and the relevance of constraints raised by stakeholders involved in the workshop concerning the population's well-being in order to enhance a valid set of data collected. This took place on the 24th of March 2011 in the Widikum Catholic Mission hall in the presence of sector heads, councilors, council executives, follow up committees members, chiefs or traditional authorities and some other notables and or elites. It resulted from consolidation of data at office level from the 22nd to the 23rd of March 2011

2.4.3.3 Planning

The planning workshop brought together a restricted number of participants; sectorial head of services, state devolved technical services, council executive and some devoted and knowledgeable councilors. It started with ground work at office level from the 25th to the 27th of March with

inspiration from the various problems identified in the different diagnosis. On the 28th , the sketch plans were presented to the same participants and updates made. Sketch plans for sectors not present in Widikum were taken to the Mbengwi Divisional headquarters on the 4th of April 2011 and shared with the sector heads who actually made substantial inputs and appreciated the input at hand

2.4.3.4 Mobilization of resources

While the consolidation and planning process was evolving the council was requested to identify all the sources of income for the year 2011 so as to facilitate the planning process. The following sources were identified; the council, PNDP, FEICOM, Ministry of Territorial Administration and Decentralization, Ministry of Basic Education, Ministry of Transport and the Ministry of Mines and Water

2.4.3.5 Programming

Given the available sure sources of revenue, programming was done in five sectors; agriculture, health, basic education, secondary education, Territorial Administration, Public Works and Water . It started with preparation of sketch programs at office level on the 29th of March. The sketch that was supposed to be presented on the 31st of March was pushed to the 5th of April pending validation of sketch plans at Divisional level. It finally took place and was very participatory.

2.5 Implementation of participatory monitoring and evaluation mechanism

At village level, committees were formed, some revised and others confirmed to oversee village projects. These projects were planned by villagers in a participatory manner and LSO team members in which tasks were assigned, materials needed identified, time frames fixed and expected solutions identified. Based on the time frame, responsibilities and expectations, monitoring and evaluation was secured at that level.

At municipal level, monitoring and evaluation was envisaged for each activity developed to ensure realisation of set objectives and those responsible for the aspect were clearly identified and means allocated for its achievement . all of these was clearly put on the annual plans and programs indicating when something has to be done. Indicators, tools and frequency of monitoring and evaluation were equally set up to ensure M&E

3. BRIEF PRESENTATION OF THE COUNCIL AREA

3.1 Description of the municipality (Region, Division, number of villages population, date of creation, surface area, languages spoken, ethnic groups, map of the council area

Presidential Decree No. 92/187 of 1/09/1992 created Widikum Sub Division in 1992. It is one of the five subdivisions that make up Momo Division of the North West Region. Momo Division is one of the seven divisions that make up the North West Region. The North West Region is one of the ten that make up the Republic of Cameroon.

Widikum subdivision has its headquarters at Widikum. Tinto subdivision bounds it to the South. In the North and North East, it is bounded by Njikwa Subdivision and to the East by Ngie and Batibo Subdivisions.

Widikum is situated at 58Km from Bamenda the Regional headquarters, on the road from Bamenda (North-West Region to Manyu Division (South-West Region) . The municipality and the subdivision have common boundaries.

There is also the aspect of Widikum as town and headquarters of the subdivision, which must be clarified. As a town, it is a conglomeration of four villages, each with its own traditional head and administration. Therefore, as used in this CDP, the name Widikum is used interchangeably to mean Widikum-Boffe Council municipality or the subdivision.

The population of this Council area is estimated at 28.152 inhabitants consisting of 13,927 males and 14,225 females (Census: 2005). With a total surface area of 439.84km² the population density stands at 8.8 inhabitants / km². Table 1 gives the different villages in the municipality and the quarters that make up each village

Table 1: Villages and Quarters in the Council

S/N	VILLAGE	QUARTERS
1.	Abeduh	Ntoh, Itohki, Egunisah, Egunigie and Aghimubeh.
2.	Abegum	Bondum-up, Bondum-down, Borambar, Bortchuh, Borawan, Bonduh
3.	Achama	Sop, Enet, Eboh, Yaounde, Aribu, Wukwuh
4.	Akanunku	Bataju, Bantu, Akanunku, Kankwama, Ndukwa, Etum, Ejuh, Tandu and Kisu
5.	Ambombo	Buyang , Daka, Bove, Buracha Essiage, Boghe and Bungeh
6.	Angwi	Etisong, Akuongyah, Ezam, and Abarankobo
7.	Anjake	Labe and Njoya
8.	Anjing	Upper Anjing, Egu/Aban, Grirriyi/Mbetoh and Edong.
9.	Atong	Tata, Ake Street, Kibeh, Kichua, Abuh, Nginashu, Nindeh, Tandeh, Achekom, Egiam, Finyi, and Ekpekwon
10.	Awi	Ghessam, Latigi, Gegbeagh and Ekawlaghen
11.	Bamben	Akwonum, Egunidop, Abaku and Akwoameng
12.	Baraka	Atikzama, Eboribit, Atakum, Azitcho and Assambi.
13.	Barambichang	upper and lower Barambichang
14.	Bifang	BORANJI, Njabata, Bunti3 , Borangu up, Banndeh, Borbinye, Bunti2, Nowa Burangu, Bunti1, Borande.
15.	Big Ambelle	Ekawt-lagi, Bengah, Egbewesi and Bessam
16.	Boffe	Boduh, Bodumyang, Ankiet, Borebab, and Boroneh.
17.	Diche I	Banyang, Grass-camp, Atukum, Acha, Ambelle, Menka, Bankop, Moghamo, Ngie, Bangwi, Busam, Ngaku, Globur, Banyah
18.	Diche II	Ngaku, Awubah, Oti, Ngeng, Bangeh, Ofom, Gunum, Kieresen, Ngunyanga, Konkwoh and Eben
19.	Dinku	Bomeh, Bobiyah I, Bobiyah II, Bonyawa, Bunte Bunte I and II
20.	Ebiendi	BuntiI, BuntiII, oaga, Bopong, Boteka, Bunti IB
21.	Echibit	Izi'hdi, Borokwa, Ishinjo, Artissoh and Kobiom.
22.	Efang	Ndzong Fo'ong, Ezeh'zi and Eborefang.
23.	Ebeachuk	Fon's palace, Bessam, Bejcep and Enduh.
24.	Eka	Eka center, Ebom, Bisam, Bunti, Moungo, Mboko, and Bisongayaung
25.	Ekaw	Kefuti, Bwetikoro, Akwake, Atsetse, Mbuan.

26.	Elum	Ngaku, Gurigoh, Gubieh, Azah, Barben, Formusopoh, Jingha, and Djibuh.
27.	Emua	Kefuti, Bwetikoro, Akwake, Atsetse, Mbuan
28.	Ishia	Ishia, Warekon, Acham
29.	Kanimbom	Ebouruchu, Ateney, and Eborousom
30.	Lapu	Bakama and Bekam
31.	Larinji	Ofuamy, Atongfara, Enumber, Mission and Wusokwazang
32.	Mantoh	Echu, Takiya and Ekandi
33.	Menda	Babih and Nkufan
34.	Menka	Wantong, Warama, Warichi, Warankabe and Wukwafong
35.	Mpeng	Jechong, Alikam, Chompeng, Shenjoh and Elarimya.
36.	Ngalla	Ngalla I, Nyen Bussam Bullan I, Bullan II,
37.	Oche	Ajina and Ati
38.	Olorunti	Besubia, Gelogetin, Lesson, Bemam, Aludea lajum.
39.	Tabunchum	Upper Tabunchum and Kwafong downhill.
40.	Tambang	Egyip lanpwe, Summer-betoung, About-Awet, Gebut and gelakou
41.	Tanka	Juedeh, Ayaba Emfi, Akapella and Kekwo,
42.	Tikom	Boh-Cha, Boh-Anye and Boh-Agum.

A spatial view of the map of the North West Region locates Widikum municipality at the South West horn as can be seen on fig 1



Figure 1: Map of Widikum in the North West Map

3.3 Main potentials and resources of the Council

3.3.1 Bio-physical milieu

3.3.1.1 Climate

Geographically, the Widikum-Boffe Council area has the warm humid climate of the forest region of Cameroon as well as the cool temperate savannah of the North West Region.

Widikum experiences alternately wet and dry tropical climates. It has a wet season of about eight months, which begins from mid-March and ends in mid-November and a short dry season of four months. The rainfall pattern provides suitable conditions for both perennial and annual crops to grow; thus allowing for two cropping seasons a year especially in the Menka area. The rainfall is one of the most important climatic factors here influencing agriculture, having the biggest effect in determining the potential of the area, the crops grown, the farming system and the sequence and timing of farming operations. It is the supplier of soil moisture for crops and grassland; some farmers depend on rain for farming.

The temperature varies within the Council area from 19⁰ C to 25⁰ C around Upper Menka and between 29⁰C and 32⁰C towards Widikum Town and the Ambelle region. This variation comes from the fact that the Council area lies between the tropical grasslands and the equatorial rain forests, thus making it a transitional zone. The early part of the dry season tends to be the coldest time of the year. Generally, Widikum, Ambelle and parts of Menka experience warm temperatures throughout the year.

The atmospheric humidity varies with the absolute value and the seasonal distribution of rainfall, being uniformly high throughout the wet season, and falling to very low levels in places where there is severe dry season such as in Upper Menka. The coming of the rains is usually accompanied by strong winds

Soils (presenting the potential, evolution, threats, etc)

The soil within the municipality varies greatly owing to factors such as parent material, climate, vegetation and the topography. The main parent rock is granite, which is constantly being weathered and decomposed due to heavy rains and the topography of the area. These rocks give rise to oxisols or ferralitic soils, which contain much iron and aluminium minerals. Weathering is accelerated by high temperatures and rainfall experienced. The soils have characteristic reddish-brown or yellow colour due to oxidation and are highly acidic. They have low nutrient reserves, low fertility and are highly leached.

he eutisols are the type of soils found on the steep slopes where the rate of surface erosion equals or exceeds the rate of soil profile development. These soils are good for grazing, as they are infertile. Along the banks of the rivers are found this type of soil with stratified river deposits and deep sand. The mollisols of the grassland and hard wood forest of Menka are deep and dark coloured surface with high organic matter. These are very fertile soils.

Relief

In terms of relief, Widikum sub division is characterised by steep hills and deep valleys. Elsewhere, gentle undulating and rolling hills can be found around the Akanunku, Anjing, Efang areas and others. The highest point of the Sub Division can be found around the Upper Menka area. It is estimated at 2017m above sea level and the lowest point in Ambelle at about 600 to 700m above sea level.

Hydrography (main water sources)

The main water courses of River Momo and River Tanjo, also known as River Mmen downstream by the Ambelle people, richly water the area. Many smaller streams (like the Emo) and springs feed the main rivers. No lakes are found here. However, there are many marshy areas, which are temporarily wet in the rainy season and get dry in the heart of the dry season. There are waterfalls in the area, some of which measure up to about 90m in height. The most known waterfall (DiDeem), is about five kilometres downstream the Momo River from Widikum Town. Hydroelectric power that can be generated from this fall, some people have said, it could be equal to that from the Menchum Falls.

Flora and Vegetation (forests, savannas, medicinal plants, etc.)

A characteristic feature of the vegetation in the municipality is the natural oil palm forest, raffia palms and the rocky vegetation. There are extensive areas of unexploited natural wood forest around the Ambelle area. The deciduous forest is found in parts of lower Menka and Ambelle. These represent a gradual transition from the semi-evergreen forest of Ambelle to a much drier woodland and savannah grassland of the upper Menka area. There is also a gradual change from a relatively luxuriant closed forest, which is not readily penetrated by fire to a less luxuriant forest with an incomplete canopy with a greater development of herbaceous undergrowth, which could be readily swept by fire, to savannah fire sub climax. On the rock surfaces of the hills are found plants that grow in the cracks or hollows of bare rocks.

Table 2: Existing forest resources in the Widikum-Boffe municipality

Timber	NTFPs (Non Timber Forest Resources)
Iroko (<i>Melicia excelsa</i>)	Njansa (<i>Ricinodendron heudelotti</i>)
Moabi (<i>B. toxisperma</i>)	Bush mango (<i>Irvingia gabonensis</i>)
Azobe (<i>Lophira alata</i>)	Bitter kola (<i>Garcinia kola</i>)
Mahogany	Kola nut (<i>Cola accuminata</i>)
Walnut (<i>Lovoa trichilioides</i>)	Bush pepper (<i>Piper guineensis</i>)
Utile (<i>Entandrophragma angolens</i>)	Chewing stick (<i>Garcinia Mannii</i>)
Sapele wood (<i>E. cylindricum</i>)	Bush onion (<i>Afrostryax kamerunense</i>)
Beru (<i>Enatia chlorantha</i>)	Erat (<i>Sacoglottis gabonensis</i>)
Etore (<i>E. angolense</i>)	Yoruba stick (<i>Masularia accuminata</i>)
Bekon (<i>Irvingia gabonensis</i>)	Eweya (<i>Lentinus squarrosulus</i>)
Bitem (<i>Petersianthus africanus</i>)	Alligator pepper (<i>Aframomum melegueta</i>)
	Sweet alligator (<i>Aframomum spp</i>)
	Forku (<i>Pigeum africana</i>)

Source: Forestry and wildlife Post Annual reports, 2011

3.3.1.6 Fauna

Given the double geographical feature of the municipality that consist of the humid forest zone type and the dry savannah type in Menka, the municipality is blessed with plenty of fauna. Wild animals commonly found here include; rat moles, antelopes, deer, monkeys, pangolin, rock rabbit, hamsters, bush baby, foxes, porcupine, cane rats, wild cats squirrel, gorillas, snakes, porcupines, many variety of birds and many others. Domestic animals commonly found here are: goats, sheep, pigs, fowls, ducks, cattle, horses and dogs.

Protected Areas

The municipality has two protected areas that are the Ambelle and Menka forests. The Menka forest reserve is also locally known as “Ekaw”. The protection of these reserves has been decided only by

the local population. The government can reinforce this decision by including the forests in her reserves.

3.3.1.8 Mineral resources

There has been no scientific study carried out to determine the exact situation of minerals in the municipality, however, the most common and visible mineral resources are stones and river sand. This stone as a mineral is distributed all over the Widikum municipality with high concentration in Diche 1 village. It is a major source of raw material for the construction of bridges, roads, houses and others. It is exploited by both the local population and the China Road and Bridge Corporation (CRBC) that is presented constructing the International Road; Batibo-Ekok.

The exploitation of the stones is controlled by both the state and the council especially when exploited by companies.

3.3.1.9 Assets, potentials and constraints of the biophysical milieu

Table 3a: Assets, potentials and constraints of the biophysical milieu

	Potential	Constraints
Climate	Has two climate types; warm humid climate of the forest region as well as the cool temperate savannah of the North West Region. It experiences the wet and dry tropical climates. Favourable rainfall pattern suitable for both perennial and annual crops to grow	It experiences strong winds especially in the savannah area that destroys crops and buildings. Menka areas sometimes experiences severe dry seasons that affects crop yields Occasional heavy rainfalls that favours water erosion, floods, landslides, destructions and sometime lost of life
Soil	Varied soils for different uses, It has eutisols favourable for grasses hence good for grazing, as they are infertile. It has the fertile mollisols of the grassland and hard wood forest that are deep and dark coloured with high organic matter suitable for crop farming.	Weathering of the main parent rock due heavy rains and high temperatures. Plenty of low nutrient and acidic soils highly influenced by agents of denudation like water, temperatures, bush fires etc.
Relief	Presence of gentle undulating and rolling hills comfortable for crop farming, grazing and human habitation. The remarkable variation of relief resulting to marked variation of altitude of about 2017m above sea level for the highest point and the lowest of about 600 to 700m above sea level is an interesting geographical feature for the municipality	Steep hills that cannot be properly exploited and open to soil erosion
Hydrology	Has rivers that richly water the area and contain fishes for human consumption and river sand for construction. There many marshy areas exploited for vegetable production before the heart of the dry season. There are waterfalls in the area that can be harnessed for hydro electricity	The water bodies are highly polluted by both natural and anthropic phenomenon hence not suitable for human consumption Financial constraints hinder the exploitation of water falls to generate electricity.
Protected areas	The municipality has two protected areas that are the Ambelle and Menka forests.	The protection of these reserves has been decided only by the local population thus requiring government support for the initiative
Minerals	Availability of abundant stones all over the municipality and river sand used for diverse constructions	Difficulty to access the rocks due to lack of roads and the difficult topography
Flora	A characteristic feature of the vegetation is the natural oil palm forest, raffia palms and the rocky vegetation. Deciduous forest found in parts of lower Menka and	There are extensive areas of unexploited natural wood forest around the Ambelle area because of inaccessibility.

	Ambelle rich in timber and non timber products. Savannah grassland of the upper Menka area suitable for grazing. On the rock surfaces of the hills are found plants that grow in the cracks or hollows of bare rocks.	Presence of luxuriant forest with an incomplete canopy with a greater development of herbaceous undergrowth, often readily swept by fire,
Fauna	Richly blessed with a wide variety of wild animals for human consumption; it is equally blessed and suitable for domestic animals for both human consumption and pets	Non sustainable exploitation of wild life. Other than Menka, the other parts do not pay much attention to animal production and animal protein consumption is alleged to be very low

Source: survey data, 2011

Table 3b: Matrix Diagnosis of natural resources

Natural resources	Localization	potential	User/Use	controller	Mode of management (Access)	Tendencies	Problems/Constraint	Actions to be taken
Stones	All over the Council with high Concentrations at Diche 1 Village	Enormous (Source of stone materials for the construction of the road Batibo-Mamfe-Nigeria	Local population and Road Construction Company	State and Council	State concession for the Company Free for local population	Stable	Bad roads rendering the exploitation very difficult. Population not aware of their obligations and how to benefit from exploiters	Improve on road infrastructures Invite the Council for better follow up Provisions of the Road Construction Company's Cahier des Charges must be known and recorded for follow up.
Vegetation	a) Natural oil palm forest, raffia palms and the rocky vegetation in the Municipality as a whole	characteristic feature of the vegetation in the municipality	Local population	Uncontrolled	Inheritance	Degraded by usage not following modern concepts and techniques	The Government puts in efforts for the farmers (95% of total population) ,to be acquainted with new management technologies but very few staff not having the appropriate means and logistic	Reinforce Government's action by putting adequate personnel and means to enable education of the people and implementation of new cultural techniques. The Council should also

								show better concern.
Soils	The mollisols of the grassland and hardwood forest of Menka	Deep and dark coloured surface with high organic matter. These are very fertile soils	Local population	Uncontrolled	Inheritance	-"-	-"-	-"-
	Oxisols or ferrallitic soils in parts of the Coiuncil Area, Particularly in Widikum town	Good for palm trees but much less for crops except in Abegum Village which stands to be the area of concentration of food crops farmers	Population	Uncontrolled	inheritance	Fast deteriorating because of intensive exploitation		Education of the people and implementation of new cultural techniques and replacement of the very old palm trees with improved species
	The eutisols are the type of soils found on steep slopes where the rate of surface erosion equals or exceeds the rate of soil profile development. Found in Menka are	. These soils are good for grazing, as they are infertile. Along the banks of the rivers are found this type of soil with stratified river deposits and deep sand.	Mborroros	Under the control of indigenes	Agreements and purchase	Hazardous exploitation	Further Lack of grazing land -Eventual conflicts of ownership	Education of the people - Involvement of the Council in land management issues.
Forest	extensive areas of unexploited natural wood forest of	-Timber -Non ligneous products	Unexploited	Uncontrolled	Natural	Under threats of deforestation, poaching	Difficult access	Open up roads -Educate population on the need to preserve

	Ambelle area	-Fauna						this environment and the material benefits -Protective measures by the Government and Council
	The deciduous forest found in parts of lower Menka and Ambelle	There is a gradual transition from the semi-evergreen forest of Ambelle to a much drier woodland and savannah grassland of the upper Menka area	Population	Uncontrolled	Inheritance	Hazardous exploitation	deforestation and impoverishment of the soils because of bush fires	Education of the people and implementation of new cultural techniques and replacement of the very old palm trees with improved species
	River Momo	Mud fish Carps Sand	Population	Uncontrolled	Natural	Hazardous exploitation	- No fishing techniques developed	-Educate the people -Draw the attention of the council.

See Annex 12 For Diagnosis Of Natural Resources In Widekum Council Area

Description of the socio-economic milieu

3.3.2.1 The Council's History

The area known as Widikum subdivision today was attached to Mamfe Division in the days of Southern Cameroons. Widikum then was a very important commercial, religious and cultural centre. This ended with the 1961 plebiscite, when Southern Cameroons, administered from Nigeria by Britain, voted to join the Republic of Cameroon. Trade and other links with Nigeria ended and so too was the demise of Widikum.

With time, the demarcation map carved out Widikum from Mamfe Division whence it became part of the now defunct Gwofon Division. With more administrative changes, the North West and South West Provinces were created from the defunct Southern Cameroons. Widikum later became part of Momo Division. It was part of Batibo subdivision before its creation in 1992 as Widikum subdivision.

3.3.2.2 Demography

The population of this Council area is estimated at some 28.152 inhabitants consisting of 13,927 males and 14,225 females (Census 2005). With a total surface area of 439.84km² the population density stands at 8.8 inhabitants / km².

Life expectancy is between 45 and 50 years while rural exodus is very high as people most often move to the South West and other Regions because of the difficult terrain, the lack of farm-to-market roads, the absence of electricity, to name just a few reasons for the exodus. The mortality rate for the area stands at 6% while that of morbidity stands at 4% (Annual report of Medicalised Health Centre Widikum, 2010).

3.3.2.3 Population size and structure

In-depth survey through village diagnoses in 2011 gives another population as displayed on table 4

Table 4 : Population analysis for the Villages of the Council

S/N	VILLAGE	MEN	WOMEN	YOUTHS	CHILDREN	TOTAL
1.	Bifang	3800	4200	1200	500	9 700
2.	Achama	600	420	300	330	1 650
3.	Ishia	100	150	102	100	425
4.	Eka	2000	2200	2200	1600	8 000
5.	Ambombo	2000	1200	1960	1290	6 450
6.	Ngalla	2503	2004	1903	1602	8 012
7.	Ebendi	3000	2500	2100	1900	9 500
8.	Tikom	196	271	132	302	901
9.	Boffe	300	400	202	105	1 007
10.	Elum	180	204	241	223	887
11.	Mantoh	152	201	60	80	493
12.	Menda	30	36	20	22	108
13.	Anjake	164	126	43	150	483
14.	Olorunti	222	265	245	277	1 009
15.	Oche	75	105	61	73	314
16.	Dinku	188	202	225	150	765
17.	Larinji	70	145	36	50	301
18.	Tabonchum	22	40	58	115	235
19.	Mpeng	15	22	18	15	80
20.	Echibit	67	86	30	80	263
21.	Efang	191	289	424	296	1 200
22.	Akanunku	1762	2987	530	160	5 439
23.	Atong	105	175	160	200	650
24.	Bamben	150	250	100	200	700
25.	Diche II	173	208	185	437	1081

26.	Angwi	20	66	62	102	302
27.	DICHE 1	1475	1794	924	807	5 000
28.	ABEGUM	330	344	133	93	900
29.	ABEDU	81	100	35	25	351
30.	ANJING	1752	1915	1570		5 237
31.	BARAKA	880	1670	1250		3 800
32.	EKAU	158	187	312		657
33.	KANIMBOM	500	1197	1000	294	2991
34.	EMUA	697	1081	653	250	2681
35.	ONKA (MENKA)	68	204	446	300	1018
36.	LAPU	30	58	100	40	228
37.	BARABICHANG	82	100	122	60	364
38.	BIG AMBELE	51	65	82	53	251
39.	EGBECHUK	120	150	167	100	537
40.	AWI	550	600	400	250	1 822
41.	TANKA	97	108	300	225	730
42.	TAMBANG	50	80	110	60	300
	Total	25006	28405	20201	12916	86,822

Source: survey data, 2011

Table 4 shows that the total population of the municipality is 86,822 persons consisting of 25006 men, 28,405 women, 20,201 youths and 12,916 children. The figures were given by participants of each village during the different village diagnoses. This figure is about 3 times more than the national population census of 2005. Some villages (in bold) were not able to give good estimates of their populations. The council and the villages would have to consider which of these figures would be suitable for planning of their projects

3.3.2.3.1 Ethnic Groups and inter-ethnic relations

The Widikum-Boffe municipality is made up of four clans. Each has its own history.

Ambelle: - The Ambelle people come from 10 villages. These are Menda, Anjake, Olorunti, Egbechuk, Big Ambelle, Baramichang Lapu, Awi, Tambang and Tanka. With the exception of Olorunti its people are descendants of Agnes Ntole. These nine villages were all originally settled at Lambun around the 16th century. However, wars, witchcraft, congestion, and competition for food caused its people to look for new settlement areas, which became different villages around the 17th century. Anjake, Egbechuk, migrated southwards and together settled at Ekaha Lamqua while the rest of the six villages (Big Ambelle, Baramichang, Awi, Lapu, Tambang and Tanka) migrated northwards. All these villages moved to new intermediary sites before finally settling where they are today. This final settlement took place around the 18th Century.

History holds that Olorunti originated from Besam. A white “Ngometa” as natives called him advised them to move to Besubia, which he thought was to be later located on a highway. At Besubia, an epidemic occurred and took away several lives. This event and others caused another major movement to the present location. *Source: - Information from Tayo Denis, Menda, Ambelle Clan.*

Bussam: -The Bussam people are situated on the hills North of Widikum Town. Menka bounds the villages to the North, East by Ngie, South by Widikum and West by Ambelle. The Bussam people originated from around a place called Timbeng, which means stone, in Ngie Sub Division. Here it is believed that the Bussam people originated from Calabar, Cross River State in Nigeria. As a result of the fight for leadership they moved to what today comprises their villages. The group of people who settled around Timbeng faced a lot of problems. These included, among others, scarce land. This caused them to move and many of them settled in a place called “Daba-nghu. Daba Ekwene who had three sons, Nji, Ekwene and Daba, led them. At the death of their father, they fought for the throne. Unable to resolve their chieftaincy problems amicably, they moved their various ways to form the seven villages of Bussam. Bifang village was led by Ataki-Difang, Eka by Ekwene-kim, Ebendi by Bushu Egw, Ngalla by Eborakum, Ambombo by Abia-Danya, Dinku by Atake and Oche by Otabi. The following chiefs presently rule these villages of Bussam: Bifang - Fon Mbun Raphael Awanye, Ebendi -Fon Mba Aaron Tembe, Ngalla - Fon Enu Francis, Ambombo - Fon Negbor Oscar, Eka - Fon Angoh Gideon, Dinku - Fon Atake Godfred, Oche - Fon Otabi William
The Bussam people speak the Bussam dialect. (**Source:** - *Information from Elders*)

Menka: - The Menka clan is situated about 25Km from the sub divisional headquarters. The people of Menka migrated from Emi. The clan has a population of about 9.284 inhabitants with the female making 55% of this total. The clan is made up of fifteen villages namely Ishia, Achama, Menka, Larinji, Tabonchum, Mpeng, Echibit, Efang, Baraka, Kanimbom, Atong, Akanunku, Emua, Ekaw and Anjing. The people speak two dialects, Etoh and Wando.

Widikum: The people of Widikum Clan are believed to have originated from the Congo Basin. Some elites claim that the people settled in Nigeria and Mamfe before settling at Iti-ampanghi, the most clearly remembered area where the people lived before they dispersed, in their various ways, to all parts of Momo and Mezam divisions.

At Iti-ampanghi, they settled under a leader called Okum. However, it is generally agreed that under Ateh some of the people comprising the villages that comprise Widikum clan settled where they are now. These villages are Abeduh, Angwi, Bamben, Abegum, Boffe, Tikom, Diche 1&2 and Elum.

Other people of Widikum went their various ways to what is today, Momo Division, parts of Mezam Division as well as, in smaller numbers, other parts of the country.

Inter clan conflicts: No inter clan conflict has ever been reported.

Inter village conflicts

Akanunku and its environs are classed under the Menka clan. Some of its people claim that the people of Akanunku are not part of the Menka clan because they have distinct, cultural and linguistic differences. Another case is that of some people of Diche 1, Diche 2 and Elum. They claim Akut as their clan but other villages of the Widikum clan and municipality hotly refute this claim because these villages have a common history, culture, tradition and language with the people of Widikum tribe.

There exist the following minor conflicts:

- Land matters and boundary demarcation. Despite administrators urging inhabitants to apply for Land Certificates, many of the people do not see the need. This is due to ignorance. And for those who understand, they complain of the long procedure and the high cost involved in obtaining a Land Certificate. It can be observed that little is being done to sensitize the public on the need to own land certificates. This is only done when dispute problems arise.
- Matrimonial problems. Many homes are polygamous. Having many wives and many children is an indication of wealth. The men use their wives and children as workers on farms and assure the man's social standing. Unfortunately, many of their children are abandoned to themselves and their mothers are left to raise and educate them.
- The enthronement of chiefs is becoming to be questioned by some people.

Social Stratification

From the village structure, the relevance of social stratification to development can easily be explained.

The Chief, Fon or Ofon, is the head of the village. He is assisted by the *itas*, in some villages. The village Council is the deliberative organ on all matters. Councilors run the village Councils. They deliberate on village matters. Quarter heads, also councilors, serve as a link between members of an extended family and the village Council.

There is also the elite, sons and daughters who live out of the village. They have a crucial role in village development projects. They conceive and contribute in cash and kind to projects.

See annex 1 for figure of Social Stratification

Stratification in the Sub Division is best represented as follows:

Types of Traditional institutions

There are two major traditional institutions in the four clans:

a) The village council of elders

This is the highest of all institutions found in the villages. The village elders known as "*ita*"s in some villages, and kingmakers in others, govern the villages. Their duties include:

- The holding of consultative meetings to examine events and issues affecting the village
- Assisting the administration
- Settling major problems involving land cases, marriages, communal labour defaulters etc.
- Protecting the village against any intruders
- Educating the population on various projects

b) Quarter and Family meetings

This group is answerable to the village Councils where there is need. This is an extended family grouping led by a family head. Their functions include:

- Settling minor disputes in the quarters or among members of their family,
- Helping the village Council to collect funds for projects,
- Creating income generating projects to benefit members of the family,
- Assuring cohesiveness in the family and
- Educating the family on family values and discipline.

3.3.2.3.2 Religion

Traditional Religion:

In the Widikum-Boffe municipality, there are many Christian churches. Some people, however, worship traditional gods and keep shrines in their compounds. There are also sorcerers. Some sorcerers in this area include the *Aperie, Atomteng, Etuti and Takum*. Some clans have shrines at the village levels, which are believed to bring good harvest and protect the people from ill luck.

Christian Religion

The following Christian denominations exist in the municipality: Catholic, Presbyterian, Full Gospel, Apostolic, Global Frontiers, New Apostolic, Church of Christ, and Jehovah Witnesses. The Catholic religion has the highest number of Christians and churches.

Islam: The Islam faith has very few followers. These are the *Mbororos* in Menka area. They have only one worship-ground in the entire Menka clan.

Traditional religion has 40 worship grounds while Christianity is firm with a total of 69 Christian worship grounds.

(see annex 2 for distribution of religious bodies)

3.3.2.3.3 Population mobility

Migration patterns

The rate of emigration in Widikum-Boffe municipality is considered to be quite high, especially from the Menka area. Hindered by the lack of roads and a difficult terrain, many of its people move especially to the South West Region in search of job Opportunities. Many non-indigenous sons and daughters live in the Widikum town and constitute quite a large number of the business population

3.3.2.4 Characterisation of the vulnerable populations

The vulnerable population in the Council area are constituted by :

1°) Case of indigenous (marginalised) people - **The Mbororos**

They are found in the Menka area that is favourable for animal grazing which is their main source of livelihood. They are about 255 of them in number(112 men & 143 women).

Table 5: Minority population

LABEL	ANSWERS	OBSERVATIONS
NUMBER OF PEOPLE RESULTING FROM THE LESS POPULATION IN THE VILLAGE	-MEN : 112 -WOMEN : 143 -TOTAL : 255	Fast growing but always concealed in their families (Mbororos)
NUMBER OF CHILDREN RESULTING FROM THE LESS POPULATIONS IN SCHOOL AGE IN THE COUNCIL (6-14YEARS)	-BOYS : 62 -GIRLS : 74 -TOTAL :136	<i>In net increase, number and results wise</i>

Source; survey data, 2011

2° Other vulnerable populations (62 males & 74 females) include; Handicaps, the aged, street children, disabled etc.

The greater number of them are youths of schooling age. See annex 3 for detail table. Also see annex 4 for situation within the urban space

3.3.2.5 Social Organisations

Development activities (Village Cultural and Development Associations)

In the Widikum-Boffe area, cultural and development associations form an integral part of development. The associations are named after their villages or clans. The prime objective is to develop their various villages. Some of them have realised activities in the areas of water supply, road construction, culverts, churches, classrooms, and community halls. The main constraints of these cultural and development associations lie in their inability to raise funds. The cultural and development associations here include:

- The Widikum Development and Cultural Association, WIDECA.
- Bussam Cultural and Development Association, BUCUDA
- The Ambelle Cultural and Development Association, ACDA
- The Abeduh Cultural and Development Association (ACUDA) created in the year 2000 occupies a central role in the village, and is charged with the promotion of development and culture
- Bifang Cultural and Development Association (BICUDA). Legalized in 2003, its mission is to foster and promote development in Bifang. Its role is to implement monitor and evaluate developmental projects. BICUDA has implemented three projects in the following domains; water , Aid to schools and health.
- Achama Development Association (ADA) whose mission is to conceive and supervise development projects. They hold monthly meetings.
- Anjing Development and Cultural Association (A.C.U.D.A), created in the year 2000 meets annually. The mission of the association is to promote development in the village and it has as role to organize the developmental activities in the village and raise funds. The main projects so far realized the association include; Construction of a water Catchment, Digging and maintenance of their road network to link with neighboring villages and the Completion of the construction of the Presbyterian Church Anjing
- Awi Cultural and Development Association (ACDA), responsible for the development of the village and study of feasibility of projects related to the development of the village. It was created in 2003 and legalized in 2003. Main projects intervened in include; the construction of ACDA village hall, construction of the palace, road construction, drinking water supply
- Baraka Development and Cultural Association (B.A.C.U.D.A), created in 1998 and legalized in 1999. The association holds its meeting annually. The mission of the association is to promote development in the village and it has as role to raise funds and organize development activities in the village. Main projects earmarked by the association include: Completion of Baraka health center, Extension of water supply to all the quarters, Digging of roads to link with neighboring villages and Construction of a community hall.
- Barambichang Cultural and Development Association (BACD) whose mission is the realization of cultural activities and village development. She was born and legalized in 2008. It holds meetings once a year. The main projects envisaged by the association include; the construction of the BACD village hall, construction of the palace and the construction of road and supply of water to the village

- Big Ambelle Cultural and Development Association (BACUDA) whose mission is the realization of cultural activities and village development and to improve living conditions of the population of Big Ambelle. She was born in 1995 and legalized in the same year. The association holds meetings once a year. The main projects envisaged are the construction of ACDA village hall, construction of the palace and the construction of the road and supply of water supply to the village.
- Akut Development Association (ADA) is for the entire Akut clan (Diche 1, Diche 2 and Elum). The association was legalized in 19991 and its main mission is the promotion of development activities and culture of the Akut clan.
- Diche 2 Development Association (DIDA), the youth association was created in 1995 with its main mission to promote the wellbeing and development of the village. The main project that has been realized by DIDA is the construction of the village hall which has not yet been completed

Details of other village development associations can be found in the respective village reports

3.3.2.6 Habitat

The people of this sub division have basically two types of settlement patterns. The first of these is the nucleated settlement pattern. This pattern of settlement could be linked to its commercial history of the thirties and the forties when settlement was concentrated around areas for marketing of produce. This settlement pattern is common in the hinterland. This can be explained by the hilly nature of the land. Furthermore, the difficult terrain necessitated some families to avoid walking the difficult terrain by building and living on their farms. The second type of settlement is linear i.e. along the public highway linking Bamenda and Mamfe. Also, there exist disperse settlement in the far off areas with plenty of free land for homestead farms and grazing

3.3.2.7 Zonage (Demarcating) council space (include existing map)

Widikum council is about 58km from Bamenda the Regional headquarter. It has the same boundary as the subdivision and has a total surface area of 439.84km². Widikum shares boundary in the North with Njikwa and Ngie sub divisions with border distances of 80km and 30km respectively. In the West, it shares boundary with Batibo subdivision with a border distance of 18km. In the south, it is bordered by Tinto subdivision covering a distance of 80km and in the East, it shares boundary with Akwaya with a border distance of 120km (see page 144 for details, [also see annex for Map of Urban space](#))

3.3.2.8 Housing system

Houses in the municipality are mostly constructed of sundry blocks. Polygamy is highly practiced in order to have a large labour force for farm work especially in palm oil extraction thus making some households to have as many as 25 children leading to overcrowding in most cases. It is traditional for a big farmer to have at least three wives in the municipality. Only 7 out of the 42 villages are electrified hence the majority of the houses are not electrified. Houses are poorly ventilated especially in the suburbs. Most of the houses have external kitchens. There hardly any toilets in almost all the far off villages. This poses a lot of sanitation problems in these areas.

3.3.2.9 Local development actors

3.3.2.9.1 Public services implanted within the council

Eleven public services exist in the municipality as can be seen on Table 6 below:.

Table 6 : Administrative services in Widikum Council Area

Department	No. of administrative buildings		No. of buildings needed		Remarks
	Offices	Residences	Offices	Residences	
Divisional Office	0	0	1	1	No office/residence
Treasury (MINFI)	0	0	1	1	Rented building
Agriculture	1	0	1	2	
Forestry	0	0	1	1	Rented building
Veterinary	0	0	1	1	Rented building
Education (Basic)	1	0	0	1	
Gendarmerie	0	0	1	1	Rented building
Post and Telecommunication	0	0	1	1	Rented building
Widikum-Boffe Council	0	0	1	1	Rented building
Customary court	0	0	1	1	Rented building
Rapid Intervention Unit	0	0	1	1	No building
TOTAL	2	1	9	10	

Source: survey data, 2011

3.3.2.10 Collective projects

They include:

1. Manual road construction and maintenance by inhabitants of Akanunku, Larinji and Efang.
2. Road construction (6 km) Diche 1 to Diche 2. People of Diche 2 and Elum
3. Bridges of Olorunti and Egbeachu constructed collaboration with MPDL, Council and population
4. GBHS Widikum. All classrooms and administrative block constructed by population and PTA (School almost 20 years old)
5. GS Widikum (See No. 4 above)
6. Community Water system in Widikum town largely by population
7. Community Water system by Bifang population
8. GBS Diche 1 Community and PTA
9. Water project collectively carried out by the indigenes of Ngalla, Ambombo and Eka
10. Water project Dinku/Oche etc

3.3.2.11 Relationships with Development actors

A. Analyses of information on management of relations

A.1. Relations between the council and its head

The council has a good relationship with its immediate head that is the Divisional Officer. This was confirmed during the several meetings with councillors, council executives and opinion pools advocating for proper communication means, logistics and personnel for the prefecture. The immediate head participates in council sessions and approves budget and accounts as well as presides over council ceremonies.

A.2. Relations between the council and technical services

The relationship with technical services is yet to be appreciated. There are claims that the council does not support initiatives by some of the technical services to boost the sectors for instance agro-pastoral shows organized. Also, some of the sector heads will scarcely attend meetings called by the council with the claim that the council hardly motivates them for their man-days and or inputs

Table 7: Relations between the council and technical services

No.	Partner	Nature of relationship	Frequency of meetings	Any conflict	Nature of conflict
	Divisional Officer (DO)	-Representative of the government	When need arises	No	.
	MINADER (SDD-ARD)	-Organizing agro pastoral shows and best farm competitions -Technical assistance to farmers -Information sharing	When need arises	Yes	-Conflict, council not financially supporting <u>all</u> agro pastoral shows <u>initiated by the sector</u>
	GP-DERUDEP	-Funded the construction of 24 sales points as well as a slaughter slab -Funded 4 classrooms a -Health Center	When need arises	Yes	Cut down No. of sales points and classrooms initially agreed on
	MINEPIA	-organizing agro pastoral shows -Organize best farm competitions -Technical aid -Information sharing on livestock, fisheries within the municipality	When need arises	Yes	-Council not financially supporting agro pastoral shows initiated by the sector -No support on vaccinations on animals

	MINEBAS	-Supply information and statistics on school needs -Help distribute minimum package -supports FENASCO -Supports school projects	When need arises	Yes	-Wants more help than council can offer -Council wants to oversee examinations
	MINESEC	Casual relationship as sector in the municipality. So far, sector representatives attend meetings organised by the council. Also the council is always called upon to participate in meetings organised	When need arises	No	
	MINSANTE	-Council is chair to health committees. -Council assists in the construction, renovation and equipment	When need arises	No	
	Taxation	-Receives all tax deductions -Assists the council in forceful tax recoveries -Collects some taxes on the behalf of the council	No formal meetings	No	
	Forces of Law and order	-Assist the council in providing security during tax recovery -Maintain public law and order	No formal meeting	Yes	Do not want to check proper books of road users
	Judiciary	Visa all civil status documents before use Swear in municipal authorities in civil service matters	No meetings	Yes	Too far from Widikum; almost 80 km
	MINEPAT	-Receives council projects for inclusion into the	Quarterly follow up committee	No	

		investment budget -Takes part in site installation of council projects	of the PIB		
	MINATD	-Send out regulatory texts governing the councils -Sign employment contracts for staff above cat.7 -Sign travel permit for Mayors	No meetings	No.	
	FEICOM	Support council projects / services	No meetings	No	
	PNDP	-Supports the CDP -Supports its implementation	When need arises	No	

Source: survey data, 2011

A.3. Decentralized Co-operation

The Widikum-Boffe Council belongs to the union of councils in the North West Region. Her relationship with other councils, cities and international organizations is excellent.

Achievements based on learning include the cultivation of plantlets from plantain suckers learnt from Batibo Council, experiences gained from Kumbo Council on Projects for councillors on Annual Operational Plans and Piggery rearing from Andek Council as some examples. From abroad, they learnt about the Community Development Plan from the City of Ennis, Dallas, Texas USA as well as Base line Mapping from CESO Canada.

A.4. Relations between the council, traditional chieftaincies and religious congregations.

The council, traditional authorities and religious leaders relate well. The council is non-discriminatory. Council support has been given to the Catholic and Presbyterian schools. The council has constructed a grand stand that can seat 250 persons at the catholic mission school and has given support to the chiefs' union. The council will soon have a micro-economic project with Presbyterian Church in Cameroon(PCC) to create a piggery farm at a site provided by the PCC. The PCC will provide technical assistance while the council will provide initial financing of the project. The chiefs nearer the urban space are often invited to attend and participate in public and other crucial meetings organized by the council. All of these examples testify to a good relationship with the council. However, the same cannot be said in all chiefdoms because of communication difficulties, yet council has provided assistance for the renovation of nine palaces of chiefdoms in the hinterland villages.

Table 8: Relations between the council, Traditional Authorities and Religious Congregations.

No.	Partner	Nature of relationship	Frequency of meetings	Any conflict	Nature of conflict
	Traditional Authorities	-Communication of information from the council to the	Take part in meetings	No	

		population -Community development services			
	Religious congregations	-communication, sensitization of the population -occasion assistance to religious bodies and institutions	-Council public occasions	No	

A.5. Relations between the council and the civil society

The council is open to civil society, reason why a host of them have rendered productive services to the municipality. The relationship on the other hand is seemingly not the best as these structures enter and operate without consulting the council and most often do not share their successes and failures with the council. The council at the time of this report could not identify with certainty the number of civil societies that have operated and do operate in the municipality. Their control is at the level of the divisional office.

Table 9: Relations between the council and the civil society

No.	Partner	Nature of relationship	Frequency of meetings	Any conflict	Nature of conflict
	Political parties	The council is managed by a mayor elected on the ticket of the CPDM party.	As needs arise	Yes	Some party officials fail to cut a line between council and party funds
	Village Cultural Development Association (VCDA)	-Some VCDAs have realized some projects in the following areas, water, schools, churches, roads etc. -Some VCDAs include: WIDECA, BUCUDA ACDA etc.	When need arises	No	
	CMWA	CMWA, works on health issues particularly on HIV/AIDS. It has trained community and health educators to advice and revamp hope to affected and infected persons of HIV	Every two months with trained community educators	No	
	HELVETAS Cameroon	-Constructed one phase of the community water project for Widikum town --Constructed the water project for Bifang village. ---Partially sponsored the Bifang Community Water Rehabilitation project, - Partially sponsored the monographic study of the	None	No	The organization closed its office and moved out of Cameroon i

		Widikum-Boffe Council			
	INADES-FORMATION	It is prominent with the Widikum Women Farmer's Union (WIWOFU). They train the women regularly on income generating activities and the running of a palm oil co-operative. -Helped this group to obtain aid from the German Embassy for the running of their group.	When need arises	No	
	SLF	(Sustainable Livestock Foundation): The NGO assisted a Common Initiative Group involved in cassava production to obtain the sole cassava grinder existing in Widikum. Some farmers use the grinding machine			
	SIRDEP	-Disbursed loans to farming groups at low interest rates and ensured the recovery of such loans. -Worked with the W-B Council to create the Olorunti Community forest. Stopped because of lack of funding	None	No	Some farmers weren't able to reimburse the loans
	CESO (Canadian Executive Services Overseas)	Support the council with short term personnel for technical assistance in areas requested. They did the first baseline map of Widikum town, the first community development plan for Widikum town and they also provided the council with survey equipments some of which have been donated to the University of Buea.	As need arises	No.	

Source: survey data, 2011

A.6. Relations between councils and the private sector

The private sector is not well established in the municipality because of the remote nature of the council area and the difficult topography. However, the council is trying to develop a town plan as a means to make the main town a conducive environment for business. Some projects with the government may take off if the projects are judged to be feasible for financing.

At the present, a Chinese road company, is constructing the Pan African Highway that will link the town of Bamenda in Cameroon to Enugu in Nigeria. The contract by the government of Cameroon and the construction company provides for the construction of a Youth Center, two transformation plants and four drying units. There is hope that the economic and social activities of the people will be enhanced.

Some other observations on relations include but not limited to the following:

- Information from the Council to population is difficult due primarily to the poor state of roads and lack of communication. Except for a low telephone coverage by MTN, there are no radio and TV signals. The people of the council area, as well as the business community, find the Council area not conducive to business in spite of all the economic and natural resources available in the council area.
- Council staff are not prepared for the challenges posed by good local governance.

3.3.2.12 Economic Activities

Table 10: Activities carried out by the population of the Widikum Council categorized

S/N	Domain	Activity	People involved	
1.	Agriculture	Acquisition of land for farming	Men, women, youths	
		Clearing of farm land	Men, women, youths and some vulnerable	
		Hoeing of farm land	Women, youths and some vulnerable	
		Planting of cash crops	Men, women, youths and some vulnerable	
		Planting of food crops	Women, youths and some vulnerable	
		Harvesting of cash crop	Men, women, youths and some vulnerable	
		Harvesting of palm nuts	Youths	
		Harvesting of food crops	Women and youths	
		Crushing of palm nuts	Women and youths	
		Transportation	Women and youths	
		Taping of palm wine	Men and youths	
		Selling of palm wine	Men and youths	
2.		Fishing	Harvesting of fishes from the river	Men and youths
			Cultivation of fishes in fish ponds	Men
	Harvesting of tadpoles from streams		Women	
3.	Animal Husbandry	Rearing of cattle, sheep and horse	Men, Mbororos	
		Rearing of fowls	Men, women, youths and Mbororos	
		Rearing of goats	Men and youths	
		Transportation of animals to the market to sell	Women and youths	
4.	Hunting	Hunting with dogs and use of traps	Men and youths	
	Crafts	Production of sleeping mats	Men, women and youths	
		Production of mortar and pistles	Men and youths	
		Production of traditional baskets	Women and youths	

		Cane work	Youths
	Commerce	Oil palm sales	Women and youths
		Sales of drinks (Alcoholic and non)	Men and women
		Sale of stones and sand	Youths
		Seam stressing	Women
		Whole sales	Men
		Provision stores	Men, women and youths
		Sales of electrical appliances	Men
		sales of fish (fresh and dried	Men, women
		Sales of building material	Men
		Transports by head	Women, youth
		Transport by vehicle or moto bikes	Youths and some men
		Pigs/guts sales	Men and youths
		Sales of clothes	Men, women and youths
		Informal(hawking)	Youths
		Sales of palm wine	Men and youths
		Sales of fowls	Women and youths
		Sales of general foodstuffs	Women and youths

Source: survey data, 2011

3.3.2.13 Agriculture within the rural and peri-urban space: (decry practices, results, impact and generated usage)

A) Agricultural activities

Eighteen thousand two hundred and sixty-six people (18,266) out of the total population of 28,158 (65%) are farmers. This number represents about 90% of the working population. The area has twenty-three cattle grazers and only three fish farmers despite the several rivers and streams. Crop production absolutely dominates livestock production.

The highly fertile mollisols soils and favourable ecological conditions promote the cultivation of a variety of crops. Farmers, as individuals and groups, are organized to create improved palm nurseries. About six of such nurseries, with approximately 6,000 seedlings, exist. The aim is to create plantations and regenerate the existing lands. The Delegation of Agriculture provides farmers with technical assistance.

At the end of every year the Council, in collaboration with the Delegation of Agriculture, rewards hard working farmers and stimulates the spirit of competitiveness among them by organizing Agro-pastoral shows.

Major crops cultivated include:

- Palm, Arabica Coffee, Robusta Coffee, Cocoa, Maize, Cassava, Groundnuts, Beans, Yam, Solanum, Potatoes, Sweet potatoes, Huckleberry, Colacasia Ibo, Banana, Raffia Wine, Cabbage, Carrot, Okra, Ginja and others

Some problems encountered by farmers include:

- The difficulty of evacuating farm produce from the hinterlands to market centers due to the absence of farm-to-market roads.

- The high cost of inputs necessary to step up production
- Poor soil fertility in some areas of the municipality
- The lack of storage facilities whenever there is high production and low sales
- The problem of pests and diseases
- The low prices offered to farmers producing perennial crops like cocoa and coffee. These prizes discourage farmers from expanding their farms.
- Insufficient agricultural field staff
- A difficult work environment and conditions.

As a result of the above problems, subsistence farming is predominant within the Widikum-Boffe locality. Such farming is not market-orientated. Consequently, production per unit area is low. Considering the declining soil fertility, poor farm maintenance and the lack of markets in the hinterlands, the problems can be daunting for the farmer. These problems are exacerbated as farmers plant several crops on a single piece of land. Furthermore, they own many pieces of farms in different locations, some as many as fifteen kilometers away from each other. This involves the farmer wasting time walking between the farms to cultivate a few crops.

The major cash crop produced in the municipality is palm oil. Though the forces of demand and supply are supposed to determine the price, this does not happen. Since there are fewer buyers than the thousands of sellers, there is price collusion by buyers. The result is too little money offered for oil. Every indication is that the buyers will continue to extort the farmer since most of the farmers come from the hinterlands and, in the absence of storage facilities, roads and vehicles to carry oil back, they are always forced to sell their oil at often give-away prices.

A1 Sylviculture

No sylviculture activity takes place in the Sub-Division because it is blessed with plenty of forest that is even under exploited.

A2 Animal husbandry and fishing

Animal rearing especially cattle, goats and sheep is an occupation of the Fulani and the indigenous people of Upper Menka. There is pasture for foraging. The cattle-breeders practice nomadic pastoral farming. The increase in herd number and the search for fertile land for farming has reduced the grazing land. Occasioned by such, this has always led to some farmer-grazer conflicts. The cattle breeder within the Menka area graze out of the area during the dry season. Table 11 presents the situation of animal farming in the municipality

Table 11: Animal Husbandry

Herd	Quantity (in heads and tons)	Problems /Observations
Cattle	1215	Cattle and sheep are grazing mostly in the Menka clan that is Savannah and mostly by the Mbororos and a few non Mbororos using traditional grazing methods
Goat	12500	
Sheep	2000	

Pigs	9860	Goats are reared mostly by non Mbororos of the savannah region of the municipality and often left stray thereby causing plenty damage on homestead farms Pigs like the other animals are mostly found in Menka and breed using traditional methods
Birds	16600	
Rabbits	18	
Guinea pig	68	
Fishes (in tons)	0,300	
Others (Quails)	67	

Source: annual report SDD MINEPIA, Widikum, 2010

Very little fishing is carried out in Momo river. The population merely lives on the imported frozen fish. However fishes like mud fish, carps and tilapia found in the river, do sell while the greatest part is eaten by the fishermen and their households .

Hunting

Hunting of small and unprotected animals is carried out in the council area, the Gorilla sanctuary is somehow protected but poachers do attempt to hunt there. This area is not protected fully because of the lack of personnel and means by the Sub divisional Delegation of Forests and Wildlife. This sector requires much attention

3.3.2.12.1 Forest exploitation

The following tree types found in the forest are felled for by the local population for domestic use and other construction work. These are the mahogany, ebony, iroko, and moabi. The people also exploit some medicinal plants from them(also refer to table 2).

Due to the rich fertile soil of this forest, there is encroachment by farmers and hunters. To this effect, the Delegation of Environment and Forest has earmarked an area of the forest as a Community Forest. This is for the sustainable management of forest resources and equally for the interest of the community and the environment in which they live. Although designated, the people of Ambelle and of Olorunti especially, have yet to legalise the area that has been earmarked by the Delegation of Environment and Forest. There is a natural forest around the Ambelle clan and parts of Lower Menka. This forest is rich in Non-Timber Forest Products (NTFPs) such as spices, bush mango, bush pepper, bush onion, and cane. The indigenous people (mostly women and youths) harvest these products primarily for home consumption. Selling them is a non-event unless there is a real surplus. Considering the quantity that is available and the demand for them, much money can be made extracting and selling them.

3.3.2.12.2 Illegal collection of forestry products

Presently, no logging takes place in this forest, except by occasional illegal logging by some businessmen. The illegal collection of forest products is highly influenced by conflict of ownership as indigenes feel that they are deprived of their main source of livelihood. On the other hand, people doubt the faith of the money collected from them for exploiting resources as these collections are not backed by any receipts. Equally, it is alleged that the levy for felling timber for construction is high and unaffordable. These factors and others caused people to illegally exploit the forest since they do not have any alternative.

3.3.2.12.3 Commerce

There is the Widikum main market, which operates every eight days. The market facilities are very poor and most structures are temporal. Inhabitants from all over the municipality and the hinterlands meet to sell their produce and buy other basic necessities. Other smaller markets exist in the hinterland. Table 11 presents major markets in the municipality

Table 12: Figures on Markets

Market	Solid Sheds	Temporal Sheds	Food Stands	Stands for second hand items	Meat sales	Travel agencies	Average monthly income (FCFA)	
							Expected	Actual
Widikum main market	104				3	1	1,600,000	1,200,000
Widikum Junction market	0	20	0	0	0	0	150,000	80,000
Egbeachuck market	0	12	0	0	0	0		90,000
Ishia council market	0	2		0	0	0		
Larinji council market				0	1	0		
Akanunku council market		32		1				
Ekaw council main market		18						
Baraka Market		7						
TOTALS								

Source : Widikum council, 2011

The major product that attracts buyers and other traders from outside the municipality to the main market is palm oil. Its production is high and its quality is unique. It is the main source of the income for most households. The peasant farmers sell their palm oil and in turn buy manufactured goods brought in from the major town of Bamenda. Farmers here often sell their oil at give-away prices to meet up with their numerous commitments. Attempts to develop co-operative associations, which could be a source for selling the palm oil out of the Widikum market, and which can encourage competition, have failed. Reasons advanced include poor management and dishonesty.

Apart from the sale of palm oil, other farm produces like plantain, cocoyams, banana, cassava products and NTFPs are sold in substantial quantities to middlemen from out of town. A few wholesalers buy products from the larger towns and sell them in markets in the hinterland.

Palm wine is sold in great quantities on a daily basis. Most of it is bought and transported to the South West Region, specifically to Mamfe on daily basis by middlemen. The rest is retailed in Widikum town.

Licensed agents buy cocoa and coffee to supply to companies for processing

3.3.2.12.4 Industry

The industrial sector in Widikum-Boffe municipality is yet to develop despite the availability of farm products to serve as raw materials. As of now one can find a kernel cracker, which uses electricity as its source of energy. The cracked kernels are transported out of Widikum town to be used in the manufacture of bar soap, kernel cake for animal feed and palm kernel oil used for several purposes. Cassava graters exist that transforms cassava into the final product, which is *garri*. Garri is used as a paste and eaten with okro or *eru*, a popular dish in the country as well as in neighbouring Nigeria. A carpentry machine is operational for the transformation of timber into usable form in Widikum.

Two palm oil presses exist but are not operational due to the poor condition of the roads that generates much difficulties in the transportation of the fruits. Putting them into use might also mean the end of the commission being paid to those who participate in the extraction of oil, mostly women and children.

3.3.2.12.5 Services

A Banking, Credit Union Activities

The following banking services or financial institutions exists in the municipality:

The Widikum Cooperative Credit Union which provide for savings and loans, MC2, another micro-finance provides financial services,

The post office provides savings, loans and money transfer services,

Njangis, which are essentially unauthorized micro-finance institutions. Nearly 90% of the entire population is involved in this service. They provide some essential services. They accept cash deposits and give loans to members. Unfortunately, people have become rather obsessed with *njangis* to the level that they play a negative function. The first is that lending rates are high in the long run compared to cooperatives and credit unions. Also, many of the *njangis* are created without real and meaningful objectives. Most of them are just social gatherings. Entry is open and some people are members of many groups.

B TRANSPORT :

Vehicles can hardly reach about 12 out of the 42 villages in Widikum sub division. The area is inaccessible and transportation of goods and other farm products to and from the hinterland is by head. Most roads are footpaths.

In Widikum Town, only one travelling agency; *Moghamo* has a bus stop. Other agencies and individuals do transport people and goods to and from the main towns of Bamenda and Mamfe, from where the people can then journey on to other parts of the country. The main means of transportation to accessible areas of the municipality is through motorbikes acting as taxicabs.

The main access way is the Bamenda - Mamfe stretch, which passes through Widikum Town and which very fortunately, is under construction. The transportation of bulky materials is difficult. Goods are not easily distributed within the municipality due to transportation problems. Surplus food

produce consequently gets spoilt in the hinterland, as farmers are unable to carry their produce to the market in Widikum Town.

3.3.2.12.6 Other economic activities

A. Wholesalers:

There are six wholesalers in Widikum Town. They purchase manufactured materials and products in bulk from Bamenda and distribute the products to retailer within the sub division.

B. Retail traders :

There are more than two hundred retailers in the Municipality. They buy from wholesalers and sell to consumers and even other petty traders. Categories of commercial sectors in the municipality include:

- | | |
|--|-------------------------------|
| <i>1.Oil palm sales</i> | <i>8.Informal(hawking)</i> |
| <i>2.Sales of drinks (Alcoholic and non)</i> | <i>9. Seam stressing</i> |
| <i>3.Provision stores</i> | <i>10.Transports</i> |
| <i>4.Sales of electrical appliances</i> | <i>11.sales of fish</i> |
| <i>5.Sales of building material</i> | <i>12.Pigs/gutssales</i> |
| <i>6.Restauration</i> | <i>13.Sales of clothes</i> |
| <i>7.Sales of palm wine</i> | <i>14.Sale of ustenseiles</i> |

See list of sales agents who participated in the study in annex 13

C. Licensed agents

They buy Cocoa and coffee and transport to exporters out of the municipality.

D. Co-operative Society

The idea behind the cooperative is to buy palm oil when it is cheap and to sell when it is expensive. But its main idea is eventually to stabilize the price of oil.

There is also a cocoa and coffee co-operative. Its main function is for members to buy and sell their own cocoa and coffee. Unfortunately, with the liberalization of the market for cocoa and coffee, the co-operative has become almost non-existent.

E. Informal Sector

This sector is vast and contributes to the economy of the municipality. Youths, adults, post primary school leavers and dropouts from schools dominate this sector. Their activities include loading and offloading in motor parks, sand quarrying, stone digging for construction works and mud brick production. Other activities include roadside sale of Nigerian fuel. This is an illegal trade but since there is no fuel station anywhere in the municipality, especially in Widikum Town where there is

supposed to be one, the practice would have to continue until an entrepreneur comes along with one.

Drawbacks in the sector include:

- Inaccessible nature of the area
- Lack of business exposure
- Poor financial management techniques
- Lack of capital to expand business ventures

See annex 5&6 for summary of socio economic assets, potential and constraints

3.4. Coverage of infrastructure and basic social services by sector.

3.4.1. Education

Education in the Widikum-Boffe municipality accommodates nursery, primary, and secondary institutions.

Nursery Education

There exist 8 Nursery schools; 6 Public, 1 Catholic and 1 Presbyterian. *(see consolidated report for details on the actual situation of schools in terms of enrolment, teaching staff, infrastructures etc.).*

Primary Education :

There are thirty-eight primary schools; 31 public, 5 Catholic and 2 Presbyterian with a total enrolment of 11000. The sum total of classrooms for primary schools is 176. The total number of teachers for these schools stands at 108 teachers. See thematic map in annex for distribution of primary schools. *See annex 7, lists of classrooms for construction and annex 8 for classrooms for rehabilitation. Also, see annex for detail analysis of the state of infrastructures and others. The distribution of primary schools in the municipality is shown on a thematic map in the annex*

SECONDARY EDUCATION :

The following secondary schools exist in the municipality:

General Education; *GSS Akanunku, GSS Bifang, GSS OLorunti, GSS Eka and GHS Widikum.*

Two Technical; *GTC Widikum and GTC Larinji.*

The distribution of secondary schools in the municipality is shown on a thematic map in annex. Also, found in annex 9 is analysis of needs in secondary schools

3.4.2. Health/HIV/AIDS and Sexually Transmitted Diseases

Below is a table of analysis of the Health and HIV/AIDS situation in the municipality

Subject	No.	Observation
HEALTH UNITS	<ul style="list-style-type: none"> - 1 Polyclinic - 6 Health Centres - 5 Health posts and 3 Medicine stores 	According to Cameroon Health policies, a viable Health District covers a population of 7000 to 12000 inhabitants thus Widikum with a population of 28152 people is supposed to have a minimum of 2 District Hospitals. Unfortunately, Widikum is yet to have one. The health care situation of the municipality is far insufficient. The absence of a Hospital is highly felt because of the bad state of roads as referred patients from the available health units cannot easily access higher health institutions in

		other Administrative Units. Even the supposed medicalised health centre in place does not have a medical doctor. The longest duration expected of a client to reach the nearest Health Unit is 1 hour and the longest distance expected to cover is 5 km yet plenty of clients cover more than six hours and distances of more than 25km to reach a Health Unit
NUMBER OF DOCTORS IN THE COUNCIL	1	Ratio 1/28152 The lone doctor is serving in the Catholic Polyclinic. The above ration can always lead to burnout syndrome on the doctor who would have to over work him/her self. The Cameroon Health policy provides for not more than 12000 patients per doctor
NUMBER OF NURSES	9	Ratio 1/3128 This ratio is confirms the workload on nurses.
NUMBER OF BEDS IN MEDICAL INSTITUTIONS IN THE COUNCIL	100	There is actually a general cry by the different health units of absolute shortage of equipment like beds, chairs and others
COUNCIL HIV DATA	- Males : 50 - Females : 70 - Youths : 96 - Total : 216	Widikum as the Headquarters and Commercial centre for Widikum Sub Division is situated on the Highway Bamenda-Mamfe Nigeria. This exposes the town to sexually transmitted diseases like HIV/AIDS and others. Travelers stopping to have a rest are likely to get involved in sexual activities. This is a common phenomenon in transitional towns. These figures obtained are likely too far from the real as most people have not gone in for their HIV/AIDS statuses.
DOES THE COUNCIL HAVE A HEALTH COMMITTEE		Yes but not very active because of lack of resources to execute activities
KNOWLEDGE OR UNDERSTANDING OF HIV/AIDS		Good in accessible areas as Health structures and a host of NGOs operating in the municipality are constantly giving HIV/AIDS sensitization talks to accessible areas of the municipality. In other areas, it is possible to suppose that people have been informed by radio or television but the case of Widikum where these facilities are absent, it is risky to testify.
REQUIREMENT IN HEALTH UNITS	03 Health Centers and 2 District Hospitals	In addition to the absence of Hospitals, the available Health centers are insufficient. Most patients from far off areas are compelled to move long distances and use more time and energy to reach the nearest health Unit. The council needs at least two District

		Hospitals to meet up with Cameroon Health Policy and 3 other Health Centers. Construction of Health Units in the area will be highly influenced by distance to clients than population size due to its difficult topography.
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3.4.3. Hydraulic

The communities connected to the community water supply systems consume untreated water. This includes the water system in Widikum Town. With the increase in population, the old and dilapidated stand taps can no longer satisfy the more than 28,000 inhabitants living in the Widikum-Boffe Council area. Almost all pipes of the existing water supply systems are broken. The case of the Ngalla/ Eka and Dinku Water Supply systems is to be particularly noted. The Bifang and Widikum Water Supply systems are more than 35 years old and need to be rehabilitated and extended to cover new residential areas. See annex 15 for potable water situation in Widikum

Potential springs exist in Widikum town and in many parts of the sub division. One such case is in Larinji, in Menka Clan. These sources constitute a big potential for new water supply schemes.

Sanitation and maintenance

Water management committees exist in each village to take care of maintenance in various water supply schemes. Each stand tap has a small management committee made up of a president, secretary, a treasurer and a caretaker, who are responsible for cleaning each stand tap and reporting to the technician, should there be need for maintenance. All their activities are hindered by the lack of finances due to ineffective water management committees.

3.4.4. Electrification

The lone source of electricity available in Widikum Council area is AES/SONEL that furnishes energy to 6 of the 42 villages. Four of the villages enjoying this facility are those who make up Widikum Town : Abegum, Diche I, Boffe, Tikom. The other three are Bifang and Bamben.

This electrical line which comes from Batibo is subject to frequent faults hence black outs are a common and regular affair in Widikum Town. No local industry can do well under such circumstances though many are owners of small mills. Those viable go for generators; about 10 of them. Over 83% of villages use bush lamps as a source of lights. Very few households can afford a power generator in the villages. In terms of other energy sources, the Catholic Health Centre, Widikum Town, uses solar energy to generate electricity in case of power failure by the power company, AES-SONEL, as well as to cut down the high bills from the power company.

3.4.5. Road network and urban garbage disposal services

The road network maintenance of the municipality has been neglected for long and some have almost gone out of use.

Major road networks include:

Widikum-Bamben; accessible only during the dry season , besides it is very rough

Widikum- Menka; accessible only during the dry season and is equally very rough

Widikum-Diche II-Elum; also accessible only in the dry season

A total of 193.04km of road networks exist in the municipality and all these are unpaved. Of this total, 5.87 km is national road that cuts across from Bamenda to Mamfe. Earth roads cover 38.7% of the

total roads. 56.4% of the roads are footpaths while streets are very few and cover only 1.8% of roads in the municipality. There is therefore the need to open existing roads and extend them to most of the villages of the Ambelle, Menka, Bussam and some parts of Widikum clans.

Most parts of the municipality are inaccessible. Most parts of Menka, Ambelle, Bussam and Widikum clans are all accessible by footpaths. Only four-wheel drive vehicles can comfortably use the Widikum-Larinji, Widikum-Egbeachu and Widikum-Bamben roads. However, these roads are, for the most part, inaccessible during most of the rainy season. The existing soil types (clay/loamy) contributes to the bad nature of the roads.

In addition, the steep hills and valleys, rivers, rocks and other natural features make road construction to most parts of the municipality difficult and expensive. *The distribution of road network in the municipality is shown on a thematic map in Annex*

GARBAGE DISPOSAL :

There is no garbage disposal service in the Municipality. Widikum town is cleaned during the monthly Clean Up campaign exercises. Rubuses are either parked behind the houses for it to decompose and be used as fertilizer, feed for animals or burnt by individuals. After Market days, Widikum Market has an important potential of vegetation and garbage which could be transformed into farming fertilizers if treated appropriately.

3.4.6. Markets and storage structures

Markets in the Widikum municipality are not developed. There is one main market, the Widikum market, which operates every eight days like the others. The market mainly consists of temporary structures. The market is however witnessing some improvement with the building of open sheds by the council and the building of stalls and a slaughter house by GP-DERUDEP project.

3.4.7. Sports and leisure equipment

There is no Cinema hall, no Video hall nor a library nor museum in the Council Area. As far as sports are concerned, there is a football pitch in one time Trinity College. It was recently given a face lift by the Council and used by the Widikum Climbers, a second division team run by the Widikum-Boffe Council.

There are no well-established sporting facilities in the municipality. However, in every school campus, there exists at least a playground, which is used by both the school and the public.

The most common games played are football and handball. The youths form football clubs and competitions are organized, especially during the summer holidays. No Council sporting infrastructure does exist.

However, there are about 10 Community halls within the Council's territory. People meet there on specific occasions and for various reasons.

3.4.8 Tourist Sites

The tourist industry is yet to be developed in Widikum. However, the rich culture of the people exhibited in traditional dances during festivals can attract tourists. In addition, its beautiful and exquisite topography, the River Momo and many other attractions are pointers for a promising tourist industry.

The Gorilla Sanctuary, sponsored by the Wildlife Conservation Fund (WWF), is likely to attract tourists in future. Many tourist potentials, however, exist and need to be exploited and marketed

Some tourist attractions in the municipality include :

- Eetih-Ampanghi at Bamben village, about 9km from Widikum town.
- A shrine at Atong village in Menka
- The waterfall at Echibit village in Menka measuring about 70m in height.
- The volcanic-like rock at Emoua village in Menka
- The German-Manyu carving (sculpture) on a stone at Echibit
- The Tambonchum Rock and Golge in Menka
- The Early man’s inscription at Eni
- The natural oil palm belt that covers most of the municipality
- The waterfalls at Njin-anjeurh, (the Dedeem) down on the River Momo, some five kilometres from Widikum Town
- The rolling hills and valleys
- The Ambelle forest with its rich bio-diversity
- Ete Be Got high hill at Egbeachuk
- The Mango quarter cave at Eka in Bussam
- The many cultural dances in the municipality e.g. *Nkwem, Ejah, Atangheuh, Akayi, Ekeng, etc*

Major drawbacks in this sector include;

- I. The lack of tourist infrastructures like hotels, leisure and catering facilities.
- II. Poor and non-existing roads to sites
- III. The inaccessibility to most villages of the municipality

3.4.9. Tourist Establishments

At moment, there are four rest houses. See table 13

Table 13: Data on Touristic Establishments

S/N	NAME OF HOTEL	CLASSIFICATION	LOCATION	NO. OF ROOMS	NO. OF STAFF	PRICE RANGE in FCFA	TAKE-OFF YEAR
1	Water Gate lodge	Inn	Diche 1	6	1	2000	1996
3		Rest house	Akanunku	6 & large hall	1	2000	1987
4		Rest house	Olorunti	6		2000	

Source; survey data, 2011

They are generally of poor state, except that in Olorunti which is well constructed but lacks running water, just as do the others.

A few eating-houses can be found, especially in Widikum town. The general hygiene of these eating-houses is less than desirable. Given the present number of eating-houses, it is incumbent on authorities to set basic standards for the operation of the few eating-houses before more of them are created. The above, notwithstanding, the people of Widikum-Boffe municipality are hospitable and one count on them when visiting any of the villages

3.4.10. Private Services

MTN is the only mobile communication service with antennae installed. However it covers only a small part of the entire Council area. Orange and Camtel are still to come. Consequently,

communications are among the major problems Widikum-Boffe Council faces; more so, television and radio signals are absent and only people with cable network can receive them.

3.4.11. Hygiene and Sanitation

No hygiene and sanitation scheme exists in the Council area and each person manages to keep his environment clean. But problems arise in commercial places as the responsibility of who has to clean cannot easily be defined, that's why from time to time, quantities of garbage can be seen here and there, waiting for the Clean Up campaign day which involves each and everyone.

3.4.12. Waste management / other nuisances

No management scheme is in place by the Council but families and some individuals carry out sporadic actions towards this end.

Sensitization and education of the people is the answer before further thinking of repressive measures that could be implemented with a view to protect the environment.

3.5 COUNCIL INSTITUTIONAL MANAGEMENT

3.5.1 Management policy of Human Resources(MUR)

Table 14: Classification of personnel

N ^o	Name and Surname	Date of birth	Sex	Basic Qualification	Date of employment	Type of contract	Training received after recruitment	Function	Description of task	Salary and welfare benefits	IR/R
1	YJOFMEN Elijah KOL	1956	Male	CEFAM Diploma	1981	Unspecified	Seminars	Secretary General	Gen.Administrati on	206.041	IR
2	TABE Michael Ukobi	1973	Male	CEFAM Diploma	1 st July,2006	Unspecified	Seminars	Finance clerk	Clerical	100.403	IR
3	AWN Christophe r NGAN	1973	Male	DIPES I	1 st July,2005	Unspecified	Seminars	Market Master	Clerical	168.937	IR
4	UFOKU Stella A.	1972	Female	Diploma in Vocational training	1994	Unspecified	/	Typist	Clerical	97.216	IR
5	TAMBU Niccholas	1956	Male	FSLC	1988	Unspecified	/	Market Cleaner	Clerical	61.362	IR
6	EZIA Paul Tarkoh	1952	Male	FSLC	1997	Unspecified	/	Park Attendant	Clerical	61.632	IR
7	NJONG Francis FONDA	1965	Male	Teachers G.II	Jan.2007	Unspecified	Seminar	Civil Status Secretary	Clerical	54.05	IR
8	Tita Hioh NDUM	1964	Male	FSLC	Jan.2007	Unspecified	/	Park attendant	Clerical	41.732	IR
9	Nenyum Lidwena	1974	Female	FSLC	2002	Specified	/	Domestic servant	House care	28.216	IR
1	ATAH	195	Male	FSLC	2005	Specified	/	Driver&	Driving	28.216	IR

0	Theophilus ATAH	9						Gen.Repairs			
11	ACHA Michael ANDOH	1965	Male	FSLC	2002	Specified	/	Park attendant	Revenue collection	28.126	IR
12	ABIA John TEMBO	1962	Male	FSLC	2010	Specified	/	Market Cleaner	Revenue collection	28.126	IR
13	MBE Samuel NENYAM	1965	Male	FSLC	2010	Specified	/	Night Watch	Security	28.126	IR
14	ANONG Bruno MBAH	1964	Male	GCE A/L	2005	Specified	Yes	Health Worker	Health Facilitator	28.126	IR

	1	2	
Name and surname	<i>Yijofmen Elijah KOL</i>	Name and surname	<i>Tabe Michael Ukobi</i>
Date of birth	<i>1956</i>	Date of birth	<i>1973</i>
Sex	<i>M</i>	Sex	<i>M</i>
Basic qualification	<i>CEFAM Diploma</i>	Basic qualification	<i>CEFAM Diploma</i>
Date of employment	<i>1981</i>	Date of employment	<i>1/7/2006</i>
Type of Contract	<i>Unspecified</i>	Type of Contract	<i>Unspecified</i>
Training received after recruitment	<i>Seminars</i>	Training received after recruitment	<i>Seminars</i>
Functions	<i>Secretary General</i>	Functions	<i>Finance Clerk</i>
Description of tasks	<i>General Administration</i>	Description of tasks	<i>Clerical</i>
Salary and Welfare (social) benefits	<i>206.041</i>	Salary and Welfare (social) benefits	<i>100.403</i>
Regularity of salary (1)	<i>Irregular</i>	Regularity of salary (1)	<i>Irregular</i>

(1) R for regular salary and IR (n) for irregular salary with Number of months in arrears

	3	4	
Name and surname	<i>AWAN Christopher Ngan</i>	Name and surname	<i>AYUK Bertha Eyong</i>
Date of birth	<i>1973</i>	Date of birth	<i>1958</i>

Sex	<i>M</i>	Sex	<i>F</i>
Basic qualification	<i>DIPES I</i>	Basic qualification	<i>Community Dev. Specialist's Diploma</i>
Date of employment	<i>1/7/2005</i>	Date of employment	<i>1988</i>
Type of Contract	<i>Unspecified</i>	Type of Contract	<i>Unspecified</i>
Training received after recruitment	<i>Seminars</i>	Training received after recruitment	<i>Seminars</i>
Functions	<i>Market Master</i>	Functions	<i>Tax Clerk</i>
Description of tasks	<i>Clerical</i>	Description of tasks	<i>Clerical</i>
Salary and Welfare (social) benefits	<i>168.937</i>	Salary and Welfare (social) benefits	<i>147.300</i>
Regularity of salary (1)	<i>Irregular</i>	Regularity of salary (1)	<i>Irregular</i>

(1) **R** for regular salary and **IR** (n) for irregular salary with Number of months in arrears

	5	6	
Name and surname	<i>Ufoka Stella A.</i>	Name and surname	<i>TAMBU Nicholas</i>
Date of birth	<i>1972</i>	Date of birth	<i>1956</i>
Sex	<i>F</i>	Sex	<i>M</i>
Basic qualification	<i>Diploma in Further Vocational Training</i>	Basic qualification	<i>FSLC</i>
Date of employment	<i>1994</i>	Date of employment	<i>1998</i>
Type of Contract	<i>Unspecified</i>	Type of Contract	<i>Unspecified</i>
Training received after recruitment	<i>/</i>	Training received after recruitment	<i>/</i>
Functions	<i>Typist</i>	Functions	<i>Market cleaner</i>
Description of tasks	<i>Clerical</i>	Description of tasks	<i>Clerical</i>
Salary and Welfare (social) benefits	<i>97.216</i>	Salary and Welfare (social) benefits	<i>61.362</i>
Regularity of salary (1)	<i>Irregular</i>	Regularity of salary (1)	<i>Irregular</i>

(1) **R** for regular salary and **IR** (n) for irregular salary with Number of months in arrears

	7	8	
Name and surname	<i>EZIA Paul Tarkoh</i>	Name and surname	<i>NJONG Francis FONDA</i>
Date of birth	<i>1952</i>	Date of birth	<i>1965</i>
Sex	<i>M</i>	Sex	<i>M</i>
Basic qualification	<i>FSLC</i>	Basic qualification	<i>Teachers Grade II</i>

Date of employment	1997	Date of employment	Jan.2007
Type of Contract	Unspecified	Type of Contract	Unspecified
Training received after recruitment	/	Training received after recruitment	Seminars
Functions	Park Attendant	Functions	Civil Status Secretary
Description of tasks		Description of tasks	Clerical
Salary and Welfare (social) benefits	61.362	Salary and Welfare (social) benefits	54305
Regularity of salary (1)	Irregular	Regularity of salary (1)	Irregular

(1) **R** for regular salary and **IR** (n) for irregular salary with Number of months in arrears

	9	10	
Name and surname	TITA Hioh NDUM	Name and surname	NENYAM Lidwena
Date of birth	1964	Date of birth	1974
Sex	M	Sex	F
Basic qualification	FsLC	Basic qualification	FSLC
Date of employment	Jan. 2007	Date of employment	2002
Type of Contract	Unspecified	Type of Contract	Specified
Training received after recruitment	/	Training received after recruitment	/
Functions	Park Attendant	Functions	Domestic Servant
Description of tasks	Clerical	Description of tasks	House care
Salary and Welfare (social) benefits	41.732	Salary and Welfare (social) benefits	28.216
Regularity of salary (1)	Irregular	Regularity of salary (1)	Irregular

(1) **R** for regular salary and **IR** (n) for irregular salary with Number of months in arrears

	11	12	
Name and surname	Atah Theophilus Atah	Name and surname	Acha Michael Andoh
Date of birth	1959	Date of birth	1965
Sex	M	Sex	M
Basic qualification	FSLC	Basic qualification	FSLC
Date of employment	2005	Date of employment	2005
Type of Contract	Specified	Type of Contract	Specified
Training received after recruitment	/	Training received after recruitment	/

Functions	Driver and general repairs	Functions	<i>Park Attendant</i>
Description of tasks	Driving	Description of tasks	<i>Revenue collection</i>
Salary and Welfare (social) benefits	28.216	Salary and Welfare (social) benefits	28.216
Regularity of salary (1)	Irregular	Regularity of salary (1)	<i>Irregular</i>

(1) **R** for regular salary and **IR** (n) for irregular salary with Number of months in arrears

	13	14	
Name and surname	<i>ABIA John TEMBA</i>	Name and surname	<i>MBE Samuel Nenyam</i>
Date of birth	<i>1962</i>	Date of birth	<i>1965</i>
Sex	<i>M</i>	Sex	<i>M</i>
Basic qualification	<i>FSLC</i>	Basic qualification	<i>FSLC</i>
Date of employment	<i>2005</i>	Date of employment	<i>2010</i>
Type of Contract	<i>Specified</i>	Type of Contract	<i>Specified</i>
Training received after recruitment	<i>/</i>	Training received after recruitment	<i>/</i>
Functions	<i>Market cleaner</i>	Functions	<i>Night Watch</i>
Description of tasks	<i>Revenue collection</i>	Description of tasks	<i>Security</i>
Salary and Welfare (social) benefits	28.216	Salary and Welfare (social) benefits	28.316
Regularity of salary (1)	<i>Irregular</i>	Regularity of salary (1)	<i>Irregular</i>

(1) **R** for regular salary and **IR** (n) for irregular salary with Number of months in arrears

	15	16	
Name and surname	<i>Anong Bruno MBAH</i>	Name and surname	
Date of birth	<i>1964</i>	Date of birth	
Sex	<i>M</i>	Sex	
Basic qualification	<i>G.C.E. A/l</i>	Basic qualification	
Date of employment	<i>2005</i>	Date of employment	
Type of Contract	<i>Specified</i>	Type of Contract	
Training received after recruitment	<i>Yes</i>	Training received after recruitment	
Functions	<i>Health Worker</i>	Functions	
Description of tasks	<i>Facilitator</i>	Description of tasks	
Salary and Welfare	28.216	Salary and Welfare	

(social) benefits		(social) benefits	
Regularity of salary (1)	<i>Irregular</i>	Regularity of salary (1)	

(1) *SOURCE/ Council reports; 2010*

From seen on table 14, the irregularity of workers salary is a call for concern. This irregularity can evidently compel workers to engage in corrupt acts. The council is therefore expected to improve on her revenue collection mechanisms to ensure regular payments of salaries. Amongst the 15 staff in council, 4 of them were transferred from Batibo council when it had its autonomy. The oldest worker in the council is 59 years, while the youngest is 36 years. There is an indication that the human resource of the council is ageing out since there is no provision for vibrant youths of age 35 years and below.

The council has been using seminars to improve the capacity of its staff. Just 27% of the workers have been opportune to benefit from these seminars. The highest paid worker excluding the mayor receives about 200,000frs as net salary while the lowest receives about 28000frs.

The widikum council has a management policy that has provision for advancement every two years for its staff which is duly practiced. Though it provides for evaluation and motivation of its personnel, it is not practiced.

Recruitment into the council is being done. The only advancement method in to the council is based on internal performance. The advancement decision making body is solely in the hands of the mayor.

3.5.2 Management policy of Human Resources

Table 15: Management policy of Human Resources

	Modality	Yes/No	Observations
Existence of a career profile		<i>Yes</i>	
Existence of a formal and official document (Ex : rules and procedures)	<i>Advancement every 2 years</i>	<i>Yes</i>	
Implementation of the document		<i>Yes</i>	
The career profile relates to only some categories		<i>Yes</i>	<i>Only to permanent workers from Cat 1-6 and 7-12 Not often but will be done since the Law provides for it</i>
Method of evaluation and motivation of the personnel	-Looking for efficiency	<i>No</i>	
	-Follow up	<i>No</i>	
	-For doing sake	<i>No</i>	
	Others		
			<i>Gratifications and bonuses</i>

Recruitment		Yes	<ul style="list-style-type: none"> - <i>Recruitment from Cat 1-6 falls within the competence of the Mayor who does it by Decision.</i> - <i>Recruitment from 7-12 is done through a Contract of Employment approved by MINATD.</i>
Requirements for planning of Human resources		None	
Advancement method	Discretionary	No	
	Internal performances	Yes	
	Seniority	No	
	Depending from the resources	No	
	Others	Yes	
Advancement Decision making body	The Mayor	Yes	
	The Mayor and his assistants	No	
	Municipal Council	No	
	Others	No	
Other observations			

SOURCE/ Council reports; 2010

Table 15 examines the extent of implementation of human resource policy. From all indications, little or no mechanisms have been laid in place to stimulate workers to make greater inputs. It is necessary to make provisions and planning for human resource assessments and motivation for better results

3.5.3 Organizational viability : Responsibilities of the personnel, effectiveness of the resources, etc

As of now there exist no “cahier de charge “ record of account with respect to check the extraction of natural resources. There exists a formal distribution of task between the mayor and his deputies which is actually implemented.

The personnel meet on monthly bases to share information. They meet to discuss issues concerning punctuality ,assiduity professional consciences ,human relationship and others. It was noted that no staff has been motivated for the past 5 years. *See annex 9 for organigram of the council*

3.5.4 Functions of the services

For a proper functioning of the council in its routine activities the following were noticed as *strengths* ;

- The council provides phones to key personnel to facilitates communication in the realization of activities
- The council conducts yearly evaluation of work to appraise and improve on activities carried out.

Notwithstanding, the following *weaknesses* exist in the council that hampers its effective delivery of services to her subjects;

- Insufficient personnel in terms of quantity and quality
- Inadequate material like computers, office stationeries to carry out activities. Some of the available stationeries are supposed to have been written off.
- Insufficient air time for communication for personnel who were given cell phones.
- The commissions of economy and finance ,territorial and urban development, hygiene and sanitation in the council have not been functional ever since its creation.
- There is no department for the social, cultural and secondary service in the council municipality.

3.5.5 Municipal Councilors/General presentation

The council has 25 councilors with age distributed as displayed on the table 3 below

Table 16: Age distribution of councilors

Age range in years	35 and below	36-45	46-55	56 and above
No.	4	4	8	9

Source: survey data; 2010

Table 16 indicates that 36% of the councilors are above 56 years of age and 32% are between 36 and 45 years. Youths represent 16%. May be this ties with the adage that politics is for the aged. A gender analysis of the councilors by sex shows that there are only 4 women councilors representing about 16% thus women need to sit up. About 36% of the councilors have a basic training, and only 28% of the councilors have some basic training on municipal council issues, which is implying that 72% of the councilors may not have a mastery of what is expected of them as councilors. The councilors have different professional back grounds giving room for flexible contribution to development initiatives. One traditional authority from the entire municipality is a

councilor. All the councilors are from the CPDM party. Field testimonies indicate that about 36% of the councilors spend 80% of their time out of their jurisdiction.

25 councilors represent four clans as follows

Clan	Widikum	Abegum	Menka	Bussam
No	7	6	6	6

See annex 10 for list of all the councilor

3.5.6 Set up of the technical commissions

There exist five technical commissions in the council; Works, Natural Resources, -Social Affairs, finance and tender board as seen on table 17

Table 17: Set up of the technical commissions

Commission	Functions	Composit ion	Number of meetings	Topics of discussio n	Activities carried out	Activities in progress	Means
Works	-Provision of portable water to the population -Road maintenance -Garbage disposal -Provision of electricity -Identifying and recommending priority projects for execution in the municipality.	5 members	Three times per year.	Drawing up projects	No activity has been carried out for the past three years	Nil	Nil
Natural Resources	Identification and exploitation of natural resources.	4 members	Expected to meet thrice a year	Natural resource management	No activity for the past 3 years it has not met.	Nil	Nil
Social Affairs	Sensitizing the population in collaboration with the works commission, provision of assistance to needy groups and provision of recreational facilities and social infrastructures ,provision of public latrines.	4 members	Expected to meet thrice a year	HIV/AIDS, garbage disposal, health education	Has not been functioning for the past 3 years	Nil	Nil
Finance	It is charged with devising	5	Thrice a	Prominent	so far, they	Improveme	Transport

Committee	strategies to mobilize funds , and finance resource mobilization. They recommend the disbursement of finances for resource mobilization. They also make statement of accounts for the council.	members	year.	topic for discussions are strategies on how to improve on revenue collection and follow up of budget execution .	are doing follow up and revenue collection . This is the only commission that is active.	nt in revenue collection	cost to far off markets.
Tender Board	is responsible for receiving and appraising bids, examining recommendations from the works committee and short listing qualified bids.	The commission is made up of 4 members	Has not carried out any activity ever since its creation.	Nil	Nil	Nil	Nil

Organization of the Municipal Council

The council holds four sessions per year to deliberate on the council budget. During the sessions, councilors are given a statement of council account. The councilors in turn take the information to their respective population and serve as the main channel of communication with its people. The main internal system of communication is through cell phones, letters and verbally.

3.5.7 Financial resources

3.5.7.1 Differences between budgetary projection & analysis of revenue/expenditure on basis of the administrative accounts.

During the fiscal year 2009 the council projected to realize 100,831,901 and succeeded to raise 40,297,900 (40%). The council did not receive any subvention from the government for 2009. Other external sources contributed 770,000. Based on the projected income, the council expected to spend 102,831,901 but the actual expenditure for the fiscal year stood at 40,144,240(39%) indicating that the council had difficulties to satisfy its subjects by 61% as projected.

3.5.7.2 Principal sources of revenue (internal and external)

There were basically two financial sources for 2009; internal and external

a. Internal sources consist of:

- Direct council taxes;
- proceeds from water tax
- Proceeds from slaughter tax
- Proceeds of pound fees
- Market tolls
- Building permit fees
- Motor park fees
- Parking fees
- Advertising taxes
- Stamp duties
- Higher of council properties
- Loading fees

b. External sources come from receipts from donor institutions like FEICOM

3.5.7.2 Analysis of tendencies on the basis of Document of the last three exercises

Generally, the Widikum-Boffee finance commission can be highly appreciated from its financial reports though the council budget has been progressively dropping from 2007 to 2009. Irrespective of the depreciating revenue capacity, the council systematically maintained an execution rate of over 95% with a surplus that has never dropped below one million two hundred thousand francs.

3.5.7.3 Evolution of revenue

Since 2007, the revenue in FCFA of the council declined from 49,028032 to 41,343119 in 2009. This phenomenon was also reflected in expenditure for the respective years (see table 18).

Table 18: Revenue/Expenditure for three years

Year	2007	2008	2009
Revenue	49.028.032	45.685.865	41.343.119
expenditure	47.986.031	44.640.646	40.144.240

Source: Council accounts; 2007, 2008, 2009

Some council authorities attribute the continuous depreciation to poor or no motivation of council workers, late payment of salaries and delay in promotion of meritorious workers. The council needs to improve on its mechanisms to earn more revenue. The detail sources of income are listed above

A very high portion of the budget was spent on recurrent cost while investments carried a very insignificant percentage; in 2007 nothing was spent on investments, in 2008, four million five hundred thousand francs was spent and in 2009, three million francs was spent on investment (see table 19 for expenditure). Although in 2007, the revenue was higher than for 2008 and that of 2009, no investment was done

Table 19: Council expenditure for three years

	Functioning BIF 1240000	2007	2008	2009
18	Expenditure related to personnel -P	33.556.343	40.154.803	
19	Expenditure or the Municipal Team -M	14.811.694	10.216.334	13.623.001
20	Current administrative Expenditure -F	4.007.479	3.362.983	7.118.651
21	Support to the Administrative Authority -T	13.497.1700	23.679.282	13.137.
22	Maintenance of the Communal Inheritance -C	0	0	0
23	Subsidies to others -S	845.000	2.475.000	1.491.0000
24	Participation in the functioning of other structures-A	370.000	463.704	1.140.760
25	Investment	14.429.688	4.485.643	
26	Machines-E	2.693.425	0	0
27	Buildings -B			
28	Various equipment -V	0	0	0
29	Loans -Te	5.595.873	1.700.000	0
30	Number of inhabitants	28152		

Source: Council accounts; 2007, 2008, 2009

The total revenue per inhabitant for 2009 stands at 1511FCFA

3.5.7.4 Development process of the communal budget and of validation of the administrative accounts

Table 20 indicates how budget is drawn and how decisions are taken

Table 20: process and validation of communal budget

Process	Decision	Deciding authority	In collaboration with	Mode of decision making	When	Where	observation
Development process of the Budget	Elaboration of the Budget	Mayor	Executive and Councilors	Participatory (Mayor, Executive and Councilors)	Before 15th of Nov.	Council premises	At times in structures on the elaboration of the budget comes later
	Budgeting	Municipal Councilors	Commissions	Participatory	During budget sessions	Council premises	Budget is elaborated on assumptions
	Approval of the budget	Supervisory Authority (SDO)	SDO+ Div. Controller of Finance	Validated when it is in line with the rules and regulations	15 days after submission	In the Divisional headquarters	
	Follow up of the Budget	Councilors	Councilors	Participatory	Budgetary session	Council premises	Most Councilors live out of the municipality
	Budget publication	Mayor	Council Executive	Participatory	As soon as the budget is approved	Council hall	
	Preparation and presentation of	Mayor	- "	Participatory	During accounts	Council hall	

	Administrative Accounts					<i>sessions</i>		
	Approval of the administrative account	<i>Supervisory Authority (SDO)</i>	<i>SDO+ Div. of Finance</i>	<i>Validated when in line with rules and regulations</i>	<i>Before the 15th March of each year</i>	<i>SDO's office</i>		
	Publication of the administrative accounts	<i>Mayor</i>	<i>Council Executive</i>	<i>Participatory</i>	<i>As soon as accounts are approved</i>			

Source: Widikum Council

The development of the council budget is a participatory process in which councilors know themselves and can influence decision to an extent. Notwithstanding the mayor has the power to decide on certain items like the publication of administrative accounts

3.5.7.5 Communal inheritance

Table 21: communal inheritance of the council

Designation of the item	Acquisition date	Value new in FCFA	Current value in FCFA	Operating conditions	Source of financing/ mode of acquisition	Implementation date	Property	Mode of management/control of the use	System of maintenance	Observations
Lands	2005	2,000,000	6,000,000	Good	Council/purchased	2010	Council chamber land	Supervision by market master	Hire of contractors	Land not yet paid for

	1950s	3,000,000	10,000,000	Good	Donation from natives	-	Widikum main market land	Council via market master	Hire of labour	
	2004						Junction market land			
	2010						Egbeachuck new market land			
							Ishia council market land			
							Larinji council market land			
							Akanunku council market land			

							Ekaw council main market land			
Infrastructures	2004	25,000,000	16,000,000	Good	Council and donation from GP Derudep	2005	80 open constructed sheds	Supervision and control of the market master	Hire of contractors	
	2010	-	-	Good	GP Derudep	2010	24 open sheds	Controlled by the market master	-	GP Derudep is yet to hand over the sheds and the exact cost for sheds is yet to be disclosed
	1950s	4,800,000	3,600,000	Good	Individuals	1950s	240 open constructed sheds	Controlled by market master	By individuals	

	2010	-	-	Good	GP Derudep	2010	1 slaughter slab/house	Council via Market master	Hire of contractors	GP Derudep has not yet handed over to the council
	2009	-	-	Good	GP Derudep	2009	1 slaughter slab/house	Council via Market master	Hire of contractors	GP Derudep has not yet handed over to the council
Buildings	2009	80,000,000	80,000,000	Good	FEICOM	2009	Council office	Council via mayor	Hire of contractor	Building still under construction
Means of transport	2005	1,800,000	800,000	Not too bad	Global Fund/Ministry of public health	2005	Yamaha 125 sports bike	Communal correspondent	Hire of mechanical services	

Office operating machines		150,000	15,000	Supposed to be written off	Share upon separation from Batibo council	1993	Manual type writer	Council secretary	via	Hire of expert	
	2010	5,000	2,000	Not too bad	Council	2010	Office calculator, mark cassio	Council mayor	via		
Office tables a	2007	600,000	450,000	Good	Purchased by council	2007	3 executive tables with drawers	Council mayor	via	Hire of furniture expert	
	2004	150,000	100,000	Not too bad	Purchased by the council	2004	5 other tables with drawers	Council		Hire of furniture expert	

Office chairs	2007	75,000	50,000	Good	Purchased by the council	2007	01 executive chair	Council	Hire of furniture expert	
	2007	70,000	30,000	Fair	Purchased by the council	2007	10 table wooden chairs	Council	Hire of furniture expert	
	1993	5,000	1,000	bad	Shared assets upon separation from Batibo council	1993	6 iron tables	Council	Hire of welderer	
	2007	300,000	250,000	Good	Purchased by the council	2007	Afforestry chairs	Council	Hire of furniture expert	

Office cupboards / counters	2007	300,000	250,000	Good	Purchased by the council	2007	01 modern office cupboard	Council via the mayor	Hire of furniture of expert	
	2003	200,000	75,000	Bad	Purchased by the council	2003	04 counters	Council	Hire of furniture expert	
Other office utensils	1993	75,000	25,000	Bad	Shared assets during separation	1993	15 wooden stamps	Council		
	-	9,000	3000		Purchased	-	03 stamp pads	Council		

	1993	5,000	2,000	Not too bad	Shared asset from Batibo	1993	Stapling machine	Council		
Office dressing cloths	2004	150,000	80,000	Not too bad	Purchased	2004	04 dressing curtains	Council	Hire of services of a décor expert	
	2004	75,000	30,000	Good	Purchased	2004	02 table cloths	Council	Hire of services of a décor expert	

Source: survey data, 2011

Table 21 displays all council assets and possible costs at present moment. About 60% of the assets have depreciated by more than 50% but for the landed property assets whose value has increased by about 50%. The council has 6 under developed markets within the municipality which it is not collecting any revenue from it. It hopes to develop them before generating any revenue from there otherwise it may discourage the functioning of the markets.

3.5.7.7 Strengths and weaknesses of the council.

Table 22: Council strengths and Weaknesses

Domain	Strengths	Weaknesses
1.Human resources	<ul style="list-style-type: none"> • Personnel Personnel are available * Gender A fair representation of women in the personnel list. * Basic Qualification Most staff and counselors have a school certificate (can read and write) * Employment Progressive recruitment or renewal of personnel * Types of Contract Permanent contract for personnel Councilors have mandate by law Fair distribution of staff skills/tasks. Multidisciplinary team of personnel/councilor Description of task All zones are fairly represented Respect of minimum wage. Council staff are motivated 	<p>* Councilors</p> <ul style="list-style-type: none"> ✓ Ageing Councilors (poor representation of youths in Councilor list) ✓ Poor representation of women amongst councilors. ✓ Poor representation of youths in the staff list <p>✓ Basic Qualification More Than 70% with FSLC (Personnel)</p> <p>Employment. Employment is based on the mayors judgment</p> <p>Types of Contract No upgrading of skills through service training for personnel/councilor</p> <p>Poor mastery of task by personnel</p> <p>One village over represented within the councilors. Not all clans are represented like the Mbororos Salary gap amongst personnel is too wide</p>
2. Policies of management of Human resources	<ul style="list-style-type: none"> - Existence and respect of document of procedures - Existence of career profile - Existence of flow chart. - TOR exist 	<p>No procedure for recruitment Career profile not implemented No proper filing system Evaluation and motivation not done Advancement mode follows civil service status</p>

	<ul style="list-style-type: none"> -Some personnel Meetings are held - one committee is functioning and meet regularly. - Functions well understood 	<p>regulations</p> <ul style="list-style-type: none"> - Committees do not carry out activities as expected -No decision making power for staff advancement -No regular means for the committees to carry out their activities -Meetings are not regular -Inadequate implementation/distribution of task.
3. Organization of the Municipal Council	<ul style="list-style-type: none"> - <u>Finance committee</u> - Existence and functioning of a finance committee - Control measures to check revenue collection in place - Committee meetings are held - Committee is effective in raising council revenue <p><u>Tender board</u> Exist and has defined duties</p> <p>The natural resource commission; it exists</p> <p>The social affairs commission; Exist and has defined duties</p>	<p><u>Finance committee</u></p> <ul style="list-style-type: none"> - No influence over the collected funds - Low skill workers - No statutory meetings <p>Criteria for selection of members in the various commission is not clear</p> <ul style="list-style-type: none"> - The absences of arbitration body in case of conflict between committee resolution/recommendation and executive implementation - Financial channel for revenue is not always respected. <p><u>Tender board</u> Does not function</p> <p>The natural resource commission Has not met for the past three years</p> <p>The social affairs commission; Has not met for the past three years</p>
4. Finances	<p>Revenue</p> <ul style="list-style-type: none"> - Revenue sources are well identified - Available means/ personnel of collection - Existence of External sources of funding 	<p>Revenue</p> <ul style="list-style-type: none"> - Low Revenue per inhabitant -A significant amount is coming from subsidies from donors which might not be available in future - Inadequate information on Civil status income - Limited sources of income (Coming mainly from

	<p>Expenditure</p> <ul style="list-style-type: none"> - Respect accounting principle - Detail financial reports - Surplus of more than 1,200,000FCFA for the past three years 	<p>petit traders).</p> <ul style="list-style-type: none"> - High dependency on external funds - some staff are not duty conscious <p>Expenditure</p> <ul style="list-style-type: none"> - High recurrent as compared to investment
	<p>Developmental Process of the communal budget and of validation of the administrative accounts</p> <ul style="list-style-type: none"> - There is a supervisory authority that approves the budget. - The municipal Councilors can reject or modify the budget - The population is involved in the process through their respective councilors 	<p>Developmental Process of the communal budget and of validation of the administrative accounts</p> <ul style="list-style-type: none"> - The budget is executed only by the Mayor and the executive. - It is mainly elaborated on the previous budget with little forecast of new activities - New budgets are adopted and approved by administrative authorities without auditing the previous account - The follow up of the budget is principally managed only by the Mayor who is equally executing it. - External Audits are carried out only when requested by Ministry of Finance or territorial Administration.
5. Management of relations	<ul style="list-style-type: none"> - Good collaboration with (inter)national partners such as FEICOM - Collaboration with some local associations 	<p>Very limited external foreign partners</p> <p>Poor information on activities of with some NGOs within the municipality</p>
6. Council Patrimonies	<p>Acquired lands</p> <p>Have a new council building presently near completion</p>	<p>Control mechanism is not very clear.</p> <p>Few infrastructure</p> <p>Limited office equipment</p> <p>Outdated office equipment</p> <p>No transportation means</p>

Source: survey data, 2011

The council should provide the necessary means to the various commissions to function and a good monitoring mechanism should be put in place to awaken the commissions at work. This aspect should strongly be considered especially during the decentralization where the council is expected to cover the greater aspects of development

3.5.7.8 Analysis of Opportunities/strengths and Threats/weaknesses of the council

Table 23: Analysis of strengths and weaknesses

Based on current and anticipated situation within the council and the environment in which it operates	
<p>Opportunities of the council</p> <ul style="list-style-type: none"> • The tarring of the Bamenda-Mamfe Road in process • Stones quarry for exploitation by companies like the Chinese • Road construction • Company • Hard working and dynamic people • Fertile soil • Available Palm oil for sale • Intensive transport service • Great weekly market • Available Land for expansion of activities 	<p>Threats/ Constraints of the council</p> <ul style="list-style-type: none"> - Bad condition of rural roads -Absence of records in office -No proper distribution of tasks.

Source: survey data 2011

4. SUMMARY OF DIAGNOSTIC RESULTS (CONSOLIDATION)

4.1 Main problems identified per sector

4.2 Needs identified per sector

The information addressing section 4.1 and 4.2 is reflected in table 23. It is build with findings obtained in a participatory manner in all the villages in the municipality per sector.

Table 23: Identified problems/needs per sector

Sector	Core problem	Problems		Proposed Local solutions (needs identified)
		Primary problems	Secondary problems	
Agriculture	Poor agricultural yield (oil production, coco yams, yams and maize)	Insufficient/equipped personnel (just two agricultural technicians for 42 villages)	Insufficient coverage	1) More agricultural technicians needed at least one council technician per clan 2)Atleast 4 Common initiative groups trained per clan on modern farming techniques 3) Encourage the use of improved palm seedlings and good seedlings by all agric farmers 4) cut down old palms and replace with improved palms 5) create a cooperative to stabilized prizes 6) need for more resistant species 7)improve on existing road network and expand to link all the villages 8) Adapt to crop rotation and other acceptable farming methods 9)Frequent Agricultural shows by the council
			Little technical assistance	
			Little knowledge on storage facilities	
		Insufficient and poor quality inputs	Absence of phyto-sanitary stores in the municipality	
			Little subvention by the State	
			No agricultural stores to sell fertilizers	
		Poor farming techniques	Resistance to innovations	
		Insufficient startup capital	Farmers trained to save in micro-finance institutions, not njangis	
		Difficulty in evacuating farm produce	Long distant farms	
			Poor farm to market roads	
Absence of transportation facilities				

				<p>10) Train interested farmers</p> <p>11) Sensitize people to adopt/adapt innovations</p> <p>12) Sensitize men to work and reduce the work load on women and children</p> <p>13) Create transformation plants of agricultural products especially for palm</p>
Livestock	Low quantity and quality of animal protein	Insufficient/ equipped personnel	Insufficient coverage/information on animal breeding by farmers	-Rear local breed which is disease resistant
		Accessibility constraints to breeding inputs	No veterinary stores in the municipality	-train interested animals farmers on how to rear animals
		Insufficient grazing land	Overgrazing	-Introduce improved breeds to farmers
			Use of rudimentary grazing techniques	
		Difficulty to access startup capital	No micro finance institutions in the municipality designed for farmers	-lobby for additional veterinary technician
		Insufficient personnel	Poor coverage	-Sensitize on importance and practice of intensive livestock farming
Insufficient equipment	Inadequate services	-Grant low interest loans to farmers		
Health	Inadequate health care	Inaccessibility to basic drugs	Few health units to offer drugs	-more medical personnel needed in all the health centers in municipality
		Insufficient structures	Constant growing population	
		Shortage of drinking water	No rehabilitation of pipe borne water	-Need for at least two district

			system	hospitals in council area -Improved road network --Devise food and nutrition programs and sensitize the population -Sanction irregular health personnel -Develop bore holes in villages with water crises -Supply health units with drugs -Provide subventions to mission and private health units - Recruit sanitary control officers (1 per clan) - lobby for a medical doctor in medical health center -Treatment centre and let health units be updated to distribution centers for HIV/AIDS drugs
		Malnutrition	Poor eating habits	
		Insufficient drugs		
		No advanced health structures like a district hospital	Inability to handle complex health problems	
		Poor sanitation	Absence of sanitary control officers No public toilets and in most homes	
		Inadequate infrastructure	Depreciated structures	
		Inadequate personnel		
Basic education	Low performance	Inadequate equipment	Under recruitment by government	-Create more community primary and nursery schools in entire municipality - Provide more infrastructure ,equipment – provide didactic material and renovate existing classroom in all the schools in municipality -Build the capacity of PTAs on management - Train Parent Teacher
			Some teachers come and leave the place because of the difficult topography	
		Insufficient PTA funds	Insufficient benches, tables and table chairs	
			Low management capacity of PTA	
		Irregularity of available staff at work	Poor or no supervision	
		Irregular supervisory visits by the inspector	No means of transport	
Insufficient didactic				

		material		<p>Associations</p> <ul style="list-style-type: none"> -lobby for guardian counselors -create adult schools in villages -Low price house policy -Lobby for more teachers
Secondary Education	Inaccessibility to schools	Insufficient equipment	Government had not provided enough and the council was equally not financially viable	<ul style="list-style-type: none"> -Provide more infrastructure, equipment, didactic material - renovate existing classrooms in all the schools in municipality -Train PTA officials on proper use of funds - Guardian counselors -Scholarship schemes to students
		Poor infrastructure		
		Inadequate personnel	Low intake of teachers in to professional schools	
		Funds inadequate for books		
		Insufficient infrastructure		
		Inadequate secondary schools		
		Poor management of PTA resources		
		Difficult topography		
Territorial Administration	Inadequate provision of services	Incomplete council structure	Insufficient funds	<ul style="list-style-type: none"> -Improve road network in municipality -empower traditional council to resolve problems in far off villages -lobby for more security units in the municipality - empower staff on resource mobilization -Proper account of council activities -Lobby government for the
		Low capacity to mobilize resources		
		No administrative structure for the sub divisional officer	Lobby government to construct sub divisional office	
		Insufficient staff	Employ more staff	
		Insecurity caused by some natives	Disagreement at level of individuals on chieftaincy position	

		Inadequate communication	Poor road network No service vehicle Very little mobile communication coverage Difficult relief	construction of an office for the sub divisional officer -complete the construction of the council office -Empower chiefs -Recruit more staff -Give preference to young staffs in subsequent recruitments while allocating places for minorities like Mbororos and other vulnerable populations -Allocate transportation means to those in need -Lobby for more administrative units like in Menka
Forestry and Wild life	Deforestation /extinction of protected wildlife	Poaching / Illegal exploitation of timber and non timber products in the forest	People think they are being deprived from their main source of livelihood	-Sensitize villagers on sustainable exploitation of the forest -Ensure both the council and forestry department have in-depth knowledge of revenue from forestry product exploited -Demarcate reserve area in forest and make it well known to villagers -demarcate grazing land from forest land -create community forests
		Encroachment into forest land by farmers		
		Deforestation		
		Un-accountable taxes levied on people for exploitation of forest resources	No clear procedures on exploitation of forest resources	
		Overgrazing		
		Bush burning by farmers and hunters		
Post and Tele	Communicatio	The P&T office is poorly	The sector does not have a site	-Install TV and radio antennas in

Communication (P&T)	Communication difficulties	located		municipality -Extend the services of post office in to hinterlands -Invite more communication companies into the municipality -Sensitize the population on existing P&T services -Re-locate the P&T office -lobby for construction site from the council
		Some costumers do not regularly pay their bills	Bureaucratic procedures to raise money and pay bills.	
		Insufficient personnel at the level of P&T	The government has not yet appointed sufficient personnel	
		Encourage more networks	The government has not made any allocation for one.	
		Poor or very faint radio communication signals		
		Absence of Orange signals		
		Partial coverage with MTN signals	Accompanying services are not available	
Women Empowerment and Family	No women initiatives	No structure at sub divisional level	No services	-lobby for structure and services to be created in municipality -Design capacity building programs for women
		The existing services does not have adequate provisions.	No provision by the State nor by the council	
Sport and physical Education	Poor performance in sporting activities	Insufficient personnel in schools and even completely absent in the suburbs .		-Create more sporting facilities in schools and provide sport instructors in all the schools in the municipality -initiate sporting events -Create a municipal stadium
		No public sporting grounds		
		Absence of sporting events in the municipality		
Youth Affairs	No youth recreational canters	-limited finances		-Creation of animation centres -Creation of sporting centres -Apply for instructors and counselors

				-Creation of small and medium size enterprises
Environment and nature protection	Environmental degradation	Erosion	Bush burning	<ul style="list-style-type: none"> -Establish a check list for environmental monitoring parameters -Tree planting -Eradication of eucalyptus in precarious environment -Improve farming techniques -Improve on drainage system -provide waste collecting cans at determined waste dumping sites -consider environmental concerns in all projects in the municipality -Design conservation programs for threatened and endemic species -Carryout survey of all water sources and design protection programs -Train and sensitize council authorities on environmental norms and standards -Municipal order prohibiting environmental degradation practices like bush fires and others -Recruit and train council sanitation officers (at least one per clan)
			Steep bare slopes	
			Poor farming techniques	
			Poor soil structures	
			Heavy rainfall	
		Deforestation		
		Over grazing		
		Pollution (air and water)	Pollutant diseases	
		Poor management of waste		
		Depletion of natural resources		
Degradation of water sources				
Loss of Biodiversity				
Poor drainage system				
Mines and industrial	Under exploitation	Poor/inaccessible road network		<ul style="list-style-type: none"> -Open roads to exploitation sites -Mobilize resources and carryout

development		Underdeveloped sites		studies on other minerals in the municipality
		No knowledge on other possible minerals in the municipality		-Create Industries that use agricultural products like palm oil, kernel and others as raw material
Small and Medium Size Enterprise	Poverty	-little knowledge on its functioning		-lobby for structure and services -Create a community bank to provide low interest loans to business men and farmers
Transport	Transport difficulties	-limited transportation facilities -bad and risky roads high transport cost -increase cost of fuel	The government has not staffed the existing technical schools sufficiently nor has it equipped or sufficiently electrified them	Lobby for structure and service in municipality -improve on road infrastructure -Create and empower road management committees in each village
Employment and Professional Training	High unemployment	-High rate of illiteracy - limited skills	limited schools No professional training centres	Lobby government ,mission and private individual to open professional training institutions
Social Security	High social insecurity	Long distance to social security centres	Depression	Sensitisation Make recommendation
Social Affairs	Social exclusion	Exploitation of some classes of persons		-Sensitise on cultural barriers -Share information on development initiatives -Involve minority in all projects and key development positions -Judicious application of the law
		Non involvement of marginalized persons		
		Lack of Information		
		Cultural Barriers		

		High illiteracy(adults)		-Establishment of code of ethics in societies -Initiate adult illiteracy programs -Provide scholarship to minorities
	Insufficient assistance to her target	No structure nor services available	No provision by policy for the structure at this level	-Lobby for structure and services -
		Council is unable to utilize the numerous waterfalls to generate electricity		
Public Works	Bad and insufficient road network	No structure nor services available	More consumers than suppliers	-Provide tools to villagers to do minor road maintenance -construct more roads and bridges and rehabilitate existing ones
			The council works commission is not well equipped to maintain the existing road network	
			Government policy does not provide for structure at this level	
Water and Energy	Insufficient Energy coverage within the municipality	-Low voltage by AES -Lack of Financial resources to invest on hydro electricity projects -Low coverage -No structure nor services		-Extension of electricity to the other 36 villages and -use wind turn in villages with these potential to developed electricity
Tourism	Poorly developed touristic sites	-Limited finances to improve existing touristic sites -Insufficient/poor infrastructure like hotels and rest houses to accommodate guests -little or no knowledge of	Existing touristic sites like the two water falls on river Momo, the caves in Kanimbom and others have not been developed	-Mass media sensitization on existing potentials -Development of promotion program -Identification and development of touristic sites -Construction of touristic logistic sites

		existing potentials -Poor road network to sites		-Open roads to touristic sites
Culture	Deviation in values and norms	-conflicts with religion -conflict with civilization -influence of foreign culture -Villages do not have constructed palaces		-Lobby for the sector in the municipality -Sensitize the public on the importance of culture -Encourage villagers to develop cultural institutions like palaces -Develop an alphabet for the mother tongue -Valorize museums in palaces -
Urban development	Inappropriate construction	-Non- respect of norms -Construction in risky zones -No construction pattern -Limited collaboration with other stakeholders		Creation of new settlement sites Prohibition in risky zones Registration /approval of plans

Source: field survey, 2011

Table 23 describes the major problems per sector. These problems have been differentiated in to primary and secondary to reveal how they link. The various needs of the population per sector are equally shown on the table to match their relationships

5. STRATEGIC PLANNING

5.1 Visions and objectives of the CDP

Vision of the Widikum-Boffe Council: To improve on the standard of living of the population so it could cope with the changing times by improving on its social, cultural, economic & political domains in a transparent and participative manner.

Council Objectives are:

- To increase and enable inhabitants have access to the basic services of schools, water, energy, movement, communication, etc.
- To sensitize citizens on the necessity of a social mobilization on the elaboration process of the development of communal plan and more than anything its implementation

5.2 Logical framework by sector

Based on information gathered from the field in; base line analysis, council institutional diagnosis, urban space diagnosis and village diagnosis, logical frame works for 28 decentralized sectors were developed. A summary of all the above mentioned diagnosis were partly assembled in the analytical part of this CDP and also partly in the accompanying annexes.

The logical framework for the 28 sectors is presented as follows;

Table 24: Logical framework for agriculture

Sectorial strategy Improve agricultural production		Indicators by levels of strategy and sources		Assumptions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources of verification		Indicators	Sources of verification
Council Vision, goal, overall objective	Improve on crop yields in the municipality	Production increase by 25% by 2014	Annual report from the delegation of agriculture	Absence of crop disaster	Crops are healthy	Field observation
Specific objective	Increase the number of Agricultural Technicians	At least 1 council agricultural technicians per clan working by 2014	Technicians on the field	Availability of funds	Number of agricultural technicians needed are recruited	Techs on fieldwork

	Provide Improved breeds and fertilizer to farmers	50% of farmers have received improved breeds and fertilizer by 2014	Discharge records	Adoption of innovation	Percentage of farmer implementing	Agricultural post annual report
	Improve farming techniques	90% of farmers have adopted new farming techniques by 2014	Agricultural post annual report	Adoption of innovation	Percentage of farmers implementing	Agricultural post annual report
	Improve on evacuation of products from farms to markets	At least 40km of farm to market roads constructed by the end of 2014	Council annual report	Funds available	Number of km of road constructed	Council annual reports
Results	Agricultural technicians increased	Four council agricultural technicians added to two government existing ones by the year 2014	Recruitment decision at Widikum council	Continuity of funds	Regular payment of salaries	Pay vouchers
	Farmers received Improved palm seedlings, maize, plantains and compost fertilizer	At least 16,000 famers (90% of the farming population) receive improved seedlings of palms ,cocoyams, plantains and compost fertilizer	Discharge records of farm inputs	Improve Farm seedlings and compost fertilizer received and use	Seedling planted and compost fertilizer applied	Field observations Agric post annual report
	Farmers have adopted the modern farming techniques (taungya, crop rotation, improve fallow etc)	At least 50% of farmers adopt two farming techniques	Agric post reports Field observation	Techniques are adapted to the field realities of farmers	More farmers expressing interest to adopt more than one innovations	Agric post reports
	Farm to market roads improved	70km of farm to market roads constructed by the end of 2014	Council annual report	Funds available	Number of km of road constructed	Council annual reports
Result based activities						
For R1	For R2	For R3	For R4	For R5	Descriptions	Amounts
1.1.Commission on recruitment and job description modalities	2.1 -300 Palm seedling per farmer for 16000 -100seedling of plantains suckers per farmer for 16000 -32 tons of maize seeds to 16000 farmers	3.1 Feasibility on the various farming techniques used in the municipality	4.1Mobilise funds to construct farm to market roads	5.1.	Estimated running cost	1017040000

1.2. Mobilise resources needed for payments	2.2 Mobilise resources for the seedlings	3.2 Mobilise funds for sensitization programs on improved farming methods	4.2 Construct farm to market roads of 70 km from North to South	5.2.	Estimated investments	1148000000
1.3. Advertise and recruit the needed technicians	2.3 Put up a tender for the contractor that will supply the seedlings	3.3 Organise 8 workshops and create awareness on improved farming methods	4.3 Organize Agro pastoral show	5.3	Estimated contingencies	108252000
1.4. Monitor and evaluate their activity.	2.4 Organise a reception and distribution exercise	3.4. Implimentation of the project (bikes, fuel and mission allowance etc)	4.4.	5.4.	Total	3558534000
1.5.	2.5. Monitor and evaluate the activity	3.5 Monitor and evaluate the improved farming methods	4.5.	5.5.		

Source: survey data, 2011

Table 25: logical framework for livestock

Sectorial Strategy of MINISTRY Livestock		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Council Vision, Goal, Global Objective	Improve livestock Production	20% increase in livestock Production by 2014	Annual report of MINEPIA	Ability for the local population to adopt innovation	Number of people apply the techniques by 2014	Annual report of the Delegation of livestock
Specific objective	Improve livestock production techniques	75% of breeders adopt modern techniques	Annual MINEPIA report	Adequate collaboration of the local population	Number of people participating	Attendance sheet
-	Ensure pasture improvement	75% of grazing land is improved by 2014	Field observation, livestock reports	Natural disasters	Normal grazing activities	Field observation
-	Reduce animal disease	80% of livestock are disease free by 2014	Vert annual report	Absence of outbreaks	Number of healthy	Vert report
-	Provision of improved animal breeds	60% of animal breeds are improved by 2014	Livestock annual report	Favourable government policy	Number of improved animal breeds provided	MINEPIA Annual reports
-	Provision of trained	42 trained animal	Annual MINEPIA	Financial stability	Number of animal	Recruited list

	animal technicians	technician is posted to all villages by 2014	report		technician recruited	
Results	Livestock production techniques	75% of breeders adopt modern techniques by 2014	-Annual MINEPIA report	Collaboration of the local population	Number of participants	Attendance sheets and minutes
	75% of breeders adopt local techniques by 2014	75% of grazing land are fertilized and pastures improved by 2014	Field observation	Favourable climate Willingness of people to embrace innovations	Abundant health Pastures	Field observation
	Animal Species are healthy	80% of animal species are healthy by 2014	Livestock report	No outbreaks of disease	Number of health animals	Annual Vert report
	Breeders have improved breeds	60% of breeds have the standard Kg required for improved breed per production cycle by 2014	Vert annual statistic report	Favourable government policy	Number of improved animal breeds	MINEPIA annual report
	Trained animal technicians are recruited and posted to grazing zone	At least 2 animal technicians are recruited and posted in the grazing zone by the council by 2014.	Technical records Recruitment list	Financial stability	Number of animal tech recruited and posted	Recruitment decision by council

Activities:					Estimates	
Results based activities						
For R1	For R2	For R3	For R4	For R5	Designation	Amount
1.1.: Feasibility studies on the various production techniques	2.1: Feasibility studies on grazing lands	3.1. Feasibility studies to identify epidermic	4.1. Feasibility studies on improved animals breeds	5.1. Recruitment and posting of 2 animal technicians in the grazing zone	Total running cost	126800000
1.2.: Training of five representatives of	2.2 Organise training in 42 demonstration sites	3.2.: Train 5 representative of	4.2 Provide each of the 42 villages with	5.2.	Total investments	30000000

livestock breeders per animals species per village on production techniques		livestock breeders per animal species per village	2 bulls, and 10 males of goats , sheep, pigs per species			
1.3 Monitor and evaluation	2.3. Monitor and evaluate implementation on individual lands	3.3 Carry out vaccination campaign, Caprine 2000, Bovine, 1300, Ovine 2500, piggery 6500, poultry 15500	4.3. Monitor and evaluate	5.3.	Contingencies	7840000
		3.4 monitoring and evaluation			Total	159810000

Source: field survey, 2011

Table 26: Logical Framework state property and Land Tenure

Sectorial Strategy:- Ministry of State Property & land tenure		Indicator by level of strategy and source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Council Vision, Goal, Global Objective	Create awareness on land acquisition procedures	90% of the population are aware of the procedures of land acquisition	Reports	Collaboration with local population		
Specific Objectives	Improve the knowledge of population on land acquisition procedures	90% of the population acquired land legally	Land tenure reports	Collaboration with local		
	Facilitation of land certificate acquisition	80% of the population easily acquire land certificate	Land tenure reports	Government policy is favourable.	Creation of a land survey unit in Widikum	Creation decisions
Results	Land acquisition produces mastered by the Widikum population	90% of the population master and acquire land legally	Reports	Collaboration with local population	Application for land documents	Land and survey reports
	Land certificates	All new buildings are tied by	Land/survey reports	Government policy	Creation of a land	Creation decisions

	easily acquired	land certificate				survey unit in Widikum	
Activities :						Estimates	
Results based activities							
1.1)	Sensitization and education on land acquisition procedures	2.1) Creation of a land and survey department in Widikum				Total running cost	10500000
1.2)		2.2) Setting up committee to follow up land acquisition procedures				Total investments	0
1.3)		2.3) Monitoring and evaluation of activities.				Contingencies	525000
1.4)						Total	11025000
1.5)							

Source : Compiled from survey data 2011

Table 27: logical framework for urban planning and housing

Strategy		Indicators by levels of strategy and sources		Assumptions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources of verification		Indicators	Sources of verification
Council vision, goal, overall objective	To give the town a beautiful and attractive look	Atleast 50% of the houses in the urban space are drawn following the urban plan by the year 2014	Annual reports at the delegation of Urban planning	Collaboration by the population	Evolution of the number of people informed	Observations, annual reports of sub delegation
Specific objective	Secure a structure for the service in the municipality	A service for Urban Development and Housing will be in place by the year 2014	Council reports		Service in place	Decision at the delegation

	secure infrastructure for the service	An equipped structure in place by the year 2014	Reports from sub-delegation Urban Development and Housing		Equipped structure	Interviews, observations
	Secure a plan for urban development of the town	By the year 2014, an urban plan for the municipality is developed	Reports from sub-delegation Urban Development and Housing		Plan in place	Plan at the delegation of Urban Planning and Housing
Results (Strategic line of action)¹	Service in place	A service for Land Tenure System will be in place by the year 2014	Council reports	Political stability	Service in place	Decision at the delegation
	An equipped structure in place	An equipped structure in place by the year 2014	Reports from sub-delegation of land tenure system		Equipped structure	Interviews, observations
	Plan for Urban space developed	A plan for urban development and housing in place by the year 2014	Plan at the delegation of planning and housing		Plan in place and being executed	Reports from the delegation of urban planning and housing
1.1 Mobilise resources to lobby government for the service in Widikum 1.2 Lobby government for the structure 1.3 Develop programs to sensitise the population on the essence of the service 2.1 Mobilise resource for the construction of an office 2.2 Launch tender 2.3 Submit project to contractor 2.4 Reception and inauguration 2.5 Monitoring and evaluation of activities 3.1 Mobilise resources 3.2 Launch tender to develop a plan for the town 3.3 Monitor and evaluate the respect of the plan by inhabitants Activities				Estimated running cost: 11700000 Estimated investment cost: 40000000 Contingencies: 2585000 Total : 54285000		

Source: field survey, 2011

Table 28: logical framework for Environment and Nature Protection

Sectorial Strategy:- Ministry of sectorial vision for environment		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions & source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Council Vision, Goal, Global Objective	To safeguard the environment & its nature	80% of land in Widikum is protected by 2014	Field observation Environmental reports	Collaboration of all the stakeholders depending on it	Active participation of all the stakeholders	Reports from the delegation
Specific Objectives	Rehabilitation of degraded I&	80% of degraded I& are rehabilitated	Field observation	Availability of resources	80% of the financial resources	Bank statements
	Prevention of I& degradation	Potential risk zones are protected from degradation	Environmental reports	collaboration with the local population	80% of the population carryout environment friendly activities	field observations
	Protect water catchments & water sources	At least 80% of water sources are protected	Field observation	Collaboration of the local population	80% of local population participate protection activities	Attendance list of protection activities
	Ensure sustainable exploitation of the environment	All development projects take into consideration environmental concerns	Project reports	Collaboration of those carrying out projects	All projects address environmental concerns	Field observations
Results	Degraded I& are rehabilitated	80% of previously degraded lands are in used as before degradation	Field observations	Mobilization of financial & materials resources	80% of resources needed are available	Bank statements & other resources
	Risk zones are protected from degradation	Little prevalence of degradation.	Field observation	Local collaboration	Environmentally clean activities	field observations
	Water sources protected/improved	At least 80% of the population has access to potable water by 2014	Council reports	Active participation of local population	80% of local population participate in protection activities	Attendance list of protection activities
	Environment is sustainably exploited	All activities carried out are in line with environmental norms	Field observations	Awareness of population on environmental norms	All activities address environmental norms	Field observations
Activities :					Estimates	
1.1) Mobilize resources	2.1) Mobilize resources for studies	3.1) Mobilize resources for feasibility studies	4.1) Mobilize resources		RUNNING COST	94550000
1.2) Feasibility studies on degraded lands & levels of degradation	2.2) Feasibility studies on potential risk zones.	3.2) Carryout feasibility studies of water catchment sources	4.2) Design Environmental protection programs		INVESTMENT COST	
1.3) Empower the council's commission in charge of environment & nature protection on protection	2.3) Design protection programs on risk zones identified	3.3) Design programs to protect & improve water catchments	4.3) Mobilize resources & executes programs designed in 4.2 above		CONTINGENCIES	4727500

norms						
1.4) execution of rehabilitation work	2.4) Mobilize resources & carryout protection programs as designed in 2.3 above	3.4) Mobilize resources & execute activities designed in 3.3 above	4.4) Sensitize the population on environmental norms & the need to incorporate them in all projects in the Municipality		TOTAL	99277500
1.5) monitoring & evaluation of activities			4.5) Establish checklist of environment monitoring parameters			
			4.6) Recruit & train council sanitation officers (at least one per clan)			
			4.7) produce a Municipal order banning environmental degradation practices			
			4.8) Follow up & evaluation of activities.			

Source: field survey, 2011

Table 29: logical framework for forestry and wildlife

Sectoral ministry: Forestry and Wild life		Indicators by levels of strategy and sources		Assumptions	Indicators of Assumptions and sources	
Levels	Formulations	Indicators	Sources of verification		Indicators	Sources of verification
Council Vision, goal, overall objective	Ensure sustainable exploitation of forest	At least 90% of the surface area/timber and non timber forest products remain constant or increased by the year 2014	Research findings on the these forests in the municipal council	Collaboration between all the stakeholders	Number of conflicts registered against forest exploitation	Annual report from delegation of Forestry and Wild life
Specific objective	Reduce illegal exploitation of forest products	Cases of illegal exploitation of forests products reduces by 50% by the year 2014	Annual report from Sub delegation of Forestry and Wild Life	Collaboration	Number of conflicts registered against illegal poaching	Annual report from delegation of Forestry and Wild life

	Ensure proper management of forest .	At least 90% of each mechanism (forest exploitation permits, financial regulations, harvesting procedures, management committees) put in place is respected by 2014	Annual report from Sub delegation of Forestry and Wild Life	Collaboration Political ,economic and social stability	Percentage of villagers involved in the proper management of the forest	Annual report from delegation of Forestry and Wild life
Results (Strategic line of action)¹	Illegal exploitation of forest products reduced	Number of cases of illegal exploitation reduces by at least 90% by the year 2014	Annual report from Sub delegation of Forestry and Wild Life	Collaboration	Number of conflicts	observation
	Management mechanisms put in place are respected	At least 90% of each mechanism (forest exploitation permits, financial regulations, harvesting procedures, management committees) put in place is functioning by 2014	Annual report from Sub delegation of Forestry and Wild Life	Collaboration	Number of meetings attended	Attendance list
Result based activities						
For R1	For R2	For R3	For R4	For R5	Descriptions	Amounts
1.1.Mobilise resources	2.1 Mobilise resources				Total investment	
1.2 Sensitise people on creation of community forests	2.2) Feasibility studies on potential forest products					
1.3: Creation of 12 forest management committees and train them	2.3 Design forest exploitation management mechanisms					

1.4) Demarcate reserve area in forest and make it well known to villagers	2.4. Establish checklist of management monitoring parameters				Total Functioning	72000000
1.4 Recruit 2 forestry and Wild life technicians to add the2 existing ones	2.3 Follow up Monitoring and evaluation of activities				Contingencies	3600000
1.6 Monitor and evaluation					Estimated total	75600000

Source: survey data, 2011

Table 30: Logical Framework For Territorial Administration And Decentralization

Sectorial Strategy of MINISTRY OF Territorial Administration and Decentralisation		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective, Council vision:	To ensure resourceful and qualified staff	70% of the personnel are ready, willing and able to perform described duties by 2014	Field observations and result of council from periodic reports	Expertise is gotten from LSO or elsewhere	A volunteer is present	Field observation
Specific objectives	To prepare and update organisational charts, job description and human resource policy	100% of the job is done	The complete document is available	Expertise is gotten from LSO or elsewhere The document is in accordance with the state law	A volunteer is present Comparison with the state law	Field observation

To improve working condition to ensure efficient and effective output	All the policy and procedure are in place and implemented and the staff is competent by 2014	Documentation is available Work is completed to standard	Expertise is gotten from LSO or elsewhere The document is in accordance with the state law Management is competent	Field observation such as management /staff meetings	Field observations Minutes of meetings
To improve the effectiveness of senior staff by promoting dialogue between junior and senior staff	Increase in regular meetings between staff by 50% by 2014	Documentation	All Staff view these meetings as valuable and worthwhile	At least 80% of staff are in favour of these meetings	Minutes of meetings Surveys
To strengthen the financial situation in the council	Increase in revenue collection by 25% by 2014	Administrative account of the council	Improve collection mechanism New revenue sources are identified	80% of revenue collection procedures are clearly earmarked. Revenue is increase by at least 15%	Budget and administrative accounts
To have a transparent policy on the procurement of goods and services	All goods and services procured are in accordance with the norms by 2014	Documentation	Willingness of the council executive	Policy of the council executive	Policy document
To empower the executive leadership of the council	All Executives of the council have got the necessary capacity for manage of collective patrimony by 2014	Type and quality of training received	Willingness of the council executive	Policy of the council executive	Policy document

	To increase accountability and capacity of councillors to deliver effective service to citizens	All councillors have the necessary skills for the running of their constituency and effectively implementing it by 2014	Type and quality of training received	Willingness and ability of the councilor exist	90% of councillors have expressed interest	Minutes of meetings Surveys
	To improve the functioning of institutions	Clear terms of reference for the functioning of each institution in place and are effectively implemented by the year 2014	Institutional procedure manuals Attendance sheets	Willingness, availability and ability of head of institutions	All the heads of institutions spend 95% of working time at their job sites	Attendance sheet
	To promote cohesion of administrative procedures	A well defined and coherent administrative procedure put in place by the year 2014	Procedure manual in place	Ability of head of institutions to implement the procedures	Atleast 80% of the procedures are respected	Evaluation reports
	To improve communication in the municipality	At least 80% of the population receives communication signals by the year 2014	Public Opinion	Availability of funds	A community radio in place	Council reports
	Redress existing conflicts at village level	All the village conflicts redressed.	Reports at the divisional officer's office	Village heads are comprehensive	All inter village conflicts are resolved	Reports from territorial administration

Results	Prepared and updated organizational charts, job description and human resource policy put in place	100% of the job is done	The complete document is available	Expertise is gotten from LSO or elsewhere The document is in accordance with the state law	A volunteer is present Comparison with the state law	Field observation
	Working condition improved and efficient & effective output realized	All the policy and procedure are in place and implemented and the staff is competent by 2014	Documentation is available Work is completed to standard	Expertise is gotten from LSO or elsewhere The document is in accordance with the state law Management is competent	Field observation such as management /staff meetings	Field observations Minutes of meetings
	Effectiveness of senior staff improved	Increase in regular meetings between staff by 50% by 2014	Documentation	All Staff view these meetings as valuable and worthwhile	At least 80% of staff are in favour of these meetings	Minutes of meetings Surveys
	Financial situation in the council strengthened	Increase in revenue collection by 25% by 2014	Administrative account of the council	Improve collection mechanism New revenue sources are identified	80% of revenue collection procedures are clearly earmarked. Revenue is increase by at least 15%	Budget and administrative accounts
	Transparent policy on the procurement of goods and services put in place	All goods and services procured are in accordance with the norms by 2014	Documentation	Willingness of the council executive	Policy of the council executive	Policy document

The executive leadership of the council is empowered	All Executives of the council have got the necessary capacity for manage of collective patrimony by 2014	Type and quality of training received	Willingness of the council executive	Policy of the council executive	Policy document
Accountability and capacity of councillors to deliver effective service to citizens increased	All councillors have the necessary skills for the running of their constituency and effectively implementing it by 2014	Type and quality of training received	Willingness and ability of the councillor exist	90% of councillors have expressed interest	Minutes of meetings Surveys
The functioning of institutions improved	Clear terms of reference for the functioning of each institution in place and are effectively implemented by the year 2014	Institutional procedure manuals Attendance sheets	Willingness, availability and ability of head of institutions	All the heads of institutions spend 95% of working time at their job sites	Attendance sheet
Cohesion of administrative procedures improved	A well defined and coherent administrative procedure put in place by the year 2014	Procedure manual in place	Ability of head of institutions to implement the procedures	Atleast 80% of the procedures are respected	Evaluation reports
Communication in the municipality improved	At least 80% of the population receives communication signals by the year 2014	Public Opinion	Availability of funds	A community radio in place	Council reports
Existing conflicts at village level redressed	All the village conflicts redressed.	Reports at the divisional officer's office	Village heads are comprehensive	All inter village conflicts are resolved	Reports from territorial administration

Activities

- 1.1 Elaboration of recruitment policy and procedures
- 1.2 Prepare organisational chart
- 1.3 Finalisation and approval of organisational chart by council
- 1.4 Prepare job description
- 1.5 Prepare advertisement associate with job description
- 1.6 Regular coordination meetings (for all sectors and services within the municipality)
- 2.1 Define salary scale and advancement criteria
- 2.2 Prepare policies on behaviour & discipline, terms & conditions of employment, sickness & absence, sanction and reward, disability, health & safety, HIV/AIDS, appointment of women
- 2.3 CoWidikumct regular staff training on financial management, effective and efficient revenue collection, effective communication, effective filing system etc.
- 3.1 Organise regular staff meetings
- 3.2 Circulate minutes of meeting to all staff
- 3.3 Junior staff present regular report to senior staff
- 4.1 Reinforce the revenue collection
- 4.2 Computerization of the financial system
- 4.3 Identify and exploit other additional resources
- 4.4 Monthly financial report publish in Council and each market
- 5.1 Prepare a procurement policy
- 5.2 Public advertisement regarding procurement in the council and in the project areas
- 6.1 Design, deliver and evaluate leadership training for council executive
- 7.1 Training workshops for councillors on roles and responsibilities on laws (council, state, decentralisation), relationship with citizen, programs/projects and Leadership and Good Governance
- 7.2 Sensitization of population (as above).
- 9.1 Apply for some vital institutions within the municipality
- 9.2 Advocacy for autonomy of decentralised local governments
- 10.1 Set up of a communication unit (radio)
- 10.2 Installation of notice boards and suggestion boxes in communities
- 10.3 Regular meetings within the villages for proper information sharing and feedback on council activities
- 10.4 Produce and distribute Quarterly news letter by the council
- 10.5 Create and regularly update a website for the council
- 10.6 Periodic tour by the Council Exco, CDAC, Councillors using microphone to give information
- 10.7 Creation of information/resource centre in the council
- 11.1 Mobilise resources
- 11.2 Form a commission to resolve chieftaincy conflicts
- 11.3 Empower commission to execute duties
- 11.4 Devise strategies to resolve uprising conflicts within the villages
12. Complete and equip council building

Cost estimates

Running cost: 544870000
 Investment costs: 602500.000
 Contingencies : 57368500
Total: 1204738500

Source: field survey, 2011

Table 31: Logical Framework For Basic Education

Sectorial Strategy OF MINISTRY OF BASIC EDUCATON Free and compulsory basic education for all by the year 2015		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Council Vision, Goal, Global Objective	Improve academic performance within the Widikum Municipality	90% success recorded at basic educational level in all primary schools in the Widikum municipality	FSLC Results record Sequence Result records	Political, Economic and social stability	No strike, Wars and inflation	Normal activity of the population
Specific objective	1) Lobby for more personnel	1) All primary schools in Widikum municipality will have atleast 90% of the trained personnel required by 2014	-Sub divisional delegation annual reports	-Adequate finance	60% of the personnel available	Assumption of duty certificates
	2) Provision of Adequate Infrastructure	2) At least 90% of the needed classrooms and buildings are constructed by 2014	- Sub divisional delegation annual reports	-Adequate Investment Budget	At least 90% of the budget for construction available	Bank statement
	3) Supply of adequate equipment	3) At least 95% of the required equipment in the municipality is supplied by the year 2014	- Annual report for the sub divisional delegate	- Adequate Running Budget	At least 95% Of the Budget disbursed	Bank statement

Results (Strategic axes) ¹	R1) 183 trained personnel needed are posted in all the primary and nursery schools in need in the municipality by the State	At least 146 personnel posted by the year 2014	Annual report for the Subdivisional delegation of basic education	-Adequate finance	Atleast 80% of the budget available	Bank statement
	R2) 102 Classrooms for constructions and 38 classrooms for renovations needed in primary schools by 2014	At least 92 classrooms constructed and 34 for renovations by the year 2014	- Annual reports of the Inspectorate	-Adequate Investment Budget	At least 90% of the budget for construction available	Bank statement
	R3) All primary schools are provided with needed equipments	At least 90% of the needed equipment is provided by the year 2014	- Sub divisional delegation annual reports	-Adequate Investment Budget	At least 90% of the budget for construction available	Bank statement
Activities:					Estimates	
For R1	For R2	For R3	For R4	For R5	Designation	Amount
1.1.:Lobby for 183 trained personnel including guardian counselors for the entire Widikum municipality	2.1: Feasibility studies on the construction of classrooms	3.1. Supply of: Benches:2800 Tables:40 and chairs: 40	4.1.	5.1.	Total investment	1870000000
1.2.: Requesting of staff for all primary schools under Widikum according to school requirements	2.2: Construction of 102 Classrooms	3.2.: Monitor and evaluate	4.2	5.2.	Total running costs	305500000
1.3 Carryout feasibility studies on the creation of more community primary schools in the subdivision	2.3. Monitor and evaluate	3.3	4.3.	5.3.	Unforeseen	108775000
1.4 Create Community primary and nursery schools					TOTAL	2284275000

1.5 Feasibility studies on adult schools						
1.6 Create and run adult schools						
1.7 Build the capacity of PTA in management of resources						
1.8 Pass a Municipal Order on low price policy for teachers						

Source: survey data, 2011

Table 32: logical frame work for secondary education

Sectorial Strategy of MINISTRY OF SECONDARY EDUCATION Provide quality secondary education		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Council Vision, Goal, Global Objective, Council vision	Improve performance in secondary education within the municipality	80% success recorded at the secondary educational level in all schools within the municipality	GCE board results Progress report from schools	Sociopolitical and economic stability	No strike actions, wars and conflicts	Interviews with the man on the street
Specific objectives	Lobby for sufficiently trained personnel	All schools have more than 80% of the trained personnel required by 2014	Secondary education annual reports	Finances available	80% of the recruitment budget available	Bank statements
	Provision of adequate infrastructure	At least 90% of the needed infrastructures are constructed by 2014	Annual reports for secondary education	Finances for the construction available	90% of the construction budget available	Bank statement
	provider of adequate equipment to schools	90% of the required equipment in each schools is supplied before the end of 2014	School reports	Funds available	90% of the budget disbursed	Bank statements

Results	102 trained personnel needed are obtained for all secondary schools	At least 82 teachers are obtained by the year 2014	Recruitment decisions at delegations	Funds available	At least 80 % of the funds are available	Bank statement
	30 classrooms needed are constructed in schools under the Widikum municipality by 2014	At least 27 classrooms constructed by the year 2014	Handing over reports at the delegation of secondary education	Availability of funds	At least 90% of funds available	Financial statement
	All schools are supplied with the needed amount of stationeries					
Activities: 1.1 Lobby for 102 personnel including guardian counselors for all schools under Widikum according to school requirements 2.1 Feasibility studies on the construction of classrooms 2.2 Construction of 30 classrooms 2.3 Construction of 600 benches 2.4 Monitoring and evaluation of construction work 2.5 Train PTA officials on proper management of resources 2.6 Provide scholarship to meritorious and underprivileged 3.1				Estimates Running cost: 21000000 Investment cost: 432000000 Contingencies: 22650000 Total: 475650000		

Source: survey data, 2011

Table 33: Logical Framework For Higher Education

Sectorial Strategy of MINISTRY OF HIGHER EDUCATION	Indicator by level of strategy & source of verification	Assumptions	Indicators of Assumptions and source of verification
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Level	Formulation	Indicators	Source verification of		Indicators	Source verification of
Vision, Goal, Global Objective, Council vision	Improve enrollment in the higher educational sector	At least 60 % of A Level holders are enrolled in higher education by 2014	Interviews with teachers in high schools in Widikum	Willingness of parents	Increase in number of children admitted in higher institutes of learning	Interviews with teachers in high schools in Widikum
Specific objectives	Create awareness, sensitize and educate the population on the importance of higher education	At least 80 % of the population of Widikum municipality are aware, sensitized and educated on the importance of higher education by 2014	Meeting reports and attendants lists	Campaign teams put in place are active	Number of campaign teams in higher education increased in the field	Meeting reports
	Secure higher institutions of learning in the municipality	At least 3 institutes of higher learning exist in the municipality by the year 2014	Higher education annual report	High demand for higher institutions and specialities	Increase number of pass in that specialty at the level of A/L and are available and willing to go further	GCE board results
Results	Population informed sensitised and educated on the importance of higher education	At least 22000 people are aware of the importance of higher education and are practicing it by the year 2014	Reports of sensitisations	Collaboration of inhabitants	Attendance during sensitizations	Sensitisation reports
	Higher institutes of learning exist in Widikum	At least 3 institutes of higher learning exist in Widikum	Higher education reports	Higher education investors are willing to operate in Widikum	Number of partners who have created higher institutes of learning	Higher education reports

<p>Activities:</p> <ul style="list-style-type: none"> 1.1 information through various communication channels 1.2 holding village meetings 1.3 evaluation and monitoring the state of awareness sensitisation and education 2.1 carry out feasibility study 2.2 Lobby government and other higher education investors to open schools in Widikum 2.3 construction of structures 2.4 inform and sensitise the population 2.5 launching ceremony 2.6 Monitor & Evaluate 	<p>Estimates</p> <table> <tr> <td>Running cost:</td> <td>11300000</td> </tr> <tr> <td>Investment cost:</td> <td>0</td> </tr> <tr> <td>Contingencies:</td> <td>565000</td> </tr> <tr> <td>Total:</td> <td>11865000</td> </tr> </table>	Running cost:	11300000	Investment cost:	0	Contingencies:	565000	Total:	11865000
Running cost:	11300000								
Investment cost:	0								
Contingencies:	565000								
Total:	11865000								

Source: survey data, 2011

Table 34: logical framework for HEALTH

Strategy		Indicators by levels of strategy and sources		Assumptions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources of verification		Indicators	Sources of verification
Vision, goal, overall objective	Improve health care situation in the entire municipality	At least 90% of the population of the municipality have access to health care by the year 2014	Annual report of the Widikum health district	No health pandemic will surface	Number of people actively going to work	Health District reports
Specific objective	Increase the number of personnel	At least 90% of personnel required are in place by the year 2014	Recruitment decision at the health districts	Funds will be available	Number of personnel recruited	Recruitment decision with district medical officer
	Ensure access to basic drugs to the population of Widikum municipality	At least 80% of basic drugs are distributed to all health units every year until 2014	Council Annual reports	Funds will be available	Number of health units receiving the basic drugs	Health district report
	Increase basic equipment	At least 80% of basic equipment for each health unit provided by the end of 2014	Health district report	Funds will be available	Number of health units that receive basic equipment	Health district reports
	Improve on health care infrastructure	At least 80% of the needed infrastructure of each health unit is provided or rehabilitated by the end of 2014	Health district report	Funds available	Number of structures constructed or rehabilitated	Health district reports
Results (Strategic line of action) ¹	1)Number of personnel increased	At least 29 personnel of different categories are recruited to serve the entire municipality	Recruitment decisions at Health districts	Funds are available	Number of personnel recruited	Health district reports

¹ On peut avoir plus ou moins de 5 résultats : ajouter ou retrancher les lignes

	2..Basic drugs supplied to all health units	At least 80% of basic drugs supplied each year to all health centres	Health unit reports	Funds available	Quantity of drugs supplied	Health district reports
	3.Basic equipment for each unit increased	All the health units equipped by at least 80%, come the year 2014	Health district reports	Funds available	Equipment in place	Interview with health personnel
	4.Health infrastructure provided or rehabilitated	At least 2 health structures are erected and 4 others rehabilitated	Health district reports	Funds available	Infrastructures in place	By seeing the structures
	5.					
..... Activities						
For R1	For R2	For R3	For R4	For R5	Descriptions	Amounts
1.1.Mobilise resources	2.1Mobilise resources	3.1Mobilise resources	4.1 Mobilise resources	5.1.	Total investment	
1.2.Make a census of number of personnel needed per unit	2.2Form a commission to determine quantity of basic drugs per the needs of a unit	3.2Make a commission to identify basic equipments and to determine those to improve upon with means available	4.2 Form a commission to examine units to be upgraded from the 11 government existing ones, those to be formed and then lobby for the structures from the government	5.2.	Total Functioning	
1.3.Lobby government for recruitment or appointment	2.3 Launch tender for supply of drugs	3.3Launch tender for constructions and or rehabilitation	4.32Form a commission to identify structure to be rehabilitated and or constructed	5.3	Contingencies	

1.4. Monitor and evaluate activities of personnel	2.4 Supply of drugs	3.4. Monitoring and evaluation of equipment	4.4. – Lobby for Treatment centre and let health units be updated to distribution centers for HIV/AIDS drugs	5.4.	Estimated total	
1.5.	2.5. Monitor and evaluate supply of drugs	3.5 Reception of structures	4.5.	5.5.	Running cost	37500000
1.6 Devise food and nutrition programs and sensitize the population		3.6 Provide subventions to mission and private health units			Investment cost	50000000
1.7 Recruit sanitary control officers (at least one per clan)					Contingencies	4375000
					Total	91875000

Source: survey data, 2011

Table 35: logical framework for Water

Sectoral ministry: Water and Energy:		Indicators by levels of strategy and sources		Assumptions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources of verification		Indicators	Sources of verification
Council Vision, goal, overall objective	Improve access to portable water in the municipality	90% of the population have access to safe drinking water by 2014	Health unit report	Political, economic and social stability	Number of people who have access to water	Health unit report
Specific objective	Increase the quantity of water supply	90% of the population have regular water supply by 2014	Health unit report	No drought	Number of taps flowing regularly	Observation
	Ensure good quality water supply	Atleast 90% of the population have treated potable water by 2014	Health unit report on water born diseases	Regular access to water experts and chemicals for water treatment	Limited cases of water born diseases	Health unit report on water born diseases

Results (Strategic line of action)¹	Quantity of water supply increased	90% of the population has access to drinking water by 2014	Council water and sanitation committee report	No drought	Number of taps flowing regularly	Observation
	Drinking water is safe	Atleast 90% of the population have treated potable water by 2014	Health unit report on water born diseases	Regular access to water experts and chemicals for water treatment	Limited cases of water born diseases	Health unit report on water born diseases
Result based activities						
For R1	For R2	For R3	For R4	For R5	Descriptions	Amounts
1.1.Mobilise resources	2.1 Mobilise resources				Total investment	142000000
1.2. feasibility study	2.2 put in place 42 water commission				Total Functioning	1000000000
1.3 construction of 200 water points in the municipality	2.3 empower water commission				Contingencies	57100000
1.4.monitor and evaluate	2.4 Select and train water treatment technicians				Estimated total	1199100000
1.5. Rehabilitate water network and catchments in the municipality	2.5. Supply chemical and equipments for 42 catchment centres					
1.6 Construct bore holes in areas that need them	2.6 monitor and supply					

Source: survey data, 2011

Table 36: Logical framework for energy

Sectorial Strategy of MINISTRY OF ENERGY		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification

¹ On peut avoir plus ou moins de 5 résultats : ajouter ou retrancher les lignes

Vision, Goal, Global Objective, Council vision	Improve energy supply in the Widikum municipality by 2014	60 % of the entire municipality have access to electricity	Electricity network coverage maps	Favourable government policy	Disbursement of needed financial resources	Bank statement
Specific objectives	Extension of electric power lines to all villages	High voltage connections stepped down and extended to all villages within Widikum municipality by 2014	Field observation	Financial and human resources available	80 % of resources are disbursed	Bank statement
	Provision of electricity to homes and quarters by 2014	60 % of quarters in all villages in Widikum have electricity supply by 2014	Field observation and AES network coverage maps	Financial and human resources available	70 % of resources are disbursed	Bank statement And field observations
	Secure more sources of electricity for the municipality	At least one of the two water falls on River Momo is developed for hydro electricity supply	Council annual reports	Finances available	80% of funds available	Bank statments
Results	All villages are supplied with electricity by 2014	The rest of 35 villages have electric power lines by 2014	Field observation and AES reports	Favourable government policy	70 % of resources are disbursed	Bank statement
	Homes and quarters have access to electricity by 2014	More than 60 % of homes in all villages use electricity by 2014	Field observation and AES reports	Collaboration with the local population	Homes subscribed for electricity extension	Subscription list
	Another electricity supply source available	At least one local hydro electricity source available by the year 2014	Observation	Finances are available	80% of the finances are available	Bank statement

<p>Activities:</p> <p>1.1 Feasibility studies on present level of coverage including the villages already electrified</p> <p>1.2 Appeal to AES SONEL and donors</p> <p>1.3 Stepping up of voltage and extension of electric lights to villages</p> <p>2.1 Extension of electric poles to all quarters in villages</p> <p>2.2 Electrification and provision of meters</p> <p>3.1 Mobilise resources for feasibility studies for hydro electric power</p> <p>3.2 Carryout Widikum feasibility study of construction of hydro electricity plant</p> <p>3.3 Lobby donors for construction of hydro electric power source</p> <p>3.4 Carryout feasibility study of wind electricity generated system in the uppermost part of the council</p> <p>3.5 Lobby/ mobilize resources</p>	<p>Estimates</p> <p>Running cost: 26750000</p> <p>Investment cost: 500000000</p> <p>Contingencies: 3837500</p> <p>Total : 530587500</p>
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Source: survey data, 2011

Table 37 : logical framework for PUBLIC WORKS

Sectorial Strategy of MINISTRY OF PUBLIC WORKS		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective, Council vision	Improve on the road communication network	70% of the villages in Widikum are linked by a motorable network by 2014	Field observations Public works departmental reports	Financial and technical resources are available	At least 70% of resources are mobilized by 2014	Reports of resource mobilisation
Specific objectives	Ensure regular road maintenance	70% of roads are in good state by 2014	Field observation Reports	Adequate collaboration with the community made	At least 50% of the communities have started collaboration by 2014	reports
	Extend the road network	Number of new roads constructed by 2014	Field observation and reports	Environmental stability	At least 90% of the environment is suitable	Field observation Field reports

Results	Road maintenance is regular	70% of 68 km of roads are maintained by 2014	Field observation and reports	Financial and technical support is available	At least 70% of the resources are available by 2014	Report of resource mobilisation
	Road network is extended by 2014	At least 50km of road is opened up by 2014	Field observation and reports	Environmental stability	Population willing to sacrifice land for road network extension	Reports
Activities:					Estimate	
For R1	For R2	For R3	For R4	For R5	Designation	Amount
1.1 Identify ongoing road constructions in the villages done manually	2.1 Mobilise resources to lobby for funds to extend road networks	3.1.:	4.1.	5.1.	Running cost Investment cost Contingencies Total	16650000 40000000 28325000 444975000
1.2 Mobilise resources and buy digging tools and distribute to communities	2.2: Feasibility studies for roads to be extended	3.2.:	4.2	5.2.		
1.3 Mobilise resources	2.3Lobby for funds to carry out construction	3.3	4.3.	5.3.		
1.4Identify major earth roads that need maintenance	2.4 Plan for road construction					
15Launch tender for maintenance	2.5 Create and empower road management committee for each village					
1.6Award contract	2.6 Supervise activities of village road management committees					

1.7Receive work						
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Source: survey data, 2011

Table 38: logical frame work for SOCIAL AFFAIRS

Strategy		Indicators by levels of strategy and sources		Suppositions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources		Indicators	Sources
Council vision, goal, overall objective	To enhance Social cohesion between all classes of people	60% of under privileged acquired new skills and undertaking profitable ventures for themselves	Reports	Collaboration of all classes of people	Number of people participating in social development programs	Social development reports
Specific objective	Secure a unit that cater for social affairs in the council	A social affairs unit is created in the council before the end of 2014	Council annual reports	Council will be able to mobilise funds and sustain the unit	Existence of the unit	Observation
	Secure programs that address specific social affairs needs	At least 4 programs are being run by the unit by 2014	Annual unit reports	Availability of funds to run the programs	Effective execution of programs	Bank statements
Results (Strategic line of action)¹	1.Social affairs unit created	A social affairs' unit in place in the council before the end of 2014	Council annual reports	Council will be able to mobilise funds and sustain the unit	Existence of the unit	Observation
	2..Specific social affairs programs in place	At least 4 programs are effectively being run by the unit by 2014	Annual unit reports	Availability of funds to run the programs	Effective execution of programs	Bank statements

¹ On peut avoir plus ou moins de 5 résultats : ajouter ou retrancher les lignes

..... Activities 1.1.Mobilise resources 1.2.Equip a social affairs' unit in the council 1.3.Recruit a Social affairs expert 2.1Mobilise resources 2.2 Feasibility study of social affairs' needs(Mbororos, other vulnerable persons etc.) 2.3Develop social affairs' programs that also address its target in 2.2 above 2.4 Lobby resources from development agents locally and externally to run the programs 2.5 Develop adult literacy programs for minorities especially Mbororos as well as the elderly ones 2.6 Provide scholarship to Mbororos and other handicaps 2.7 Carryout sensitization on negative cultural practices 2.8 .Lobby for the involvement of minorities in all development initiatives 2.9 Share information on development initiatives through council quarterly news papers						
For R1	For R2	For R3	For R4	For R5	Descriptions	Amounts
			4.1	5.1.	Total investment	120000000
			4.2	5.2.	Total Functioning	14000000
			4.3	5.3	Contingencies	6700000
1.4.			4.4.	5.4.	Estimated total	140700000

Source: survey data, 2011

Table 39: logical framework for WOMEN EMPOWERMENT

Strategy		Indicators by levels of strategy and sources		Suppositions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources		Indicators	Sources
Council vision, goal, overall objective	To enhance women initiatives towards development	60% of women have acquired new skills and undertaking profitable ventures for the household	Reports	Women are willing to embrace the service	Number of women participating skills development programs	Skills development reports
Specific objective	Secure a unit that cater for women issues in the council	A women's unit is created in the council before the end of 2014	Council annual reports	Council will be able to mobilise funds and sustain the unit	Existence of the unit	Observation
	Secure programs that address specific women empowerment needs	At least 4 programs are being run by the unit by 2014	Annual unit reports	Availability of funds to run the programs	Effective execution of programs	Bank statements
Results (Strategic line of action)¹	1.Women empowerment unit created	A women's unit in place in the council before the end of 2014	Council annual reports	Council will be able to mobilise funds and sustain the unit	Existence of the unit	Observation
	2..Specific women empowerment programs in place	At least 4 programs are effectively being run by the unit by 2014	Annual unit reports	Availability of funds to run the programs	Effective execution of programs	Bank statements
..... Activities						
For R1	For R2	For R3	For R4	For R5	Descriptions	Amounts
1.1.Mobilise resources	2.1Mobilise resources	3.1	4.1	5.1.	Total investment	1000000
1.2.Equip a women empowerment unit in the council	2.2 Feasibility study of women empowerment needs	3.2	4.2	5.2.	Total Functioning	11200000
1.3.Recruit a women empowerment expert	2.3Develop women empowerment programs	3.3	4.3	5.3	Contingencies	600000

¹ On peut avoir plus ou moins de 5 résultats : ajouter ou retrancher les lignes

1.4.	2.4 Lobby resources from development agents locally and externally to run the programs	3.4.	4.4.	5.4.	Estimated total	12800000
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Source: survey data, 2011

Table 40: logical framework for youth

Sectorial Strategy of MINISTRY OF YOUTH AFFAIRS		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective, Council vision	Reduce youth unemployment within the Widikum municipality	60% of qualified youth are employed	Employment lists of organizations	Stable socio political and economic environment	Normal daily activities of the population	Field observations
Specific objectives	Creation of job opportunities within the Widikum municipality	Number of advertised job opportunities	Field observation Bill boards	Good government policies	Number of advertised jobs	Bill boards Field observation
	Encourage job-creating activities	Increase in number of enterprises and organizations within the municipality	Field observation	Favourable socio political environment	Normal daily activities of the population	Field observation
Results	Enough job opportunities created within the Widikum municipality	All job opportunities are publicly advertised	Bill boards	Government and donor policies	Recruitment decisions	Recruitment lists
	Enterprises and organisations created	Employment possibilities announced	Field observation	Favourable socio political environment	Normal daily activities	Field observations

<p>Activities:</p> <ol style="list-style-type: none"> 1 Organise recruitments for vacant positions within the Widikum municipality 2 Facilitate the creation of enterprises within the Widikum municipality 3 Create a youth animation centre 4 Review and simplify the regulations for creation of enterprises within the Widikum municipality 5 Publish conditions for setting up enterprises within the municipality 6 Produce technical slips for feasible activities in the municipality 7 Offer financial assistance to youths who have brilliant projects for the municipality 	<p>Estimates</p> <p>Running cost: 30000000</p> <p>Investment cost: 140000000</p> <p>Contingencies: 8500000</p> <p>Total: 187500000</p>
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Source: survey data, 2011

Table 41: Logical Framework For Sports And Physical Education

Sectorial Strategy of MINISTRY OF SPORTS AND PHYSICAL EDUCATION		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective, Council vision	Promote competitiveness in the domain of sports	Regular organization of sport competitions in main sport domains within Widikum by 2014	Sports delegation Sports representatives	Necessary financial and human resources available	Purchase if sports equipments and the availability of officials	Delegation of sports
Specific objectives	Creation of sport centres in the municipality	70% of major domains of sport are represented in the municipality	Sports delegation reports	Favourable government policy	Disbursement of necessary financial and material resources for the creation of the centers	Bank receipts
	Regular organisation of sport competitions	80% of villages under Widikum actively participate in sports competitions by 2014	Field observation Sport reports	Local socio political stability	Active participation in competitions	Field reports and observation
	Award of trophies and motivations to competitors	Trophies for competitions are available	Field reports	Financial resources available	70% of the trophies needed for the competitions are bought	Bank and purchase receipts

Results	Sports centres are created in the Widikum municipality by 2014	Participants actively participate in sports competitions	Field reports	Financial resources available	80% of the resources needed are disbursed	Bank receipts
	Sports competitions are regularly organised	80% of villages under Widikum actively participate in sports competitions by 2014	Field observation Sport reports	Local socio political stability	Active participation in competitions	Field reports and observation
	Trophies and motivation are awarded to competitors	90% of winners in sports competitions are awarded trophies at the end of each march	Field reports	Financial resources available	70% of the trophies needed for the competitions are bought	Bank and purchase receipts
Activities:					Estimates	
For R1	For R2	For R3	For R4	For R5	Designation	Amount
1.1 Feasibility studies for the creation of sports centres	2.1 Carryout sensitisation on the organisation of sports competitions	3.1. Planning on the award of trophies	4.1.	5.1.	Running cost	13300000
1.2 Apply for the creation of centres to government and other donors	2.2: Planning and implementation of activities	3.2.Implementation of the awards	4.2	5.2.	Investment cost	60000000
1.3 Construction of centres, sports units like municipal stadium	2.3. Evaluation	3.3 Evaluation	4.3.	5.3.	Contingencies	3665000
1.4Monitoring and evaluation					Total	643965000

Source: survey data, 2011

Table 42: Logical Framework For Transport

Strategy		Indicators by levels of strategy and sources		Suppositions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources		Indicators	Sources
Council Vision, goal, overall objective	Facilitate transportation within the municipality	Roles regulating transportation within Widikum are developed and in place	Roles and regulations at council level	Collaboration of transporters	Evolution of number of cases of refusal to respect roles and regulations laid down	Council reports
Specific objective	Reduce the high transport fare within the municipality	Cost of transportation within the municipality reduces by at least 30% by 2014	Interviews	Collaboration of transporters	Transporters adopting new transport fares made by the council	Interview with passengers
	Reduce the number of accidents resulting from reckless driving	The number of accidents within the municipality reduces by at least 50% By the year 2014	Interviews with inhabitants	Transporters adopt instructions from transport experts	Reduction in number of accidents	Interview with travellers
Results (Strategic line of action) ¹	High transport fare within the municipality reduces	Cost of transportation within the municipality reduces by at least 30% by 2014	Interviews	Collaboration of transporters	Transporters adopting new transport fares made by the council	Interview with passengers

¹ On peut avoir plus ou moins de 5 résultats : ajouter ou retrancher les lignes

	Number of accidents resulting from reckless driving reduces	The number of accidents within the municipality reduces by at least 50% By the year 2014	Interviews with inhabitants	Transporters adopt instructions from transport experts	Reduction in number of accidents	Interview with travellers
..... Activities						
For R1	For R2	For R3	For R4	For R5	Descriptions	Amounts
1.1.Mobilise resources	2.1 Mobilise resources	3.1	4.1	5.1.	Total investment	
1.2.Form a commission to determine transport fares within the municipality	2.2 lobby investors for driving schools	3.2	4.2	5.2.	Total Functioning	1800000
1.3.Do follow up on execution of agreed transport fares	2.3Check the overloading of passengers	3.3	4.3	5.3	Contingencies	90000
1.4.	2.4	3.4.	4.4.	5.4.	Estimated total	1890000

Source: survey data, 2011

Table 43: logical framework for EMPLOYMENT AND VOCATIONAL TRAINING

Sectorial Strategy of MINISTRY OF EMPLOYMENT AND VOCATIONAL TRAINING		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective, Council vision	Improve on the number of qualified personnel within the Widikum municipality by 2014	80 % of the personnel in Widikum are up to standards required for jobs	Personnel lists	Sufficient training provided	Availability of training institutions	Enrolments in training institutions
Specific objectives	Ensure the creation of vocational training centres within the Widikum municipality	The number of vocational training institutions within the municipality are doubled by 2014	Reports from the delegation of employment and vocational training	Favourable government policy	Creation decisions	Regional delegation reports
	Promote the employment of trained personnel	80 % of personnel within the Widikum municipality are trained	Personnel lists	Favourable government policy	Recruitment of personnel	Recruitment lists

Results	Vocational training institutions are created within the Widikum municipality	At least 70% of the training institutions in Widikum are newly created by 2014	Reports from the delegation of employment and vocational training	Favorable government and donor partners	70% of the resources required are put in place	Bank receipts Staff registers
	Employed personnel within the municipality are trained	70% of the staff within the municipality are qualified	Personnel registers	Favourable government policy	80% of the required personnel are recruited	Recruitment lists
Activities:					Estimates	
For R1	For R2	For R3	For R4	For R5	Designation	Amount
1.1 Feasibility studies on the various vocational institutions	2.1 Feasibility studies on the status of personnel	3.1.:	4.1.	5.1.	RUNNING COST	11500000
1.2 Appeal to government and donors for the creation of vocational training institutes	2.2: Organise training workshops for workers	3.2.:	4.2	5.2.	INVESTMENT COST	150000000
1.3 Construction of buildings for approved training institutions in various sectors	2.3. Set up levels of qualification for posts of responsibility	3.3	4.3.	5.3.	CONTINGENCIES	8075000
1.4 Equipment of institutions with required resources					TOTAL	1587075000
1.5 Monitoring and evaluation of activities						

Source: survey data, 2011

Table 44: Logical Framework Small and Medium Size Enterprise and Artisanal Craft

Sectorial Strategy:- Ministry of small and medium size enterprise To promote small and medium size businesses, protect and educate. The government cannot absorb all, they encouraged the private sector to: motivate other people to employ. Register businesses (legalized). The ministry came to existence to alleviate poverty through sponsored projects.		Indicator by level of strategy and source of verification			Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification	Indicators		Source of verification	
Council Vision, Goal, Global Objective	Improve on the level of consolidation of activities within the Municipality of 2014	80% of activities in the domain are identified and controlled.	Reports	Collaboration with local population	Attendance at workshops	Attendance sheets	
Specific objectives	Creation of awareness and promote social craft	80% of small operation are sensitized on the activities	Reports Workshop attendance	Collaboration	Attendance and participation	Attendance sheet.	
	Consolidation of activities	90% of activities in a particular domain are identified and revamped	Reports	Collaboration	Attendance and participation	Attendance sheet.	
Results	Awareness created	80% of small operators are informed and increase their production	Reports Level of production	Collaboration	Attendance and participation	Attendance sheet.	
	Activities consolidated	90% of producers in a given domain work together.	Meeting, minuetts Attendance sheets	Collaboration	Attendance and participation	Attendance sheet.	
Activities : Results based activities					Estimates		
1.1) Organization of workshops / training session in key production sectors.	2.1) Feasibility studies on the existing enterprises				Running cost	23500000	

1.2) Follow up of activities evaluation	2.2) Organization of workshops to promote the sector and possibilities to excel				Investment cost	20000000
1.3) Award of prizes to the best craft and innovative work within the municipality	2.3) Grouping of identical producers (formation of networks)				Contingencies	11175000
	2.4) Create a community Bank				Total	211175000
	2.5) Monitoring and evaluation of activities					

Source : survey data, 2011

Table 45: logical Framework SCIENTIFIC RESEARCH

Sectorial Strategy:- Ministry of Scientific Research and Innovation		Indicator by level of strategy and source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Council Vision, Goal, Global Objective	Improve on discoveries for development	The level of development it's a result of discoveries, increased by 60%	Scientific research reports	Institutes in place	At least a research institute established in the locality	Creation orders
Specific objectives	Increase the level of research	At least research institute created	Reports Field observation	Favorable government policy	Creation orders	Records
	Encourages local research	At least 60% of local research findings are subsidized.	Reports / records	Government policy	Disbursement of reward funds	Bank Statement
Results	Level of research encouraged	Active research carried out in the municipality by 2014	Research reports	Stable socio political and economic environment	Normal day to day activities	Field observation
	Local research encouraged	60% of local research work is subsidized	Reports	Government policy	Distribution of reward funds	Bank statement
Activities : Results based activities					Estimates	
1.1) Identification of potential research sector	2.1) Creation of research coordination centres				Running cost	11500000
1.2) Appeal for the creation of research centres in these	2.2) Organisation of local exposition shows for research				Investment cost	300000000

sectors	work					
1.3) Creation of centres and furnishing with necessary equipments	2.3) Reward of substantial research works				Contingencies	15575000
1.4) Monitor/evaluate	2.4) Follow up /evaluation of activities				Total	315000000

Source: survey data

Table 46: Logical framework for TOURISM

Strategy: Tourism		Indicators by levels of strategy and sources		Assumptions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources		Indicators	Sources
Council Vision, goal, overall objective	Promote tourism in the municipality	At least 100 tourists visit the municipality per year until 2014	Visitors book	Touristic sites are appealing to visitors	Number of visitors	Visitors book
Specific objective	Secure the service in the municipality	Service available by the year 2014	Reports sub divisional delegation of tourism	Collaboration between stakeholders	Number of stakeholders participating	Reports from delegation
	Provide infrastructure for the unit	Infrastructure for the unit provided by the year 2014	Annual reports from the delegation	Funds are available	Structure provided	Bank statement
	Develop touristic sites for exploitation	Atleast 50% of touristic sites identified are developed	Annual report from the delegation	Collaboration of villagers	Percentage of touristic sites identified and are allowed to be developed	Repors from the delegation
Results	Service in place	Before the end of 2014, a service for tourism exist in the municipality	Report from the sub delegation	The service will be decentralised	No political disorder during the era	Interviews
	Infrastructure and necessary equipment in place	A Tourism infrastructure in place, come 2014	Annual report, Widiku/Boffe municipality	Funds available	Infrastructure in place	Bank statements

	Touristic sites identified and developed	At least 50% of touristic sites identified are developed	Annual report, Widiku/Boffe municipality	Funds are available	Number of touristic sites available	
<p>..... Activities</p> <p>1.1 Mobilise resources to lobby for the service</p> <p>1.2 Lobby for the service from the government</p> <p>1.3 Lobby government to appoint personnel</p> <p>2.1 Carryout feasibility studies for the construction of touristic logistic structures</p> <p>2.2 Mobilise resources to put up equipped infrastructures for the sector</p> <p>2.2 Launch tender for the construction /equipment of sites</p> <p>2.3 Reception and inauguration of new structure</p> <p>2.4 Monitor and evaluate</p> <p>3.1 Make feasibility studies of touristic sites</p> <p>3.2 Develop touristic sites</p> <p>3.3 Design measures and use them to promote touristic potentials</p> <p>3.4 develop mechanisms to manage the sites</p> <p>3.5 Monitor and evaluate activities</p> <p>3.6 Lobby interested partners to invest in logistics structures like hotels</p>					<p>Running cost: 20200000</p> <p>Investment cost: 45000000</p> <p>Contingencies: 3260000</p> <p>Total: 68460000</p>	

Source: survey data, 2011

Table 47: logical framework for CULTURE

Strategy		Indicators by levels of strategy and sources		Assumptions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources of verification		Indicators	Sources of verification
Council vision, goal, overall objective	Revamp the culture of the people	Cultural events in the municipality increased by at least 50% by the year 2014	Council reports	People will adhere to tradition	Evolution of the number of people actively participating in cultural events	Observations, annual reports of development association

Specific objective	Create and rehabilitate traditional structures	At least 90% of all cultural events organized by the council are effectively done by the year 2014	Council reports	People will adhere to tradition	Number of traditional structures created and or rehabilitated	WIDIKUM annual reports
	Reduce cultural practices that hamper development	Atleast 90% of negative cultural practices identified are revised by the year 2014	Cultural development association reports	Collaboration	Number of negative cultural activities revised	WEDCUDA annual reports
	Develop strategies to stimulate the art of culture	Ateast an increase by 50% in the participation in fund raising and craft by the year 2014	Cultural development association reports	Collaboration	Number of participants in development strategies	WIDIKUM annual reports
Results (Strategic line of action) ¹	1 Traditional structures are created and or rehabilitated	Cultural Development structures needed are rehabilitated and or created 90% of the villages by the year 2014	Widikum Cultural Development Association (WIDIKUM) annual reports	People will adhere to tradition	Number of traditional structures created and or rehabilitated	WIDIKUM annual reports
	2.Negative cultural practices reduced	Of all the Negative cultural practices identified, at least 50% are revised by the year 2014	WIDIKUM annual reports	Collaboration	Number of negative cultural practices revised	WIDIKUM annual reports
	3. Strategies to stimulate the art of culture and fund raising developed	Cultural development associations have witnessed 50 increase in Fund raising by the year 2014	WIDIKUM annual report	collaboration	Number of cultural association whose fund raising capacity is increasing	WIDIKUM annual reports
..... Activities						
For R1	For R2	For R3	For R4	For R5	Descriptions	Amounts
1.1.Mobilise resources	2.1 Mobilise resources	3.1 mobilise resources			Total investment	

¹ On peut avoir plus ou moins de 5 résultats : ajouter ou retrancher les lignes

1.2. Feasibility studies of traditional structures for creation and rehabilitation	2.2 Carryout a survey of negative cultural practices	3.2 Train cultural development associations to raise funds			Total Functioning	
1.3. Carryout sensitization of villages on the importance of construction and rehabilitation of cultural sites	2.3 Carryout sensitization and education	3.3 Mobilise funds and provide incentives through WIDIKUM during annual cultural events				
1.4 Carryout construction of a central cultural museum	2.4 Monitor and evaluate	3.4 Monitor and evaluate			Running cost	123700000
1.5. Encourage villagers to construct their palaces					Investment cost	30000000
1.6 monitor and evaluate activities					Contingencies	7685000
					Total	161385000

Source: survey data, 2011

Table 48: Logical Framework of mines and Industrial Development

Sectorial Strategy:- Ministry of mines and industrial Development		Indicator by level of strategy and source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Council Vision, Goal, Global Objective	Improve on the development of activities in this section within the Widikum Municipality	IWidikumstrial activities and mining within the municipality doubled by 2014	Delegation reports	Financial, material and human resources available	60% the necessary resources are provided on time	Personnel lists Bank receipts Material lists
Specific Objectives	increase the level of mining within the municipality by	60% of mining activities within the municipality by 2014	reports	New mining sites discovered	Number of sites newly discovered and exploited	Reports

	2014					
	Promote the establishment of iWidikumstries	The level of iWidikumstrialisation doubled within the Widikum municipality of 2014	Field observation Records	Favourable socio-political and economic environment.	Normal activity of citizens	Field observation
Results	The level of mining within the municipality increased by 2014.	More than 50% of the mining activities are newly developed.	Field observation Installation reports			
	Industries established in the municipality by 2014	The number of people in the municipality employed in iWidikumstries doubles by 2014	Workers' lists	Stable socio-political and economic environment	Normal activity of citizens	Field observation
Activities :					Estimates	
Results based activities						
1.3)	Feasibility studies on the mining sites available.	2.1) Identification of potential Industrial raw materials within the municipality			Running cost	14000000
1.4)	Planning on the unexploited sites	2.2) Setting up of small transformation units.			Investment cost	1030000000
1.3)	Tender for exploitation of the sites.	2.3) Advertise the exploitation of raw materials in industrialization			Contingencies	52200000
1.4)	Execution of activities	2.4) Create an industrial plant to transform palm produce (palm oil and kernel)			Total	1096200000
1.5)	Follow up/evaluation	2.5) monitor/evaluate activities				

Source : survey data 2011

Table 49: logical framework for COMMERCE

Sectorial Strategy of MINISTRY OF COMMERCE		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective, Council vision	Improve commercial activities in the municipality	Sellers gain good profits from their sales	Market lists	Enough buyers	Good readily bought by the buyers	Field observations Market masters
Specific objectives	Optimise profit margins of local producers	90% of the sellers are aware of the prevailing market prices	Market masters	Collaboration with the local population	Degree of unity in markets	Field observation
	Ensure quality preservation during storage	Price list established for goods sold in the markets	Market masters	Collaboration between buyers and sellers	Level of compromise on both parties	Field observation
Results	Profits are optimised	90% of the sellers sell their goods at the required market prices	Market masters Field observation	Collaboration with the local sellers	90% of the sellers sell at a unanimous price	Field observation Market master
	Products are stored for the required period before marketing	Price lists established for 90% of the goods sold in the markets	Market masters Field observation	Buyers and sellers collaborate	Smooth market system	Field observations Market masters
Activities:					Estimates	
For R1	For R2	For R3	For R4	For R5	Designation	Amount
1.1 Sensitisation of buyers and sellers	2.1 construction of warehouses and storage devices	3.1.:	4.1.	5.1.	Running cost	125400000

1.2 Setting up of a market observatory committee to check manipulations	2.2 carry out a study of various storage devices	3.2.:	4.2	5.2.	Investment cost	30000000
1.3 Organise farmers into cooperatives and common initiative groups	2.3. Set up storage model of various perishable commodities	3.3	4.3.	5.3.	Contingencies	21270000
1.4 Standardise measuring units	2.4) Make feasibility study of council markets				Total	446670000
1.5 Set up market information system	2.5) Rehabilitate existing markets and open up new ones as per the feasibility studies					

Source: survey data, 2011

Table 50: logical framework for POST AND TELE COMMUNICATION

Strategy		Indicators by levels of strategy and sources		Suppositions	Indicators of suppositions and sources	
Levels	Formulations	Indicators	Sources		Indicators	Sources
Council Vision, goal, overall objective	Facilitate communication between people	At least an increase coverage of about 20% services in the municipality by the year 2014	Sub delegation of P&T reports	Marketing strategies of P&T	Increased number of customers	P&T reports
Specific objective	Increase the number of personnel	At least 3 more staffs are recruited and added to the present one	Recruitment decision at the sub delegation of P&T	Availability of funds	Number of staff recruited	P&T reports

	Enlighten customers on the services available	At least one campaign trip done to 80% of all the villages by the year 2014	Reports, P&T Sub delegation	P&T will have money to make the round of trip	Increased number of customers	P&T reports
	Secure a good structure that is well located	A good and well located structure constructed by the year 2014	P&T reports	Funds will be available	Structure in place	P&T reports
Results (Strategic line of action)¹	1.Increased number of personnel in place	At least 3 more staffs in place	Recruitment decision	Funds are Available	Number of staff recruited	P&T reports
	2.Customers are well informed and are using the services	At least one campaign trip done to 80% of all the villages by the year 2014	Reports, P&T Sub delegation	P&T will have money to make the round of trip	Increased number of customers	P&T reports
	3.A good and well located structure in place	A good and well located structure constructed by the year 2014	P&T reports	Funds will be available	Structure in place	P&T reports
..... Activities						
For R1	For R2	For R3	For R4	For R5	Descriptions	Amounts
1.1.Mobilise resources	2.1mobilise resources	3.1Mobilise resources	4.1	5.1.	Total investment: 48300000	
1.2.Lobby the government for 2 more staffs	2.2 Launch sensitisation campaigns on available services	3.2Lobby with council for a construction site	4.2	5.2.	Total Functioning: 5400000	
1.3.Monitor and evaluate activities of staff	2.3Monitor and evaluate the impact of the campaign	3.3 Lobby resources for construction for partners	4.3	5.3	Contingencies: 2300000	

¹ On peut avoir plus ou moins de 5 résultats : ajouter ou retrancher les lignes

1.4.	2.4 Lobby more communication companies to come in	3.4.launch tender for construction	4.4.	5.4.	Estimated total: 48300000	
1.5.	2.5.Lobby available communication services (P&T and MTN) to extend services to the hinterlands	3.5 Receive structure	4.5.	5.5.		

Source: survey data, 2011

Table 51: logical framework for SOCIAL SECURITY

Sectorial Strategy of MINISTRY OF SOCIAL SECURITY Social security for all		Indicator by level of strategy & source of verification		Assumptions	Indicators of Assumptions and source of verification	
Level	Formulation	Indicators	Source of verification		Indicators	Source of verification
Vision, Goal, Global Objective, Council vision	Improve conditions of workers and pensioners within the Widikum municipality by 2014	90 % of workers and pensioners in Widikum receive appropriate treatment by 2014	Labour and social security reports	Good labour/social policies implementations and follow up	Improved working conditions	Quarterly reports from the social security services
Specific objectives	Facilitate the payment procedures of pension dues in the Widikum municipality by 2014	90 % of pensioners in Widikum receive their dues immediately after work carrier	Pensioners' pay slips Labour and social security pay registers	Payment procedures and contracts are strictly followed	When pensioners receive their dues	Pay slips
	Promote the regular payments of workers' salaries in the Widikum municipality	95 % of workers in Widikum are regularly paid at the end of every month	Workers' pay slips Workers' unions	Financial and economic stability	High purchasing power	Market receipts and records Investment receipts
	Creation of a social security centre in Widikum by 2014 and staffing	All workers and pensioners are directly paid in Widikum by 2014	Pensioners and workers' payslips Workers' unions	Good sectorial strategy		Creation of centres at council level

	Ensure a clean specification of teams of contract and implementation in Widikum by 2014	95% of workers are notified before layoff	Workers' union records	Good sectorial policies	Implementation of texts	Periodic reports
Results	Pensioneers in Widikum receive their dues the first month after retirement	90% of retired workers receive their dues the first month after termination	Pensioneers association in Widikum	Payment procedure policies are implemented	Level of implementation	Periodic reports
	Workers salaries are regularly paid in Widikum by 2014	All salary dues are paid at the end of every month	Pay slips Payment records of employers	Stable economic environment	High purchasing power	Market records
	Social security centre office created in Widikum by 2014 and staffed	Workers and pensioneers are paid their dues directly in Widikum	Social security office Pay slips	Sectorial policies	Creation of a social security office at the council level	Field observation Official investment gazette
	Terms of contract of workers and employers in Widikum are clearly specified and implemented	95% of workers get notified on time before layoff	Workers' union	Sectorial policies	Implementation of texts	Periodic reports
Activities:					Estimates	
For R1	For R2	For R3	For R4	For R5	Designation	Amount
1.1 Creation of a system in Widikum to follow up pensioneers' files	2.1 Setting up a policy for the payment of workers' salaries in Widikum	3.1.: Application for the creation of a social security centre	4.1. Elaboration of terms of contract	5.1.	Running cost	
1.2	2.2: Monitoring of the payment system	3.2.: Launching of tender for the construction and award of contract	4.2 Validation workshop organized.	5.2.	Investment cost	

1.3	2.3.	3.3 Reception of centre	4.3.	5.3.	Contingencies	
					Total	

Source: survey data, 2011

6.1 Management of urban space

Urban planning and development is a constant dynamic course of action that entails several stakeholders; administrators, developers, investors, inhabitants etc. Authorities are expected to always be at the fore front to secure sustainable urban planning by checking uncorrelated development initiatives

Widikum Town is made up of 04 villages (Diche II, Abegum, Boffe and Tikom) each having its way of land occupation, highly influenced by the activities carried out there. Generally, the town is surrounded by farm land occupied by natural palms which constitute the major agricultural activity. Some other crops can be seen here but not as conspicuous as the old palms. The Mayor took a very courageous measure to have many of these palms cut down in order to create space for settlement and regeneration of new young palms.

About 75% of the elite inhabitants do not see any development plan initiatives like creation of new roads, streets, buildings, etc. Besides, the irregular array of houses and streets, it is a clear indication that no plan exists.

Though the council space has been zoned, it has not been further zoned to differentiate the various plots and expected activities. The council has however earmarked an urban space planning survey in the near future. For the time being, it is used for residential, agricultural, roads, administrative and market purposes (*see sketch map of urban space in the annex*)

6.1 Land use plan and management of the council space

According to Marilyn Baker-Anderson & co (March 2009), the land use planning concept holds that land can be used for as a resource for numerous economic activities including food production, forest production, human settlements, tourism and recreation activities, mineral production, energy production, industrial and commercial sites. While land is a private commodity, which can be owned and bought and sold, it is also a shared resource. As a shared resource, it is the responsibility of the government to put reasonable limitations on the use of the land to protect public health, the natural environment and promote safety and general welfare

The Widikum council as at now does not have a land use plan for the council. It is made up of 42 villages constituted into four clans.

The topography and vegetation of the municipality have greatly influenced its land use.

The Widikum clan harbors administrative head sectors or structures, the council, the main market, a few ware houses in the urban space, residences. It is also used for agricultural activities, mining activities like stone quarry presently exploited by the Chinese company and river sand extraction. A good number of the schools ; all the nursery schools, primary and secondary schools are found here. The other clans harbor mostly agricultural activities like oil palms, cocoa, coffee and food crop production, grazing and others. Other issues for which the land or space is used for include; schools, health units, markets etc. The forest occupies about 80% of the area with oil palms occupying a significant portion. Cattle rearing is solely an activity of the Menka clan that has plenty of savannah (*see table 35 for land management in Widikum*)

Table 52: Land use/ Land cover of the Widikum Municipality

S.No.	Class	Sub Class
1	Built up Land	Town Settlement
2		Village settlement
3	Agricultural land	Crop land
4		Fallow land
5		Plantation
6	Forest	Dense forest
7		Open forest
8		Gallery forest
9		Forest Blanks
10		Forest Plantations
11	Grass Land	Savannah
12		Open grassland
13	Others	Open land
14		barren Rocky
15		Sheet rocks
16		Degraded rocks
17		Swampy bush land
18		Marshy/ Swampy Land
19	Water bodies	Rivers/ Streams

Source: adapted from GP DERUDEP, 2009

The natural resources of the municipality, their location, usage, potential, user, management, tendency and problem/constraint are represented in table 53 below

Table 53 Land Use Zoning : Problems, Constraints, Strengths, Potentials

Zones	Characteristics	Actual use	Potentials	Constraints/ problems	Accessibility and control
Farming	The moll soils of the grassland and hard wood forest of Menka are deep and dark colored surface with high organic matter. These are very fertile soils.	<ul style="list-style-type: none"> - Palm - Arabica Coffee - Robusta Coffee - Maize - Cassava - Groundnuts - Beans - Yam - Solanum - Potatoes - Sweet potatoes - Huckelberry - Colacasio Ibo - Banana - Raffia Wine - Cabbage - Carrot - Okro - Ginja 	Open field Wide fertile forest soils	<ul style="list-style-type: none"> ▪ Reduced fertility, ▪ Soil erosion ; ▪ Presence of crop pests (millipedes) ; ▪ Presence of locusts and caterpillars and other leaves eaters; ▪ Existence of farmer/ grazer conflicts ; Flooding in certain zones	<ul style="list-style-type: none"> ▪ Inheritance; ▪ Cession ; Tenancy

Grazing	Vegetation (trees, shrubs, grass) mostly towards Menka with savannah features	Cattle, sheep, goats and horses in small numbers	Quite vast and harbors plenty of pasture for the animals	Not sufficient in the dry season Reduction of grazing land due to encroachment by farmers as well as the weed; bracken fern	Free and uncontrolled access
Settlement	Un planned settlement pattern in the entire municipality	Linear along the road, clustered settlement with a historical origin and dispersed settlement in far off areas with plenty of land	Vast land for settlement, the soil is clayish in nature and good for molding bricks. The area blessed with warm valleys suitable for those who cherish warm climate. The savannah zone is vary adapted for people who prefer cool areas	The topography is very difficult and cannot allow a certain pattern to excel for long	Accessibility to settlement land is free
Roads	Few and poorly developed motorable roads that are also seasonal	<i>The following roads exist;</i> =Batibo-Widikum =Widikum-Bamben-Abede =Widikum-Busan- =Menka-Efang =Widikum-Diche II-Elum =Widikum urban network The majority of roads are footpath	Vast area with lots of building material like stones, wood, cane for bridges	Difficult rocky steep slopes open to erosion even when finally constructed	Open too for use but difficult to access because of the states
Markets	Open, temporal	Markets actually exist but few. The	Plenty of agricultural	Poor road network	The markets are free for

	structures with little or no public facilities like toilets, water etc.	boundaries are not demarcated hence encroachment by neighbors	products for sale and plenty of demand	leading to these markets	accessibility but difficult to be accessed due to bad roads There only two markets being controlled by the council; the central market and that of Menka centre
Forest	Dense woody forests	Fuel wood, exploitation for construction, harvesting of medicinal plants and other non timber products	Vast forest reserves ; Harvesting of medicinal plants and food items, hunting (rats, hares etc	Uncontrolled bush fires; Illegal harvesting of wood for construction , fuel etc.	Controlled access in some parts

Source: survey data, 2011

7. OPERATIONAL PLANNING

7.1 CDP budget

Summarily, the CDP budget is presented per sector for three years as seen on table 54

Table 54 CDO budget

No.	Sector	RUNNING COST	INVESTMENT	CONTINGENCIES	TOTAL
1	Agriculture	1017040000	1148000000	108252000	2273292000
2	Livestock, fisheries and animal Industries	126800000	30000000	7840000	164640000
3	Land Tenure system	10500000		525000	11025000
4	Urban Development and Housing	11700000	40000000	2585000	54285000
5	Environment and Nature Protection	94550000	0	4727500	99277500
6	Forest and Fauna	72000000	0	3600000	75600000

7	Territorial Administration and decentralization	544870000	632625000	57368500	1234863500
8	Basic Education	1870000000	305500000	108775000	2284275000
9	Secondary Education	21000000	432000000	22650000	475650000
10	Higher Education	11300000	0	565000	11865000
11	Public Health	37500000	30000000	4375000	71875000
12	Water	142000000	1000000000	57100000	1199100000
13	Energy	26750000	500000000	3837500	530587500
14	Public Works	16650000	50000000	28325000	94975000
15	Social Affairs	14000000	120000000	6700000	140700000
16	Women Empowerment and Family	11200000	1000000	600000	12800000
17	Youths	30000000	140000000	8500000	178500000
18	Sports and Physical Education	13300000	600000000	613300000	1226600000
19	Transport	1890000	0	90000	1980000
20	Vocational training and Employment	11500000	1500000000	8075000	1519575000
21	Small and Medium Size Enterprises	23500000	200000000	11175000	234675000
22	Scientific Research and Innovations	11500000	3000000000	15575000	3027075000
23	Tourism	14000000	1030000000	52200000	1096200000
24	Culture	123700000	30000000	7685000	161385000
25	Mines and Industrial Development	14910000	42000000		56910000
26	Commerce	125400000	300000000	21270000	446670000
27	Post and Telecommunication	5400000	48300000	2300000	56000000
28	Works and Social Security	19500000	40000000	2000000	61500000
	TOTAL	4396460000	11219425000	1158695500	16774580500

Source: field survey, 2011

Table 54 reveals that investments take about 4/5th of the entire budget indicating how much the municipality is lacking in that domain. Scientific Research, Basic Education, Water, Territorial Administration also unfold high budget demands otherwise indicating how much effort is needed to raise these sectors to expectations.

7.2 Tri annual planning of priority projects (including marginal populations)

Below is found 28 three years plans representing 28 sectors. The council expects to accomplish these desires by mobilizing resources (material, human and financial) from its own local potentials as well as support from Local Development Actors, the Government and International bodies.

Table 55: Triennial plan for Agriculture

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
R1.1: Commission on recruitment and job description modalities	Experts from LSO	Human, Financial	X			500000	
R1.2 Mobilise resources needed for payments plus salaries for technicians	Council	Human	x	x	X	45200000	
R1.3: Advertise and recruit the needed technicians	Council	Human and financial	x			200000	
R1.4: Monitor and evaluate their activity.	council	Human and financial	X	X	X	1500000	
R2.1 Distribution of -300 Palm seedling per farmer for 16000 -100 seedling of plantains suckers per farmer for 16000 -32 tons of maize seeds to 16000 farmer	Agricultural Technicians	Human, Financial and material		X			960,000,000 160,000,000 16000000
R2.2: Mobilise resources for the seedlings	council	Human and financial	x			200000	
R2.3: Put up a tender for the contractor that will supply the seedlings	Council and LSO	Human and financial and material	x			200000	
R2.4: Organise a reception and distribution exercise	Council and Agric Technicians	Human and financial		x		100000	
R2.5: Monitor and evaluate the activity	Agric Technicians and LSO	Human, financial and material	x	x	x	1500000	
R3.1: Feasibility on the various farming techniques used in the municipality	LSO	Financial and Human Resources	x			2000000	
R3.2: Mobilise funds for sensitization programs	Council	Human and financial	x			2,000,000	

on improved farming methods							
R3.3 Organise 8 workshops and create awareness on improved farming methods	Council and LSO	Human, material and financial	x			4000000	
R3.4 Implementation of the project (fuel transportation allowance) -bikes	Agricultural technicians	Financial, material and human	x	x	x	8640000	12,000,000
R3.5: Monitor and evaluate the improved farming methods	Council and LSO	Financial, Human and Financial	x	x	x	10000000	
4.1 Mobilise funds to construct farm to market roads	Council	Financial, Human and Financial	X	X	X	3000000	
4.2 Construct farm to market roads of 70 km from North to South	Council, LSO, Public Works	Financial, Human and Financial	X	X	X	245000000	
4.3 Organize Agro pastoral show	Council, LSO, Agriculture and Livestock	Financial, Human and Financial	X	X	X	9000000	
Total						1017040000	1,148,000,000
contingencies						50852000	57400000
Grand total						3558534000	

Source: survey data, 2011

Table 56: Triennial plan for LIVESTOCK, FISHERIES AND ANIMAL INDUSTRY

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1.: Feasibility studies on the various production techniques	Council	Human, material, Financial	X			500000	
1.2.: Select and Train five livestock breeders per animals species per village on production techniques	LSO & council	Human and financial	X			4000000	
1.3 Monitor and evaluation	LSO & council	Financial, material & human	X	X	X	6000000	
2.1: Feasibility studies on grazing lands	LSO	Human, material and financial		X	X	5000000	
2.2 Organise training in 42 demonstration sites	LSO, Council	Human, Financial and material	x	x	x	21000000	
2.3. Monitor and evaluate implementation on individual lands	Council	Human and financial	x	x	x	6000000	
3.1. Feasibility studies to identify epidemic	LSO	Human and financial and material	x			5000000	
3.2.: Train 5 representative	LSO	Financial,	X	X		3000000	

of livestock breeders per animal species per village		human and material					
3.3 Carry out vaccination campaign, 1300 cattle, 2500 goats, 1000 sheep and 20,000	LSO & Council	Human, financial and material	X	X	X	6000000	
3.4 monitoring and evaluation	Council	Human, financial and material	X			5000000	
4.1. Feasibility studies on improved animals breeds	LSO & council	Human, financial and material	X	X	X	5000000	
4.2 Provide each of the 42 villages with 2 bulls, and 10 males of goats, sheep, pigs per species, Provide broilers to 20 pilot farmers trained in 20 villages	Council	Human & financial resources	X	X	X		150000000
4.3. Monitor and evaluate	LSCO & council	Human and financial	X	X	X	6000000	
5.1. Recruitment and posting of 2 animal technicians in Grazing area of the municipality	Council	Human & financial	X	X	X	4600000	
Total						126800000	30000000
Contingencies (5% total cost)						6340000	1500000
Grand total						159810000	

Source: survey data, 2011

Table 57: Triennial plan for URBAN PLANNING AND HOUSING

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1 Mobilise resources to lobby government for the service in Widikum	Council	Human, material, Financial	X			500000	
1.2 Lobby government for the structure	Council	Human and financial	x			500000	
1.3 Develop programs to sensitise the population on the essence of the service	council	Financial & human	x			5000000	
1.4 Construct pigsties as per the agreement PCC to train technicians	Council, PCC, contractor	Human, material and financial		X	X	1,000,000	
2.1 Mobilise resource for the construction of an office	Council	Human, material and financial		X	X	500000	
2.2 Launch tender	Council	Human, Financial and material	x	x	x	200000	
2.3 Submit project to contractor	Contractor	Human and financial	x	x	x		40000000
2.4 Reception and inauguration	Council	Human and financial and material			X	1000000	

2.5 Monitoring and evaluation of activities	LSO & Council	Financial, human & material	X	X	X	1500000	
3.1 Mobilise resources	Council	Human, material and financial	x	X	X	500000	
3.2 Launch tender to develop a plan for the town	Council, LSO	Human, material and financial	x	X	X	500000	
3.3 Monitor and evaluate the respect of the plan by inhabitants	LSO & Council	Financial, human & material	X	X	X	1500000	
Total						11700000	40000000
Contingencies (5% total cost)						585000	2000000
Grand total						54285000	

Source, survey data, 2011

Table 58: Triennial Plan for Land Tenure

No	Activities required	Person responsible	resources	Y1	Y2	Y3	Running cost (FCFA)	Investment
1.1	Sensitization and education on land acquisition procedures	Council LSO	Human financial	X	X	X	3.000.000	
1.2	Sensitisation of land use and activities in the municipality	Council, Consultative Board	human financial	X	X	X	1.500.000	
2.1	Apply to the government for the creation of a land and survey department in Widikum	Council, LSO, Consultative Board	Human, financial	X	X	X	1.500.000	
2.2	Setting up committee to follow up land acquisition procedures and functioning	Councillors, Consultative Board	Human, financial	X	X	X	3.000.000	
2.3	Monitoring and evaluation of activities	Council, Consultative Board	Human, financial	X	X	X	1.500.000	
	TOTAL						10.500.000	
	Contingencies						525000	
	Grand total						11025000	

Source, survey data, 2011

Table 59: Triennial Plan for ENVIRONMENT AND NATURE PROTECTION

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1) Mobilise resources for feasibility sources	Council	Human, material, Financial	X			500000	
1.2) Feasibility studies on degraded lands & levels of degradation	LSO	Human & financial	x			10000000	
1.3) Empower the council's commission in charge of environment & nature protection on protection norms	LSO	Financial & human	x	X	X	3000000	
1.4) Execution of rehabilitation work	LSO, Council & DDEP	Human, material & financial		X	X	5000000	
1.5) monitoring & evaluation of activities	LSO & Council	Human, Financial & material	x	x	x	1500000	
2.1) Mobilise resources for studies on risk zones	Council	Human & financial	x	x	x	500000	
2.2) feasibility studies on potential risk zones.	LSO	Human & financial & material		X	X	20000000	
2.3) Design protection programs on potential risk zones	LSO	Human & financial & material	X	X	X		
2.4) Mobilize resources & carryout protection programs designed in 2.3 above	Council, LSO, DDEP	Human & financial & material		X	X	500000	
3.1) Mobilize resources for feasibility studies	Council	Human, material, Financial	X			500000	
3.2) Carryout feasibility studies of water catchment sources	LSO	Human & financial	x			20000000	
3.3) Design programs to protect & improve water catchments	LSO	Human & financial	x				
3.4) Mobilize resources & execute activities designed in 3.3 above	Council, LSO, DDEP	Human & financial & material		X	X	500000	
4.1) Mobilize resources to protect the environment	Council	Human, material, Financial	X			500000	
4.2) Design Environmental protection programs	LSO	Human, material, Financial	X			500000	
4.3) Mobilize resources & executes programs designed in 4.2 above	Council	Human, material, Financial	X			500000	
4.4) Sensitize the population on environmental norms & the need to incorporate them in all projects in the Municipality	LSO, DDEP, Council	Human, material, Financial	X	X	X	6000000	
4.5) Establish checklist of environment monitoring parameters	LSO & DDEP	Human & financial & material	X	X	X	Cost in 4.3 above	
4.6) Recruit & train council sanitation officers (at least one per clan)	Council, DDEP, LSO	Human & financial & material	X	X	X	22000000	
4.7) produce Municipal order banning environmental degradation practices	Mayor & councilors	Human & financial & material	X			50000	
4.8) Follow up & evaluation of activities.	Council, LSO	Human, material & financial		X	X	3000000	
Total						94550000	
Contingencies (5% total cost)						4727500	
Gr & total						99277500	

Source, survey data, 2011

Table 60: Triennial Plan for FOREST AND WIDLIFE

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1.Mobilise resources	council	Human, material, Financial	X			500000	
1.2: Creation of 12 forest management committees	council	Human and financial	x	x	x	600000	
1.3. Feasibility studies on potential forest products including Kagwene sanctuary	LSO	Financial, Human	x	X	x	24000000	
1.4 Recruit 2 forestry and Wild life technicians to add the2 existing ones	council	Human and financial	X			21600000	
1.5 Sensitization and education on community forest	LSO, Council	Human, Financial and material	x	x	x	6000000	
1.6 Monitor and evaluation	Council and LSO	Human and financial	x	x	x	6000000	
2.1 Mobilise resources	Council	Human and financial and material	x			500000	
2.3 Design forest exploitation management mechanisms	LSO,	Financial		x		1000000	
2.4. Establish checklist of management monitoring parameters	LSO,	Financial		x		1000000	
2.2. Implementation of the management mechanisms	Council, technicians and management committee	Human, financial and material		x	x	4800000	
2.3 Monitor and evaluation	Council and LSO	Financial	X	X	X	6000000	
Total						72000000	
Contingencies (5% total cost)						3600000	
Grand total						75600000	

Source, survey data, 2011

Table 61: Triennial Plan for TERRITORAL ADMINISTRATION

No	Activities required	Person responsible	resources	Y1	Y2	Y3	Running cost (FCFA)	Investment
1.1	Elaboration of recruitment policy and procedures	Council	Human financial	X			2.000.000	
1.2	Prepare organisational chart	Council	Human, financial	X			500.000	
1.3	Finalisation and approval of organisational chart by council	Council	Human, financial	X			2.000.000	

1.4	Prepare job description	Council	human financial	X			1.000.000	
1.5	Prepare advertisement with job description	Council	Human, financial	X			1.000.000	
1.6	Regular coordination meetings (for all sectors and services within the municipality)	Council EXCO	Human, financial	X	X	X	6.000.000	
2.1	Define salary scale and advancement criteria	Council	Human, financial	X			1.000.000	
2.2	Prepare policies on behaviour & discipline, terms & conditions of employment, sickness & absence, sanction and reward, disability, health & safety, HIV/AIDS, appointment of women	Council	Human, Material financial	X	X		2.000.000	
2.3	Conduct regular staff training on financial management, effective and efficient revenue collection, effective communication, effective filing system etc.	Council	Human, financial	X	X	X	6.000.000	
3.1	Organise regular staff meetings	Council EXCO	Human Financial	X	X	X	1.500.000	
3.2	Circulate minutes of meeting to all staff	council	Human financial	X	X	X	300.000	
3.3	Junior staff present regular report to senior staff	Council EXCO		X	X	X	300.000	
4.1	Reinforce the revenue collection	Council EXCO	Human Financial	X	X	X	900.000	
4.2	Computerization of the financial system	Council EXCO	Human financial material	X	X		6.000.000	
4.3	Identify and exploit other additional resources	Council EXCO	Human Financial	X	X	X	1.500.000	
4.4	Monthly financial report publish in Council and each market	Municipal Treasurer	Human Financial	X	X	X	360.000	
5.1	Prepare a procurement policy	Council EXCO	Human Financial	X			1.000.000	
5.2	Public advertisement regarding procurement in the council and in the project areas	Council EXCO LSO	Human Financial	X	X	X	360.000	
6.1	Design, deliver and evaluate leadership training for council executive	Council EXCO LSO	Human Financial	X	X	X	6.000.000	
7.1	Training workshops for councillors on roles and responsibilities on laws	Council EXCO LSO	Human Financial	X	X		6.000.000	

	(council, state, decentralisation), relationship with citizen, programs/projects and Leadership and Good Governance							
7.2	Sensitization of population (as above).	Councillors	Human Financial material	X	X	X	6.000.000	
8.1	Apply for some vital institutions within the municipality	Council EXCO LSO	Human Financial	X	X	X	3.000.000	
8.2	Advocacy for autonomy of decentralised local governments	Council EXCO LSO	Human Financial	X	X	X	6.000.000	
9.1	carryout feasibility study and Set up of a communication unit (community radio)	Council EXCO LSO	Human Financial Material		X	X	10.000.000	250.000.000
9.2	Installation of notice boards and suggestion boxes in communities	Council EXCO LSO	Human Financial Material	X	X	X		1.500.000
9.3	Regular meetings within the villages for proper information sharing and feedback on council activities	Councillors	Human Financial	X	X	X	3.000.000	
9.4	Produce and distribute Quarterly news letter by the council	Council EXCO LSO	Human Financial	X	X	X	6.000.000	
9.5	Create and regularly update a website for the council	Council EXCO LSO	Human Financial	X	X	X	1.500.000	500.000
9.6	Periodic tour by the Council Exco, CDAC, Councillors using microphone to give information	Council EXCO LSO	Human Financial material	X	X	X	1.500.000	500.000
9.7	Creation of information/resource centre in the council	Secretary General	Human Financial material	X	X	X	6.000.000	50.000.000
10.1	Materials and supplies	Council EXCO	Human Financial	X	X	X	75.000.000	
10.2	Transportation expenses	Council EXCO	Human Financial	X	X	X	30.000.000	
10.3	Other services used	Council EXCO	Human Financial	X	X	X	45.000.000	
10.4	Staff cost	Council EXCO	Human Financial	X	X	X	195.000.000	
10.5	Taxes and duties	Council EXCO	Human Financial	X	X	X	18.000.000	
10.6	Financial cost	Council EXCO	Human Financial	X	X	X	150.000	
10.7	Subsidies granted	Council EXCO	Human Financial	X	X	X	24.000.000	
10.8	Transfers granted	Council	Human	X	X	X	9.000.000	

		EXCO	Financial					
10.9	Other expenses and sundry losses	Council EXCO	Human Financial	X	X	X	60.000.000	
10.10	Appropriation for depreciation of tangible assets	Council EXCO	Human Financial	X	X	X		300.000.000
	Subtotal						544.870.000	602.500.000
	Contingencies						27243500	30125000
	Total						572113500	632625000
	Grand total						1204738500	

Source, survey data, 2011

Table 62: Triennial for Plan BASIC EDUCATION

No	Activities required	Person responsible	resources	Y1	Y2	Y3	Running cost (FCFA)	Investment
R.1.1	Lobby for 183 trained personnel including guardian counselors for the entire Widikum municipality from the government	Council	Human financial	X	X	X	3000000	
R.1.2	Redistribution of staff in all primary under Widikum according to school requirements	Council	Financial & material	X	X		400000	
R.1.3	Carryout feasibility studies on the creation of more community primary schools in the subdivision	LSO, Basic Education, Council	Financial, Human & material	X			10000000	
R.1.4	Create Community primary and nursery schools (1 Nursery and 1 primary per clan)	Council, Basic Education			X	X		384000000
R.1.5	Recruit and pay 8 teachers for the Nursery and 24 for primary for 2 years	Council	Financial, Human & material		X	X	8000000	
R.1.6	Feasibility studies on adult schools	LSO, Basic Education, Council	Financial, Human & material	X			10000000	
R.1.7	Create and run adult schools (2 per clan)	Council	Financial, Human & material		X	X	250000000	
R.1.8	Build the capacity of PTA in management of resources	LSO	Financial, Human & material	X	X	X	2000000	
R.1.9	Pass a Municipal Order on low price policy for teachers	Council	Financial, Human & material	X			100000	
R.2.1	Feasibility studies on the construction of classrooms	LSO	Human, Material financial	X			10000000	

R.2.3	Construction of 102 Classrooms	contractor	Material financial and Human		X	X		142800000
R.2.4	Monitor and evaluate	LSO & council	Human material financial	X	X	X	6000000	
R.3.1	Supply of: Benches:2800 Tables:40 and chairs: 40	Council			X	X		58000000
R.3.2	Monitor and evaluate	LSO and council	Human , financial	X	X	X	6000000	
R.3.3	carryout feasibility study to rehabilitate 10 needy schools	LSO and council	Human , financial	X	X	X	10,000,000	
R.3.4	Rehabilitate 10 needy schools	LSO and council, DDBE	Human , financial	x	x	x		100000000
	Total						305500000	1870000000
	Contingencies 5%						15275000	93500000
	Grand total						3384275000	

Source, survey data, 2011

Table 63: Triennial Plan for SECONDARY EDUCATION

No.	Activities	Person responsible	Resources needed	Y1	Y2	Y3	Running cost	Investment
1.1	Lobby for 102 personnel including guardian counselors for all schools under Widikum according to school requirements	Council	Financial & human	X	X	X	3000000	
1.2	Train PTA officials on proper management of resources	LSO	Financial, Human & material	X	X	X	2000000	
1.3	Provide scholarship to meritorious and underprivileged	Council	Financial, Human & material	X	X	X	6000000	
2.1	Feasibility studies on the construction of classrooms	Contractor, council,	Human & finance	X			10000000	
2.2	Construction of 30 classrooms	Contractor	Human & finance	x	X	X		420000000
2.3	Construction of 600 benches		Human & finance	x	X	X		12000000
2.4	Feasibility study and Electrification of GBHS Widikum	Contractor, council, DDBE	Human & finance	x	x	x	10,000,000	100,000,000
	Total						21000000	432000000
	Contingencies						1050000	21600000
	Grand total						475650000	

Source, survey data, 2011

Table 64: Triennial Plan for HIGHER EDUCATION

No.	Activities	Person responsible	Resources needed	Y1	Y2	Y3	Running cost	Investment
1.1	Sensitisation through various communication channels	Council	Financial & human	X	X	X	600000	
1.2	Sensitisation through village meetings	Council	Human & finance	X	X	X	600000	
1.3	Monitoring and evaluation of the state of awareness sensitisation and education Construction of 30 classrooms	LSO & Council executive	Human, financial and material	X	X	X	1500000	
2.1	carry out feasibility study	LSO	Financial	X			2000000	
2.2	Lobby government and other higher education investors to open schools in Widikum	Council	Finance & human	X	X	X	600000	
2.6	Monitor & Evaluate	Council	Finance & human	X	X	X	600000	
	Total						11300000	
	Contingencies						565000	
	Grand total						11865000	

Source, survey data, 2011

Table 65: Triennial Plan for HEALTH

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1.Mobilise resources carryout census	Council	Human, material, Financial	X			500000	
1.2.Make a census to confirm number of personnel (34) needed for the area	LSO & Council	Human and financial	X			1000000	
1.3.Lobby government for recruitment	Council	Financial, & human	X	X	X	500000	
1.4.Monitor and evaluate activities of personnel	LSO & council, DMO	Human, material and financial		X	X	4000000	
1.5 Devise food and nutrition programs and sensitize the population	LSO	Human, material and financial	X			500000	
1.6 Recruit sanitary control officers (at least one per clan)	Council, LSO, DMO	Human, material and financial		X		4000000	
2.1Mobilise resources	Council	Human, Financial and material	x			500000	
2.2Form a commission to determine quantity of basic drugs per the needs of a unit	Council	Human and financial	x	x	x	1000000	
2.3 Launch tender for supply of drugs	LSO	Human and financial and material	x			500000	
2.4Supply of drugs	LSO	Financial,	X	X		10000000	

	(contracting agent)	human and material					
2.5. Monitor and evaluate supply of drugs	LSO & Council	Human, financial and material	X	X	X	6000000	
3.1 Mobilise resources	Council	Human, financial and material	X			500000	
3.2 Make a commission to identify basic equipments and to determine those to improve upon with means available	LSO & council	Human, financial and material	X	X	X	5000000	
3.3 Launch tender for equipments	Council	Human & financial resources	X	X	X		50000000
3.4. Monitoring and evaluation of equipment	LSCO & council	Human and financial	X	X	X	6000000	
3.5 Reception of equipment	Council	Human & financial	X			500000	
4.1 Mobilise resources	Council	Human, financial and material	X	X	X	500000	
4.2 Form a commission to examine health units to be upgraded from the 11 existing ones, those to be formed and then lobby for the structures from the government as well as apply for a Hospital	DMO, Council, LSO	Human & financial resources	X	X	X	1000000	
4.32 Form a commission to identify structure to be rehabilitated and or constructed		Human and financial	X			500000	
Total						37500000	50000000
Contingencies (5%)							
Total						1875000	2500000
Grand total						91875000	

Source, survey data, 2011

Table 66: Triennial Plan for WATER

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1. Mobilise resources	council	Human, material, Financial	X			500000	
1.2. feasibility study on potable water supply in villages need as in annex	LSO	Human and financial	x			42000000	
1.3 construction of Net work, 200 catchment 1000 water points in the municipality	Council	Human, material and financial	X	x	X		100000000
1.3 Apply for construction of giant water project for Widikum town	council	Human, material and financial	X	X	X	600000	
1.4. monitor and evaluate	Council and LSO	Human and financial	X	X	X	6000000	
2.1 Mobilise resources	Council	Human, Financial and	x			500000	

		material					
2.2 put in place 42 water commissions	council	Human and financial	x			500000	
2.3 empower water commission	Council and LSO	Human and financial and material	x			1500000	
2.4 Select and train water treatment technicians plus salaries	Council and water Technicians	Human and financial		X	X	85000000	
2.5 monitor and evaluate	Water Technicians and LSO	Human, financial and material	x	x	x	6000000	
Total						142000000	1000000000
Contingencies (5% total cost)						7100000	50000000
Grand total						1199100000	

Source, survey data, 2011

Table 67: Triennial Plan for ENERGY

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1 Feasibility studies on present level of coverage	LSO & council	Human, material, Financial	X			2000000	
1.2 Appeal to AES SONEL and donors extend Lights to other households and villages	Council	Human and financial	x			50000	
1.3 Stepping down of voltage and extension of electric lights to villages (transformer)	Council & AES SONEL	Human, material and financial	X	X	X		500000000
2.1 Follow up to the extension of electric poles in all quarters in villages	AES SONEL & Council	Human and financial	X	X	X	1500000	
2.2 Electrification and provision of meters	Council	Human, Financial and material	X	X	X		
3.1 Mobilise resources for feasibility studies for hydro electric power	council	Human and financial	x			200000	
3.2 Conduct feasibility study	Council and LSO (contractor)	Human and financial and material	x			10000000	
3.3 Lobby donors for construction of hydro electric power source	Council and water Technicians	Human and financial	X	X	X	3000000	
3.4 Conduct feasibility studies of wind generated electricity	Council and LSO (contractor)	Human and financial and material	x			10000000	
Total						26750000	500000000

Contingencies (5% total cost)						1337500	2500000
Grand total						530587500	

Source, survey data, 2011

Table 68: Triennial Plan for PUBLIC WORKS

Activity	Person responsible	Resources required	Yr1			Estimated Running cost	Estimated Investment cost
1.1 Identify ongoing road constructions in the villages done manually	council	Human, material, Financial	X			200000	
1.2 Mobilise resources and buy digging tools and distribute to communities	Council	Human and financial	x			5000000	
1.3 Mobilise resources for rehabilitation of earth roads	Council	Human, material and financial	X	X		100000	
1.4 Identify major earth roads that need maintenance	AES SONEL & Council	Human and financial		X		500000	
1.5 Launch tender for maintenance	Council, public works	Human, Financial and material		X	X	50000	
1.6 Award contract	Contractor	Human and financial			X		400000000
1.7 Receive work	Council	Human and financial and material	X			2000000	
2.1 Mobilise resources to lobby for funds to extend road networks	Council	Human and financial	X	X		100000	
2.2: Feasibility studies for roads to be extended	LSO, council	Human, financial and material		X		5000000	
2.3 Lobby for funds to carry out construction	Council	Human & financial	X			500000	
2.4 Plan for road construction	Council, public works	Human & finance				500000	
2.5 Create and empower road management committee for each village	Council, LSO	Human & finance	x	x		2100000	
2.6 Supervise activities of village road management committees	Council, LSO	Human & finance	x	x	x	600000	
Total						16650000	400000000
Contingencies (5% total cost)						8325000	20000000
Total						24975000	420000000
Grand total						444975000	

Source: survey data, 2011

Table 69: Triennial Plan Social Affairs

No	Activities required	Person responsible	resources	Y1	Y2	Y3	Running cost (FCFA)	Investment
1.1	Carryout a study on the welfare needs of the population and create a data bank of the vulnerable population and service providers (NGOs) working in the domain within the municipality	Council	material Human, financial	X			3.000.000	
1.2	Establish an assistance policy to serve the women & vulnerable population	Council, Steering Committee	Human, financial	X	X		1.000.000	
1.3	Identify and solicit funding opportunities	Council	human financial	X	X	X	1.500.000	
2.1	Organise collaboration meetings with actors	council	Human financial	X	X	X	1.500.000	
2.2	Solicit collaboration from MINAS	Council	Human financial	X			500.000	
2.3	Launch the process of creating the network	Council	Human Financial	X			200.000	
2.4	Define activities of the network and legal framework	council	Human financial	X			300.000	
2.5	Organise capacity building workshops for various levels for the marginalised and vulnerable population of the municipality	Social affairs officer Council	Human Financial	X	X	X	3.000.000	
2.6	Project proposal and solicit funds	Council LSO Social affairs officer	Human Financial	X	X	X	1.500.000	
2.7	Carryout feasibility study and Construction of 3 social centres in the municipality to serve the Vulnerable population including Mbororos	Council	Human Financial Material	X	X	X		120.000.000
2.8	Get the Social centres operational	Council	Human Financial material	X	X	X	15.000.000	
	TOTAL						14.000.000	120.000.000
	CONTINGENCIES						700000	6000000
	TOTAL						14700000	126000000
	Grand total						140700000	

Source: survey data, 2011

Table 70: Triennial Plan For Women Empowerment

Activity	Person responsible	Resources required	Yr1			Estimated Running cost	Estimated Investment cost
1.1.Mobilise resources	council	Human, material, Financial	X			200000	
1.2.Equip a women empowerment unit in the council	Council	Human and financial	x				1000000
1.3.Recruit a women empowerment expert	Council	Human, material and financial	X	X	X	7200000	
2.1Mobilise resources	Council	Human and financial	X			200000	
2.2 Feasibility study of women empowerment needs	LSO & Council	Human, Financial and material	X			2000000	
2.3Develop women empowerment programs	LSO & Council	Human and financial	X			1000000	
2.4 Lobby resources from development agents locally and internally to run the programs	Council	Human and financial and material	X	X	X	600000	
Total						11200000	1000000
Contingencies (5% total cost)						550000	50000
Grand total						12800000	

Source, survey data, 2011

Table 71: Triennial Plan For Youth Affairs

No	Activities required	Person responsible	resources	Y1	Y2	Y3	Running cost (FCFA)	Investment
1.1	Apply to government services for instructors and counselors	Council LSO	Human financial	X			1.000.000	
1.2	Grant assistant for youth training programs in the municipality	Council LSO	Human financial	X	X	X	9.000.000	
1.3	Construction of a youth and animation centre	Council, contractor	human financial		X			100.000.000
1.4	Equipment of the centre and offer assistance for functioning	Council, LSO, Consultative Board LSO	Human, financial Material			X	10.000.000	40.000.000
2.1	Review and simplify the regulations for creation of enterprises within the Widikum municipality	Council, LSO, Consultative Board	Human, financial	X			1.000.000	
2.2	Publish conditions for setting up enterprises within the municipality	Council, LSO, Consultative Board	Human, financial material	X			1.000.000	

2.3	Produce technical slips for feasible activities in the municipality	Council, LSO, Consultative Board	Human, financial		X		2.000.000	
2.4	Offer financial assistance to youths who have brilliant projects for the municipality	Council, Consultative Board	Human, financial	X	X	X	6.000.000	
	TOTAL						30.000.000	140.000.000
	Contingencies						1500000	7000000
	Grand total						187500000	

Source: survey data, 2011

Table 72: Triennial Plan For Sports And Physical Education

Activity	Person responsible	Resources required	Yr1			Estimated Running cost	Estimated Investment cost
1.1 Feasibility studies for the creation of sport centres	LSO, council, delegation of youth and sports	Human, material, Financial	X			5000000	
1.2 Apply for the creation of centres to government and donors	Council	Human and financial	x	X		400000	
1.3 Construction of centres and sports units	Contractors Council	Human, material and financial	X	X	X		600000000
1.4 Monitoring and evaluation	Council	Human and financial	X	X	X	1500000	
2.1 Carryout sensitisation on the organisation of sports competitions	Council	Human, Financial and material		X	X	400000	
2.2: Planning and implementation of sports activities	Council	Human and financial		X	X	1000000	
2.3. Evaluation	LSO & Council	Human, financial and material		X	X	600000	
3.1. Planning on the award of trophies	Council, delegation of sports and physical education	Human & financial		X	X	400000	
3.2. Implementation of the awards	Council & Delegation of sports	Human, material and financial		X	X	2000000	
3.3 Evaluation	LSO & Council	Human, financial		X	X	2000000	
Total						13300000	600000000
Contingencies (5% total cost)						665000	30000000
Grand total						643965000	

Source, survey data, 2011

Table 73: Triennial Plan For Transport

Activity	Person responsible	Resources required	Yr1			Estimated Running cost	Estimated Investment cost
1.1.Mobilise resources	Council	Human, material, Financial	X			50000	
1.2.Form a commission to determine transport fares within the municipality	Council, delegation of transport	Human and financial	x			500000	
1.3.Do follow up on execution of agreed transport fares	Contractors Council	Human, material and financial	X	X	X	600000	
2.1 Mobilise resources	Council	Human and financial	X			50000	
2.2 lobby investors for driving schools	Council	Human, Financial and material		X	X	400000	
2.3Check the overloading of passengers	Council	Human and financial		X	X	200000	
Total						1800000	
Contingencies (5% total cost)						90000	
Grand total						1890000	

Source, survey data, 2011

Table 74: Triennial Plan For Employment And Vocational Training

Activity	Person responsible	Resources required	Yr1			Estimated Running cost	Estimated Investment cost
1.1 Feasibility studies on the various vocational institutions	LSO	Human, material, Financial	X			5000000	
1.2 Appeal to government and donors for the creation of vocational training institutes	Council, delegation of transport	Human and financial	x			500000	
1.3 Construction of buildings for approved training institutions in various sectors	Contractors Council	Human, material and financial		X	X		100000000
1.4Equipment of institutions with required resources	Contractors & Council	Human and financial			X		50000000
1.5Monitoring and evaluation of activities	LSO & Council	Human, Financial and material		X	X	1000000	
2.1 Feasibility studies on the status of personnel	LSO	Human and financial		X	X	2000000	
2.2: Organise training workshops for workers	LSO	Human, Financial and material		X	X	3000000	
Total						11500000	150000000

Contingencies (5% total cost)							575000	75000000
Grand total							1587075000	

Source, survey data, 2011

Table 75: Triennial Plan For Small And Medium Size Enterprises

No	Activities required	Person responsible	resources	Y1	Y2	Y3	Running cost (FCFA)	Investment
1.1	Organisation of workshops / training session in key production sectors	Council LSO	Human financial	X			2.000.000	
1.2	Follow up of activities and evaluation	Council, Consultative Board	human financial	X	X	X	3.000.000	
1.3	Award of prizes to the best craft and innovative work within the municipality	Council, LSO, Consultative Board	Human, financial Material	X	X	X	6.000.000	
2.1	Feasibility studies on the existing enterprises	Council, LSO, Consultative Board	Human, financial	X			2.000.000	
2.2	Organisation of annual exhibitions of craft work and inventions in the municipality	Council, Consultative Board	Human, financial Materials	X	X	X	9.000.000	
2.3	Monitoring and evaluation	Council, Consultative Board	Human, financial	X	X	X	1.500.000	
2.4	Create a community bank	Council	Financial Human & Material		X	X		200000000
	TOTAL						23.500.000	200000000
	Contingencies						1175000	10000000
							211175000	

Source, survey data, 2011

Table 76: Triennial Plan For Scientific Research

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1) Identification of potential research sector	LSO & Council	Human, material, Financial	X			500000	
1.2) Appeal for the creation of research centres in these sectors	Council	Human and financial	x			500000	
1.3) Creation of centres and furnishing with necessary equipments	Contractors & council	Financial & human		X			100000000

1.4) Monitor/evaluate	LSO & Council	Human, material and financial	X	X	X	1500000	
2.1) Creation of research coordination centres	Council	Human, Financial and material			x		200000000
2.2) Organisation of local exposition shows for research work	LSO, Council	Human and financial			x	2000000	
2.3) Reward of substantial research works	Council	Human and financial and material			X	2000000	
2.4) Follow up /evaluation of activities				X	X	5000000	
Total						11500000	3000000000
Contingencies (5% total cost)						575000	15000000
Grand total						315000000	

Source, survey data, 2011

Table 77: Triennial Plan For Tourism

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1 Mobilise resources to lobby for the service	Council	Human, material, Financial	X			500000	
1.2. Lobby the government for the creation of the service	Council	Human and financial	x			500000	
1.3. Lobby for the appointment of personnel	council	Financial & human	x			500000	
2.1 Carryout feasibility studies for the construction of touristic logistic potentials	LSO & Council	Financial, human & material	X			10000000	
2.2 mobilise resources	Council	Human, material and financial		X	X	500000	
2.3 Launch tender	Council	Human, Financial and material	x	x	x	200000	
2.4 Construction of structure for the unit	Contractor	Human and financial	x	x	x		40000000
2.5 Reception and inauguration of structure	Council	Human and financial and material			X	1000000	
2.6. Monitoring and evaluation	LSO & Council	Financial, human & material	X	X	X	1500000	
3.1 Make feasibility studies	LSO	Human, material & financial	X			3000000	
3.2 Develop touristic sites	Council/LSO	Human, material & financial		X	X		5000000

3.3 Design measures and use them to promote touristic potentials	LSO	Human, material & financial	X			500000	
3.3 develop mechanisms to manage the sites	Council /LSO	Human, material & financial		X		1000000	
3.4. Monitor and evaluate activities	Council/LSO	Human, material & financial		X	X	1000000	
Total						20200000	45000000
Contingencies (5% total cost)						1010000	2250000
Grand total						68460000	

Source, survey data, 2011

Table 78: Triennial Plan For Culture

Activity	Person responsible	Resources required	Yr1	Yr2	Yr3	Estimated Running cost	Estimated Investment cost
1.1.Mobilise resources	Council	Human, material, Financial	X			500000	
1.2.Feasibility studies of traditional structures for creation and rehabilitation	LSO & council	Human and financial	x			4000000	
1.3.Carryout sensitization of villages on the importance of construction and rehabilitation of cultural sites	LSO & council	Financial, material & human	x	X	x	37000000	
1.4 Carryout construction of a central cultural museum	Council & contractor	Human, material and financial		X	X		30000000
1.5.monitor and evaluate	LSO, Council	Human, Financial and material	x	x	x	6000000	
2.1 Mobilise resources	Council	Human and financial	x	x	x	500000	
2.2 Carryout a survey of negative cultural practices	LSO	Human and financial and material	x			5000000	
2.3Carryout sensitization and education	LSO	Financial, human and material	X	X		3000000	
2.4Monitor and evaluate	LSO & Council	Human, financial and material	X	X	X	6000000	
3.1 mobilise resources	Council	Human, financial and material	X			500000	
3.2 Train cultural development associations to raise funds	LSO & council	Human, financial and material	X	X	X	38700000	
3.3 Mobilise funds and	Council	Human &	X	X	X	15000000	

provide incentives through WIDCUDA during annual cultural events		financial resources						
3.4 Encourage villagers to build their palaces	Council	Human & financial resources	X	X	X	1500000		
3.4 Monitor and evaluate	LSCO & council	Human and financial	X	X	X	6000000		
Total						123700000	3000000	
Contingencies (5% total cost)						6185000	1500000	
Grand total						161385000		

Source, survey data, 2011

Table 79: Triennial Plan Mining And Industrial Development

No	Activities required	Person responsible	resources	Y1	Y2	Y3	Running cost (FCFA)	Investment
1.1	Feasibility studies on the mining sites available	Council LSO	Human financial	X			3.000.000	
1.2	Planning on the unexploited sites	Council, Consultative Board	human financial	X			1.000.000	
1.3	Tender for exploitation of the sites.	Council, LSO, Consultative Board LSO	Human, financial Material		X	X	1.000.000	
1.4	Follow up/evaluation	Council, LSO, Consultative Board LSO	Human, financial Material		X	X	1.500.000	
2.1	Identification of potential industrial raw materials within the municipality	Council, LSO, Consultative Board	Human, financial	X	X	X	1.500.000	
2.2	Setting up of small transformation units.	Councillors, Consultative Board	Human, financial Materials	X	X	X	3.000.000	30.000.000
2.3	Advertise the exploitation of raw materials in industrialisation	Council, LSO, Consultative Board	Human, financial	X	X	X	1.500.000	
2.4	Create an industrial plant to transform palm produce (palm oil and kernel)	Council, donors, Delegation of Industries	Human, financial Materials	X	X	X		100000000
2.4	monitor/evaluate activities	Council, LSO, Consultative Board	Human, financial	X	X	X	1.500.000	
	TOTAL						14000000	1030000000
	Contingencies (5%)						700000	51500000
	Grand total						1096200000	

Source, survey data, 2011

Table 80: Triennial Plan For Commerce

Activity	Person responsible	Resources required	Yr1			Estimated Running cost	Estimated Investment cost
1.1 Sensitisation of buyers and sellers	LSO, council, delegation of commerce	Human, material, Financial	X			2000000	
1.2 Setting up of a market observatory committee to check manipulations	Council, Delegation of commerce	Human, material and financial	x	X	X	600000	
1.3 Organise farmers into cooperatives and common initiative groups	LSO & Council	Human, material and financial	X	X	X	900000	
1.4 Standardise measuring units	Council, delegation of commerce	Human and financial	X	X	X	900000	
1.5 Set up market information system	LSO, delegation of commerce, Council	Human, Financial and material	X	X	X	5000000	
2.1 construction of warehouses and storage devices	Contractor & Council	Human and financial		X	X	1000000	200000000
2.2 carry out a study of various storage devices	LSO & Council	Human, financial and material		X		5000000	
2.3. Set up storage model of various perishable commodities	Council, delegation of commerce	Human & financial		X	X		100000000
2.4) Make feasibility study of council markets	LSO, delegation of commerce, Council	Human, Financial and material	X	X		10000000	
2.5) Rehabilitate existing markets and open up new ones as per the feasibility studies	LSO, delegation of commerce, Council	Human, Financial and material	X	X		100000000	
Total						125400000	300000000
Contingencies (5% total cost)						6270000	15000000
Grand total						446670000	

Table 81: POST AND TELECOMMUNICATION

Activity	Person responsible	Resources required	Yr1			Estimated Running cost	Estimated Investment cost
1.1. Mobilise resources	council	Human, material, Financial	X			50000	
1.2. Lobby the government for more staffs	Council	Human, material and financial	x	X	X	600000	
1.3. Monitor and evaluate activities of staff	LSO & Council	Human, material and	X	X	X	1500000	

		financial					
2.1 mobilise resources	Council	Human and financial	X	X	X	50000	
2.2 Launch sensitisation campaigns on available services	LSO & Council	Human, Financial and material	X	X	X	200000	
2.3 Monitor and evaluate the impact of the campaign	LSO & Council	Human and financial		X	X	2000000	
3.1 Mobilise resources	Council	Human, financial and material		X		50000	
3.2 Lobby with council for a construction site	P&T and Council	Human & financial		X	X	50000	
3.3 Lobby resources for construction	P&T, LSO and council	Human, financial and material		X	X	200000	
3.4 launch tender/ construction	P&T, LSO and council	Human, financial and material			X	500000	40000000
3.5 Receive structure	P&T, LSO and council	Human, financial and material			X	200000	
3.6 Lobby more communication companies to come in	Council	Human, financial and material	X	X	X	300000	
3.7. Lobby available communication services (P&T and MTN) to extend services to the hinterlands	Council	Human, financial and material	X	X	X	300000	
Total						5400000	40000000
Contingencies (5% total cost)						300000	2000000
Grand total						48300000	

Source, survey data, 2011

Table 82: Triennial Plan Social Security

Activity	Person responsible	Resources required	Yr1			Estimated Running cost	Estimated Investment cost
1.1 Creation of a Structure and services in Widikum to follow up pensioners' files	LSO & council	Human, material, Financial	X	X	x	15000000	
2.1 Setting up a policy for the payment of workers' salaries in Widikum	LSO & Council	Human, material and financial	x			500000	
2.2 Monitoring of the payment system ff	LSO & Council	Human, material and financial	X	X	X	1500000	
3.1.: Launching of tender for the construction and award of contract	LSO & Council	Human, Financial and material	X	X	X	1000000	40000000
3.2 Reception of centre	Council	Human and financial		X	X	500000	

4.1. Elaboration of terms of contract	LSO Council &	Human, financial and material		X		500000	
4.2 Validation workshop organized	Council	Human & financial		X	X	500000	
Total						19500000	40000000
Contingencies (5% total cost)						975000	2000000
Total						20475000	42000000
Grand total						62475000	

Source, survey data, 2011

7.3 ANNUAL INVESTMENT PLAN (AIP)

7.3.1 Available resources and deadlines

Resources mobilised for the annual investment plan are shown on the table 69

Table 83: Mobilized resources

sector activity or		Agriculture	Basic Education	Public Works	Water	Secondary Education	Health	Territorial Administration	CDP	Total
Donor/Dateline	Amount									
Ministry of Basic Education	Amount		18050000	3840000						21890000
	Date line		January	January						0
Ministry of Mines, Water	Amount				29000000					29000000
	Date line		January		January					0
Min Territorial Adm	Amount							69000000		69000000
	Date line							January		0
FEICOM	Amount							70000000		70000000
	Date line							January		0
PNDP	Amount	50000000	25000000				25000000		33000000	133000000
	Date line	January					January		January	0
Council	Amount	0	3000000	0		2000000		70000000		75000000
	Date line		April			April		May-December		
Total		50000000	46050000	3840000	29000000	2000000	25000000	209000000	33000000	397890000

Source: council, 2011

7.3.2 Annual program of priority projects (first year)

Annual priority programming was done for the following sectors according to the means available. These sectors include:

Table 84: Annual priority programming for AGRICULTURE

Activity	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Responsibility	Amount
Construction of farm to														

government																
Construction of 2 classrooms in GS Baraka				X	X	X	X	X	X	X	X		Council	1600000		
Zincs of 2 bundles per school for 10 schools with no roof						X	X						Council, contractor	4600000		
Subvention of 200000FCFA per school for 38 schools to PTA teachers						X	X						Council	7600000		
Scholarship to needy children				X	X								Council	4000000		
Scholarship to excelling students				X	X								Council	4000000		
Assistance in sports equipment to all the primary schools				X	X								Council	1500000		
Follow up				X	X	X	X	X	X	X	X		Council, LSO	2200000		
Total														46050000		

Source: survey data, 2011

Table 86: Annual Priority Programming For Public Works

Activity	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Responsibility	Amount
Supply of road maintenance equipment to the council by ministry of public works						X							Council	3840000
Total														3840000

Source: survey data, 2011

Table 87: Annual Priority Programming For Water

Activity	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Responsibility	Amount
REHABILITATION OF water network in the urban space with funds from the government					X	X	X	X	X	X	X	X	Council	29000000
Total														29000000

Source: survey data, 2011

Table 88: Annual Priority Programming For Secondary Education

Activity	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Responsibility	Amount
Purchase and distribution of sports equipment(jesses, balls, boots, FENASCO games) to 10 schools worth 200000FCFA per school					X	X	X	X	X	X	X	X	Council	2000000
Total														2000000

Source: survey data, 2011

Table 89: Annual Priority Programming For Health

Activity	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Responsibility	Amount
Bed/mattresses to 12 health units worth 1000000fcfa per unit				X	X	X	X	X	X	X	X	X	Council	15000000
Voluntary counseling and testing to 1000 persons and referral				X	X	X	X	X	X	X	X	X	Council, LSO	5000000
Identify and provide drugs to 1200 epileptic patients				X	X	X	X	X	X	X	X	X	Council, LSO, contractor	5000000
Total														25000000

Source: survey data, 2011

Table 90: Annual Priority Programming For Territorial Administration

Activity	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Responsibility	Amount
Launch tender for the construction of fence and water system in the Widikum main market						X							Council & LSO	2000000
Construct a fence round the main market							X	X	X	X	X	X	Council, LSO, Contractor	22500000
Construct a water system toilet in the main market							X	X	X	X	X	X	Council, LSO	2500000
Monitor and Evaluate projects							X	X	X	X	X	X	Council, LSO	2000000
Administrative cost for the council	X	X	X	X	X	X	X	X	X	X	X	X	Council	45000000
Construction/equipment of the prefects's office with funds from ministry of Territorial Administration					X	X	X	X	X	X	X	X	Council	69000000
Completion of council office with funds from FEICOM					X	X	X	X	X	X	X	X	Council	70000000
Total														209000000

Source: survey data, 2011

7.33 Operational plan for vulnerable populations (if applicable)

7.3.3.1 Operational Plan For Indigenous (Mbororos) And Other Vulnerable People

Table 91: operational plan for vulnerable persons

Activity	Person responsible	Resources required	Time frame	Estimated Running cost	Estimated Investment cost

1.1.Mobilise resources	council	Human, material, Financial	May 2011	200000	
2.2 Carryout feasibility study of the situation and needs of indigenous and other vulnerable persons	LSO & Council	Human, Financial and material	June – August 2011	5000000	
2.3Lobby resources to assist the target according to developed programs	LSO & Council	Human and financial	June-December 2011	1000000	
2.4 Provide scholarship to Mbororo children and other vulnerable children	Council	Financial	September-October 2011	2000000	
.2.5. Supervise the involvement of the Mbororos and other vulnerable in key development processes where they are found (water committees, road committees, health committees, PTAs and others)	Council	Human & financial	Ongoing	1500000	
2.6. Provide a special councilor sit for a Mbororo person to represent them in Council	Council	Financial	Ongoing	200000	
Total				9900000	
Contingencies (5% total cost)				495000	
Grand total				10395000	

Source: field survey, 2011

Table 78 gives an annual plan for the marginal or indigenous people of the municipality that are the Mbororos. It also lays down a plan for involvement of the other vulnerable persons; handicaps, street children, orphans epileptic and others. This table therefore responds to 7.3.3.1 and 7.3.3.2 below

7.3.3.1 Case of indigenous peoples (if applicable) see table 78

7.3.3.2 Other vulnerable populations (disabled, elderly, street children, etc...) see table 78

7.4 SIMPLIFIED ENVIRONMENTAL MANAGEMENT FRAMEWORK OF THE TRIENNIAL INVESTMENT PLAN OF THE WIDIKUM-BOFFE COUNCIL

Simplified environmental management framework of the Triennial investment Plan of the Widikum council. It comprises of:

- The main potential impacts and envisageable measures ;
- The environmental and social management plan.

7.4.1 Main potential impacts and envisageable measures

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

7.4.1.1 Potential Socio- environmental impacts

Micro project types contained in the triennial plan	Potential positive Socio-environmental impacts	Potential negative Socio - environmental impacts (Socio-environmental risks)	Socio-environmental mitigation measures	Socio-environmental quality improvement measures (Optimization)
<p>Micro projects dealing with the construction of basic community infrastructures :</p> <ul style="list-style-type: none"> -Construction of class rooms GS Widikum, GS Diche II, GS Ishia, GS Ngalla, Barambichang, GS Mpeng, GS Tambang, GS Lapu, GS Achama, GS Tanka, GS Bamben, GS Olorunti, GS Emua, GS Akanaku, GS Dinku, GS Elum, GS Menka, GS Baraka, GS Arying, GBS Diche, GS Tikom, GS Bifang -Construction of a social center in Widikum clan -Construction of 4 community halls in the villages of Boffe, Menka, Bussam and Ambelle (at clan level) and at village level; Atong -Construction 3 health centers in the Villages of Echibit, and others to be determined by the District Health service 	<ul style="list-style-type: none"> - Disenclavement of the villages through the construction of the basic infrastructures. - Improvement in the access to basic services (school, health, potable water etc). - Population pressure on the use of some basic infrastructure is reduced. - Reinforce the dynamic of the population by working through the mobilization of stakeholders. - A reduction in certain diseases and illnesses 	<ul style="list-style-type: none"> - loss of vegetation, - soil erosion, - air and noise pollution around works, - flooding due to poor drainage at facilities, - groundwater pollution due to construction waste and improper location of latrines, - increased malaria due to standing water around water points, - generation of medical waste at the health centers - Risks impact related to the choice of site. - Risk related to the 	<ul style="list-style-type: none"> - Planting or replanting of trees around the works. - Planting of cover grass in affected zones. - Restore the borrowed pits or zones after completion of works. - Available garbage cans for the evacuation of solid waste. - Avoid standing water around works. - Avoid localizing works on sensitive zones such as marshy zones, sacred zones, protected areas etc. - Obtain land donation attestation signed by 	<ul style="list-style-type: none"> - Sensitize the beneficiary population to be actively involved during the filling of the socio environmental form. - Sensitization campaigns for site workers and beneficiary populations, on medical & health risks, risks of work accidents and on environmental sustainability - Put in place a management

<p>-Construction of tourist centers in the following villages Atong for the shrine there Echjibit for the waterfall at Echibit village in Menka measuring about 70m in height, the German-Manyu carving (sculpture) on a stone. Emua for the volcanic-like rock The Tambonchum Rock and Golge in Menka Eni for the Early man’s inscription Widikum town for the waterfalls at Njin-anjeurh, (the Dedeem) down on the River Momo, some five kilometres from Widikum Town Ambelle for the forest with its rich bio-diversity Egbeachuk for the Ete Be Got high hill Bussam for the cave at Eka Boffe village to show case the many cultural dances in the municipality e.g. <i>Nkwem, Ejah, Atangheuh, Akayi, Ekeng, etc</i></p> <p>-Construction of a postal service in Diche 1 - Construction and rehabilitation of community radio in Bifang village</p>	<p>as a result of increased access to potable water, health facilities etc.</p>	<p>acquisition of lands for localization of the micro-projects.</p> <ul style="list-style-type: none"> - Risk related to involuntary displacement of persons. - Risk of marginalization of the vulnerable population. - Risk of potential conflict for the beneficiary population (insufficient quality, management & leadership problems). - Risk of insecurity of persons and goods (Banditry). - Risk in the spread of HIV-SIDA and other diseases. - Accident risk emanating from works. 	<p>village chief and the proprietor of the site.</p> <ul style="list-style-type: none"> - Compensate those affected in conformity with the Resettlement Action Plan terms. - Identify priority activities for vulnerable population and integrate it in the CDP - Sensitize the beneficiary population on the dangers of the spread of HIV-SIDA and other diseases. - Sensitize the beneficiary population on insecurity risks. - Sensitize the beneficiary population on risks and accidents associated with works. 	<p>committee & ensure proper functioning</p>
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<p>Water Supply Projects :</p> <p>-Rehabilitation of water network of the Widikum urban space</p>	<ul style="list-style-type: none"> - Improvement in the access to potable water. - Population pressure on the use water is reduced. - Reinforce the dynamic of the population by working through the mobilization of stakeholders. - A reduction in certain diseases and illnesses as a result of increased access to potable water. - Improve local governance by working in the management of funds and creation of committee to manage micro-projects. - Improvement in revenue of the area. 	<ul style="list-style-type: none"> - loss of vegetation, - Soil erosion. - Loss of woody species due to clearing of the site. - Air and noise pollution around works - Under ground water pollution due to construction waste. - Floods and standing water risks around the works. - Risk of improper location of latrines. - Risk of contamination and infiltration of dirty and muddy water around the works. - Risk of involuntary displacement of persons at project site. 	<ul style="list-style-type: none"> - Planting of trees around the works. - Planting of cover grass in affected zones. - Restore the borrowed pits or zones after completion of works. - Maintain latrines at least 50 m from the water points. - Render secure water points by building a fence around; render impermeable the sides with tiles or marble. - Regular physico-chemical water treatment - Compensate those affected in conformity with the Resettlement Action Plan terms. 	<ul style="list-style-type: none"> - Sensitize the beneficiary population to be actively involved during the filling of the socio environmental form. - Put in place a management committee & ensure proper functioning. - Sensitize the beneficiary population on the risk associated with standing water and water related diseases.
<p>Interconnecting Projects :</p> <p>-Opening of the 10km road from Akanunku to Kwafon</p> <p>-Extension of hydro electricity to the rest of 36 villages</p>	<ul style="list-style-type: none"> - Disenclavement of the villages through the construction of the roads, bridges and electricity etc. - Reinforce the dynamic of the population by working through the mobilization of stakeholders. - Improve local 	<ul style="list-style-type: none"> - loss of vegetation, - soil erosion, - air and noise pollution around works - Pollution due to waste oil from vehicles. - Loss of woody species related to the clearing of the site. - Poaching due to opening up of paths, roads etc. 	<ul style="list-style-type: none"> - Planting of trees around the works. - Planting of cover grass in affected zones. - Restore the borrowed pits or zones after completion of works. - Do fire tracing. - Avoid the deposit of waste matter in river channel – deposit in old 	<ul style="list-style-type: none"> - Sensitize the beneficiary population to be actively involved during the filling of the socio environmental form. - Put in place a management committee & ensure

	<p>governance by working in the management of funds and creation of committee to manage micro-projects.</p> <ul style="list-style-type: none"> - Improve access to energy - Improvement in revenue of the area 	<ul style="list-style-type: none"> - Risk of generation of solid waste. - Risk of incident such as bush fire. - Risk of involuntary displacement of persons at project site. - Risk of increase in the prevalence rate of STD/HIV/AIDS 	<p>borrowed pits or zones.</p> <ul style="list-style-type: none"> - Sensitize the population against poaching. - Compensate those affected in conformity with the Resettlement Action Plan terms. - Sensitize the population on the spread and dangers of STD/HIV etc. 	<p>proper functioning.</p> <ul style="list-style-type: none"> - Priority recruitment for local labour as well as the use of local materials.
<p>Natural Resource management projects</p> <ul style="list-style-type: none"> - Exploitation of a stone quarry at Diche 1 - Control of erosion in all the villages of the municipality - Control of soil fertility at slopes and areas of Menka - implementation of folder plants and firewood Menka savannah areas - Protection and conservation of water catchment sites at Bifang, Tikom, Olorunti, Mantoh and Dinku villages 	<ul style="list-style-type: none"> - Reinforce the dynamic of the population by working through the mobilization of stakeholders. - Improve local governance by working in the management of funds and creation of committee to manage micro-projects. - Improve biodiversity conservation of the site. - Pressure on the use of resources is reduced. 	<ul style="list-style-type: none"> - loss of vegetation, soil erosion, - Loss of woody species due to site clearing and related works. - Risk of involuntary displacement of persons at project site - Risk of marginalization of the vulnerable population. - Risk of conflict as to who is the direct beneficiary of the micro –project. 	<ul style="list-style-type: none"> - Planting of trees & cover grasses in affected areas - Restoration of borrowed pits or zones after completion of works. - Identify priority activities for vulnerable population and integrate it in the CDP - Train & put in place a management committee. - compensate those affected in conformity with the Resettlement Action Plan terms - Sensitization of the population is vital so as to reduce social conflict. 	<ul style="list-style-type: none"> - Environmental education of the population

Source: Survey data 2011

7.4.2 Simplified socio environmental management plan:

The plan consists of précising for each environmental measure envisaged in the triennial plan, actors (institutional arrangements), costs, periods and follow up actors.

Table 92 Socio Environmental Management plan

Environmental measures	Key actors	Periods	Follow up actors	Costs	Observations
Training of the Council Development officer on environmental aspects and within the PNDP's socio-environmental management framework.	PNDP	2011-2012	MINEP Delegation ; MINAS Delegation ; PNDP	Incorporated into PNDP budget	
Use of the socio-environmental form.	Council Development officer	2011-2014	MINEP delegation ; MINAS delegation ; PNDP ; Municipal councilor ; Development Agent	PM (contract award)	Related cost should be included in the micro project conception cost.
Training of COMES (Council sessions extended to sector ministries) on environmental and social safeguards policies.	PNDP	2011-2012	MINEP Delegation ; MINAS delegation ;	Incorporated into the PNDP budget	
Provision for the carrying out of environmental impact studies.	PNDP, Mayor (Municipal Councilor)	2011-2014	MINEP delegation ; MINAS delegation ; PNDP ; Municipal councilor		In case of resettlement, the cost is to be borne by the Mayor.
Follow up and monitoring of socio environmental management plan and of the entrepreneurs.	Council Development Officer	2011-2014	MINEP delegation ; MINAS delegation ; PNDP ; Municipal councilor	integrated within the council budget	
Respect of environmental clauses contained in the tender document and the micro project environmental measures.	Entrepreneurs		MINEP delegation ; Council Development officer; Municipal councilor	Tender (integrated within the council budget)	

Source: survey data, 2011

7.5 Procurement Plan

The total amount for projects worth launching tenders equals 295,100,000FCFA as seen on the procurement plan below.

Table 93: Procurement plan

PAYS: République du Cameroun												PLAN DE PASSATION DE MARCHES	
PROJET: Programme National de développement Participatif													
Désignation	Elaboration de la Requête		Elaboration de la Convention		Responsable	Partenaires	Méthode de sélection	Montant	Préparation (Termes de Référence, DAO/Cotation, DP)	Consultation, Avis d'Appel d'Offres, Invitation		Evaluation technique et financière	
	Date prévu	Date réalisé	Date prévu	Date réalisé						Date prévu	Date réalisé		Date prévu
FOURNITURES							FOURNITURES						
Supply input to farmers	20/05/2011	27/05/2011	01/06/2011	15/06/2011	Commission	LSO, public works	Call to tender	9 000 000	09/09/2011	30/09/2011	03/10/2011	31/10/2011	
Supply of benches and zinc to schools	23/05/2011	28/05/2011	01/06/2011	15/06/2011	Commission	LSO, public works	Call to tender	9 100 000	09/09/2011	30/09/2011	03/10/2011	31/10/2011	
Supply Beds/mattresses to 12 health units	15/05/2011	15/07/2011	17/07/2011	22/07/2011	Works commission	LSO, Health sector	Call to tender	12 500 000	01/08/2011	05/08/2011	09/08/2011	31/08/2011	
TOTAL								30 600 000					
Désignation	Evaluation technique et financière		Non objection de la CNC		Négociation du contrat		Attribution et signature du contrat		Exécution		Réception provisoire		
	Date prévu	Date réalisé	Date prévu	Date réalisé	Date prévu	Date réalisé	Date prévu	Date réalisé	Date prévu	Date réalisé	Date prévu	Date réalisé	
FOURNITURES													
Supply input to farmers	31/10/2011	03/11/2011	04-nov-11	05/011/2011	11-nov-11	14-nov-11	16-nov-11	21-nov-11	21-nov-11	09-déc-11	16/12/2011	20/12/2011	

Supply of benches and zinc to schools	31/10/2011	03/11/2011	04-nov-11	05/011/2011	11-nov-11	14-nov-11	16-nov-11	21-nov-11	21-nov-11	09-déc-11	16/12/2011	20/12/2011	
Supply Bed/mattresses to 12 health units	31/08/2011	01/09/2011	02-sept-11	05-sept-11	09-sept-11	12-sept-11	13-sept-11	20-sept-11	03-oct-11	04-nov-11	30/11/2011	05/12/2011	
Désignation	Elaboration de la Requête		Elaboration de la Convention		Responsable	Partenaires	Méthode de sélection	Montant	Préparation (Termes de Référence, DAO/Cotation, DP)	Consultation, Avis d'Appel d'Offres, Invitation		Evaluation technique et financière	
	Date prévu	Date réalisé	Date prévu	Date réalisé						Date prévu	Date réalisé		
TRAVAUX							TRAVAUX						
Construction of farm to market road of 10 KM FROM (KWAFON to Akaninku	08/05/2011	30/05/2011	01/06/2011	25/06/2011	Council tender board,	LSO, public works	Call to tender	36 000 000	01/07/2011	01/07/2011	11/07/2011	30/07/2011	
Construction of 2 classrooms at GS Baraka	23/05/2011	28/05/2011	01/06/2011	15/06/2011	Commission	LSO, public works	Call to tender	16 000 000	09/09/2011	30/09/2011	03/10/2011	31/10/2011	
Construct fence and water system toilet for the Widikum main market	06/05/2011	20/05/2011	21/05/2011	27/05/2011	Works commission	LSO, public works	Call to tender	27 000 000	30/05/2011	03/06/2011	06/06/2011	30/06/2011	

REHABILITATION OF water network in the urban space with funds from the government	06/05/2011	20/05/2011	21/05/2011	27/05/2011	Mayor	Ministry of Mines, Water and Energy	Call to tender	29 000 000	30/05/2011	03/06/2011	06/06/2011	30/06/2011	
Construction/equipment of the prefects's office with funds from ministry of Territorial Administration	06/05/2011	20/05/2011	21/05/2011	27/05/2011	Mayor	Ministry of Territorial Administration	Call to tender	69 000 000	30/05/2011	03/06/2011	06/06/2011	30/06/2011	
Completion of council office with funds from FEICOM	06/05/2011	20/05/2011	21/05/2011	27/05/2011	Mayor	FEICOM	Call to tender	70 000 000	30/05/2011	03/06/2011	06/06/2011	30/06/2011	
TOTAL								247 000 000					
	Evaluation technique et financière		Non objection de la CNC		Négociation du contrat		Attribution et signature du contrat		Exécution		Réception provisoire		
TRAVAUX	Date prévu	Date réalisé	Date prévu	Date réalisé	Date prévu	Date réalisé	Date prévu	Date réalisé	Date prévu	Date réalisé	Date prévu	Date réalisé	
Construction of farm to market road of 10 KM FROM (KWAFON to Akaninku													
Construction of 2 classrooms at GS Baraka	30/07/2011	01/08/2011	03-août-11	04-août-11	10-août-11	11-août-11	12/°8/2011	22-août-11	22-août-11	02-oct-11	30/11/2011	06/12/2011	
Construct fence and water system toilet for the Widikum main market	31/10/2011	03/11/2011	04-nov-11	05/011/2011	11-nov-11	14-nov-11	16-nov-11	21-nov-11	21-nov-11	09-déc-11	16/12/2011	20/12/2011	

REHABILITATION OF water network in the urban space with funds from the government	30/06/2011	04/07/2011	05-juil-11	06-juil-11	09-juil-11	11-juil-11	12-juil-11	14-juil-11	14-juil-11	15-août-11	15/11/2011	18/11/2011	
Construction/equipment of the prefects's office with funds from ministry of Territorial Administration	30/06/2011	04/07/2011	05-juil-11	06-juil-11	09-juil-11	11-juil-11	12-juil-11	14-juil-11	14-juil-11	15-août-11	15/11/2011	18/11/2011	
Completion of council office with funds from FEICOM	30/06/2011	04/07/2011	05-juil-11	06-juil-11	09-juil-11	11-juil-11	12-juil-11	14-juil-11	14-juil-11	15-août-11	15/11/2011	18/11/2011	
TOTAL	30/06/2011	04/07/2011	05-juil-11	06-juil-11	09-juil-11	11-juil-11	12-juil-11	14-juil-11	14-juil-11	15-août-11	15/11/2011	18/11/2011	
Project	Elaboration of Request for Financing		Elaboration of the Project Convention		Person responsible	Partners	Selection Method	Amount	Preparation of Tender Documents		Call for Proposals		Technical and Financial Evaluation
	Start	End	Start	End					Start	End	Start	End	Start
Identify and provide drugs to 1200 epileptic patients	15/05/2011	15/07/2011	17/07/2011	22/07/2011	Works commission	LSO, Health sector	Call to tender	12 500 000	01/08/2011	05/08/2011	09/08/2011	31/08/2011	01/09/2011

Voluntary counseling and testing to 1000 persons and referral	01/06/2011	17/06/2011	27/06/2011	04/07/2011	Social commission	LSO, Health sector	Call to tender	5 000 000	08/07/2011	15/07/2011	18/07/2011	17/08/2011	18/08/2011
TOTAL								17 500 000					
Project	Technical and Financial Evaluation		Non objection of the CNC		Negotiation of the Contract		Award of the Contract		Period of Execution		Technical Reception	Provisional Reception	Final Reception
	Start	End	Start	End	Start	End	Start	End	Start	End	Date	Date	
Identify and provide drugs to 1200 epileptic patients	01/09/2011	02-sept-11	05-sept-11	09-sept-11	12-sept-11	13-sept-11	20-sept-11	03-oct-11	04-nov-11	30/11/2011	05/12/2011	01-déc-11	09-déc-11
Voluntary counseling and testing to 1000 persons and referral	18/08/2011	19-août-11	22-août-11	26-août-11	29-août-11	31-août-11	01-sept-11	01-sept-11	03-oct-11	09/10/2011	10/10/2011	09-oct-11	21-oct-11
TOTAL													

7.6 Annual Investment plan

Below are found annual investment plans for basic education, health, secondary education, water and energy and public works as displayed on tables

Table 94: annual investment plan for BASIC EDUCATION

No	Activities required	Person responsible	resources	Y1	Running cost (FCFA)	Investment
R.1.1	Recruitment of 183 trained staff for the entire Widikum municipality	Council	Human financial	X	329400000	
R.2.1	Redistribution of staff in all primary under Widikum according to school requirements	Council	Financial & material	X	200000	
R.2.2	Feasibility studies on the construction and rehabilitation of classrooms	LSO	Human, Material financial	X	5000000	
R.2.3	Rehabilitation of 10 schools	LSO& Council	Human, Material financial	X		5000000
R.2.4	Monitor and evaluate	LSO & council	Human material financial	X	2000000	
R.2.5	Provide didactic material to schools	council	Human material financial	X	2000000	
R.2.6	Provide educational assistance to needy and excelling pupils	Council	Human material financial	X	4000000	
	Total				376600000	5000000
	Contingencies 5%				168330000	250000
	Sub total				544930000	52500000
	Grand total				550180000	

Table 95: annual investment plan for SECONDARY EDUCATION

No.	Activities	Person responsible	Resources needed	Y1	Running cost	Investment
1.1	Redistribution of personnel in all schools under Widikum according to school requirements	Council	Financial & human	X	8360000	
2.1	Feasibility studies on the construction of classrooms	Contractor	Human & finance	X	5000000	
2.2	Support to schools with sport equipments	Council	Human & finance	X	2000000	
	Total				15360000	
	Contingencies				768000	
	Grand total				16128000	

Table 96: annual investment plan for HEALTH

Activity	Yr 1	Responsibility	Amount	Investment cost
Bed/mattresses to 12 health units worth 1000000fcfa per unit	X	Council	12500000	
Voluntary counseling and testing to 1000 persons	X	Council, LSO	5000000	
Identify and provide drugs to 1200 epileptic patients	X	Council, LSO, contractor	5000000	
Construction of a water system toilet	X	Contractor, council	2500000	
Total			25000000	

Table 97: annual investment plan for WATER

Activity	Person responsible	Resources required	Yr1	Estimated Running cost	Estimated Investment cost
1.1.Mobilise resources	council	Human, material, Financial	X	500000	
1.2. feasibility study	LSO	Human and financial	x	42000000	
1.4.monitor and evaluate	Council and LSO	Human and financial	X	2000000	
2.1 Mobilise resources	Council	Human, Financial and material	x	500000	
2.2 put in place 42 water commission	council	Human and financial	x	500000	
2.3 empower water commission	Council and LSO	Human financial and material	x	1500000	
2.5 monitor and evaluate	Water Technicians and LSO	Human, financial and material	x	2000000	
Total				49000000	
Contingencies (5% total cost)				2450000	
Grand total				51450000	

Table 98: annual investment plan for ENERGY

Activity	Person responsible	Resources required	Yr1	Estimated Running cost	Estimated Investment cost
1.1 Feasibility studies on present level of coverage	LSO & council	Human, material, Financial	X	2000000	
1.2Appeal to AES SONEL and donors	Council	Human and financial	x	50000	
1.3Stepping down of voltage and extension of electric lights to villages	Council & AES SONEL	Human, material and financial	X		
2.1 Follow up to the extension of electric poles in all quarters in villages	AES SONEL & Council	Human and financial	X	500000	
2.2 Electrification and provision of meters	Council	Human, Financial and	X		

		material			
3.1 Mobilize resources for feasibility studies for hydro electric power	council	Human and financial	x	200000	
3.2 Carryout feasibility study	Council and LSO	Human and financial material	x	2000000	
3.3Lobby donors for construction of hydro electric power source	Council and water Technicians	Human and financial	X	1000000	
Total				5750000	
Contingencies (5% total cost)				287500	
Grand total				6037500	

Table 99: annual investment plan for PUBLIC WORKS

Activity	Person responsible	Resources required	Yr1	Estimated Running cost	Estimated Investment cost
1.1 Identify ongoing road constructions in the villages done manually	council	Human, material, Financial	X	200000	
1.2 Mobilise resources and buy digging tools and distribute to communities	Council	Human and financial	x	5000000	
1.3 Mobilise resources for rehabilitation of earth roads	Council	Human, material and financial	X	50000	
2.1 Mobilise resources to lobby for funds to extend road networks	Council	Human and financial	X	50000	
2.2Lobby for funds to carry out construction	Council	Human & financial	X	500000	
Total				5800000	
Contingencies (5% total cost)				290000	
Grand total				6090000	

8. MONITORING AND EVALUATION SUMMARY

8.1 Composition, allocation of Steering Committee of the CDP

The CDP steering committee consists of eleven members. The committee was set up by the mayor in the presence of some council executives (see council decision appointing the committee on annex). It is headed by a president and a secretary. They are charged to oversee the different responsibilities of the different commissions that will be formed and those already formed per activity and to report to the Mayor. Given the charge nature of the plan, they will meet every two months to review and plan for other activities for the next two months

8.2 Indicators for monitoring and evaluation (compared to AIP and sectorial policies) and

9.3 Follow up plan, tools and monitoring frequency

Monitoring and evaluation indicators per programmed activity and follow up tools/frequency are presented on table 80

Table 100: indicators, tools and frequency of follow ups

Sector	Programmed project	Indicators	Follow up tools/frequency	Responsibility
AGRICULTURE	Facilitation of evacuation of farm produce to the market through the opening of 10km road from Kwafon to Akanunku	Number of km of road constructed Number of persons sensitized Number of persons compensated for destructions Application of environmental friendly norms State of construction Participation of local population in the construction work Respect of terms of contract by both the council and contractor(time frame, finances etc)	Terms of contract Annual plan Monthly field visits Meetings (every three months or otherwise) Reports (quarterly)	LSO Steering committee, Contractor, Various project committees local population, mayor, sector heads, PNDP, councilors
	Organize an agro-pastoral show	Number of farmers sensitised Respect of datelines Number of farmers who participate in the show Packages to winners	Annual plan Quarterly plans Field visits Quarterly meetings Quarterly reports	Agro-pastoral commission/steering committee, agro-pastoral sector heads, councillors LSO
	Support to farmers through the supply of inputs	Number of farmers visited Number of farmers selected Respect of selection criteria Timeframe respected Packages to farmers	Annual plans Action plans Field visits Field reports Quarterly reports Quarterly meetings	Agro-pastoral commission, steering committee Head of sectors (livestock, agriculture) Councillors, council executive LSO
BASIC EDUCATION	Supply of 300 benches to primary schools	Number of schools assisted Number of benches supplied per school Respect of selection criteria Respect of action plans	Action plan Field visits Field reports Monthly and extra ordinary meetings	Council's works commission Steering committee Council executive Councillors Head of sector LSO
	Rehabilitation of 10 schools through the supply of 2	Number of schools assisted Number of bundles of zinc donated	Action plan Field visits Monthly meetings	Council's works commission Steering committee Council executive

	bundles of zincs per school	Number of classrooms roofed Respect of datelines	Monthly reports	Councillors LSO Head of sector
	Provide financial aids to PTAs in 38 schools	Number of schools assisted Number of PTA benefiting Approximate amount per school Respect of action plan and date lines	Action plan Field visits Quarterly meetings Quarterly reports	Council's works commission Steering committee Council executive Councillors Head of sector
	Identification and provision to needy children and excelling one in the municipality	Number of needy children identified and assisted Number of excelling children identified and assisted Packages provided to the different classes of children	Quarterly plans Field visits Quarterly reports Quarterly meetings	Council's works commission Steering committee Council executive Councillors Head of sector LSO
	Provision of sports equipments to all primary schools	Number of primary schools Package per school Respect of date line and action plan	Action plan Field visits Monthly report Monthly meetings	Council's works commission Steering committee Council executive Councillors Head of sector LSO
SECONDARY EDUCATION	Purchase and distribution of sports equipment to secondary schools	Number of schools assisted Package allocate per school Respect of action plan	Action plan Field visit Monthly report Monthly meetings	Council's works commission Steering committee Council executive Councillors Head of sector LSO
HEALTH	Supply beds/ mattresses to 11 health units	Number of health units assisted Number of beds distributed per health unit Number of mattresses supplied per health unit Respect of action plan/timeframe	Quarterly reports Field visit Quarterly plan Quarterly and extra ordinary meetings	Council's social commission Steering committee Council executive Councillors Head of sector LSO
	Carryout VCT to 1000 Persons in the municipality	Number of persons sensitized Number of persons counselled Number of persons tested Number of persons	VCT reports Action plans Sensitization reports Quarterly meetings Quarterly reports	Council's social commission Steering committee Council executive Councillors Head of sector LSO

		tested positive Number of cases referred		
	Identify and provide drugs to at least 1200 epileptic patients	Number of epileptic patients identified Number assisted Package of assistance	Quarterly reports Field visits Action plans Quarterly meetings	Council's social commission Steering committee Council executive Councillors Head of sector LSO
Territorial Administration	Construct fence and water system toilet for the main market	Toilet constructed Action plan and time frame respected Fence constructed Number of people affected Package reserved for them if possible	Action plan Monthly meetings Monthly reports	Council's works commission Steering committee Council executive Councillors LSO

Source: field survey data, 2011

8.3 Review mechanism of the CDP and preparation of the AIP

CDP revision mechanisms and AIP preparation

The CDP is subject to revision at the end of every three years. The old CDP will be examined to validate activities already accomplished, then unaccomplished activities together with new areas identified would be incorporated into the new strategic plan. Otherwise achieved activities may also be revised to set in measures to ensure their sustainability

Annual investment plans will be made at the beginning of each year based on review of the last annual plan. Unachieved activities of the past annual plan will be incorporated into the next plan. Programming will be open to revision every quarter and this will be subject to acquisition of additional funding. This will preferably be before or after council sitting to permit the availability of councilors and their participation

8.4 Information plan and communication on the implementation of the CDP

Upon completion and approval of the CDP, a date to communicate the CDP plan will be agreed between the LSO, the mayor, PNDP and the SDO. The other necessary stake holders will be identified and informed through letters signed by the mayor. Letters may be the only best means to inform people given the communication difficulties faced by Widikum. However, radio communiqué will be made through the Moghamo community radio to the few persons that will be opportune to hear .

9. CONCLUSION AND RECOMMENDATIONS

- Recommendations on the research and financing strategy

Mobilisation of personal and external resources Research and external financing Program at the national, sub regional and International levels.

With inspiration from literature collected about the Widikum council as well as primary data obtained from the various sources, it was noted that:

- The municipality has a rich historical background with thousands of persons from several tribes tracing their origin to it
- It is the only municipality in the North West Region that has up to 2 forests posts because of the immense forest potentials it has
- The council is richly blessed with agricultural potentials with palm oil being the major product that also makes it unique and others

On the other hand, a series of gaps were raised by the different stakeholders contacted. These gaps were used to develop activities intended to redress them

Visa by selected Heads of Sectors

We have reviewed and corrected the work carried out by the Community Health Care Association (CHCA-CAM) for the elaboration of the Widikum-Boffe Council Development Plan.

Name of Delegate	Sector	Signature /Stamp/ Date

Visa by the Senior Divisional Officer for Momo Division

The Senior Divisional Officer for Momo Division upon examination of the Widikum-Boffe Council Development Plan carried out by the Community Health Care Association (CHCA-CAM), reviewed and corrected by selected Heads of Sectors is satisfied and confirms the plan for use by the council.

Signature

Name/stamp of SDO/date