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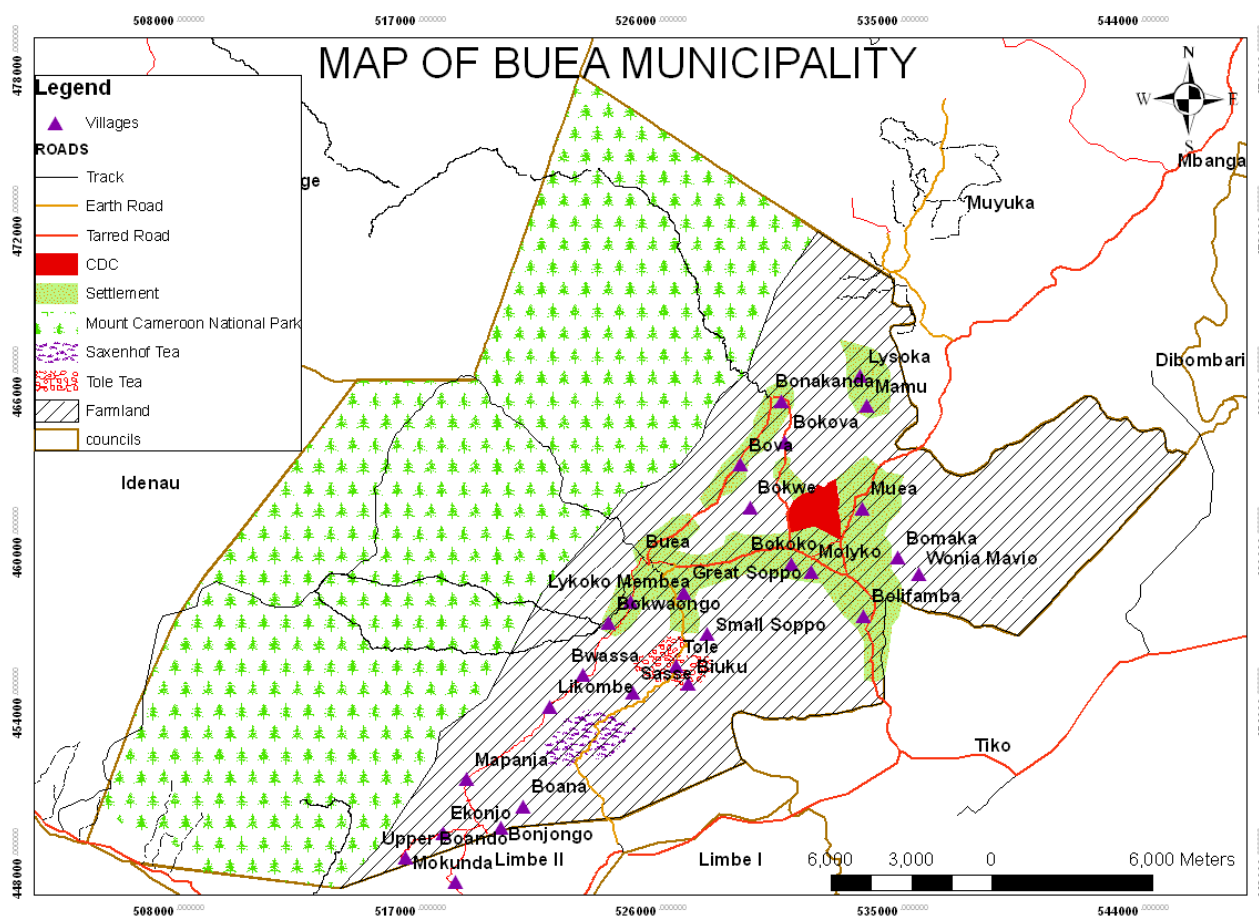
## Peace – Work – Fatherland

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# BUEA COMMUNAL DEVELOPMENT PLAN (CDP)



**ELABORATED WITH THE TECHNICAL SUPPORT OF GREMPCO** February 2012

## EXECUTIVE SUMMARY

A Development Plan for the Buea Council was developed from the period of July 2011 to January 2012, through a Local Support Organization (LSO), GREMPCO supervised by the National Community-driven Development Program (PNDP). The Plan covered a wide range of development concerns of the municipality such as Transport, Health, Water schemes, Electricity, Road networks, Basic Education, Secondary Education, Environment and Nature Protection, Women Empowerment and the family, livestock, Agriculture and Commerce.

The municipality is located in Fako Division of the South West Region with a total population of about 200,000 Inhabitants living in 67 villages. The principal ethnic Group is Bakweri with a majority of them occupying the villages. The Urban spaces of the Municipality are cosmopolitan in nature with more than 100 local and national ethnies.

To elaborate the Buea Communal Development Plan (CDP), the following process/methodology were used; Village Diagnosis, Urban Space Diagnosis, Council Institutional Diagnosis, Strategic Planning Resource Mobilization and Programming. After the collection and analysis of data at each level of the process, the data was restituted and validated by the main stakeholders.

The **VISION** of Buea Council:

*“By 2030, Buea will be a strong, economically active municipality, with adequate and equitable coverage of social infrastructures allowing citizens to live in a secure, healthy and comfortable environment”.*

**GOAL:** *“Buea municipality strives to develop, maintain, enhance and sustain the socio-economic, cultural and physical wellbeing of residents by providing a solid base to technical services, civil society organizations, corporations and industries”.*

With this build the ultimate objective is to make Buea a hub and modern city in complete harmony with the tradition of legendary hospitality.

In view of the enhanced decentralization of 2010, the different sectors that have been decentralized and have transferred their competencies to the Council as well as those that are still in the process of decentralizing their competencies were diagnosed and the potentials and problems taken into consideration. Strategic actions to be taken were therefore put up with close collaboration of the different main stakeholders.

For each of these strategic actions, indicative investment plans were developed comprising; key activities, indicators, person(s) responsible and potential funding sources. The estimated cost of the CDP is **FCFA 11,688,110,000 (eleven billion, six hundred and eighty-eight million, one hundred and ten thousand francs CFA).**

With the resources available for the First Year (2012), and taking into consideration the conditions of the Donors, an Annual investment plan was developed as well as the contract award plan and the major impacts on the projects on the environment were scrutinised and mitigating measures put in place.

The long term plans are therefore based on sector by sector logical frameworks which are quite ambitious as per projects and estimated amounts. While the midium and short term plans were achieved on real financial projections for the prevalent fiscal year(s).

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#### **LIST OF ABBREVIATIONS**

AES-SONEL: National Electricity Corporation

|             |   |
|-------------|---|
| AFC:        | Alliance Franco Camerounaise  |
| AIDS:       | Acquired Immune Deficiency Syndrome                                   |
| CDC:        | Cameroon Development Corporation                                      |
| CDE         | Water corporation   |
| CDP         | Communal Development plan   |
| CDR         | Consolidated Diagnosis Report   |
| CEFAM       | Local Government Training Center                                      |
| CID:        | Council Institutional Diagnosis                                       |
| CIG:        | Common Initiative Group   |
| CIT         | Computer & Information Technology                                     |
| CNPS:       | National Social Insurance Corporation                                 |
| CRTV:       | Cameroon Radio and Television   |
| CSO:        | Civil Society Organization  |
| ENSTP:      | Advance School of Public Works annex, Buea.                           |
| FEICOM      | Support Fund for Local Council  |
| GESP        | Growth and Employment Strategy Paper                                  |
| GPS:        | Global Positioning System   |
| GREMPCO     | Graduate Emporium Consortium  |
| IHC:        | Integrated Health Center  |
| LSO:        | Local Support Organization  |
| M & E:      | Monitoring and Evaluation   |
| MINEPAT:    | Ministry, of Economy, Planning & Territorial Development              |
| MINEPIA:    | Ministry of Livestock, Fisheries and Animal Husbandry                 |
| MINADER:    | Ministry of Agriculture and Rural development                         |
| MINPROFF:   | Ministry of Women's Empowerment and the Family                        |
| MINFOF:     | Ministry of Forestry and Wildlife                                     |
| MINAS:      | Ministry of Social Affairs  |
| MINESUP:    | Ministry of Higher Education  |
| MINPOSTEL:  | Ministry of Post and Telecommunication                                |
| MINATD:     | Ministry of Territorial Administration & Decentralization             |
| MINSANTE:   | Ministry of Public Health   |
| MINTOURL:   | Ministry of Tourism and Leisure                                       |
| MINCOMMERCE | Ministry of Commerce  |
| MINCOM      | Ministry of Communication   |
| MINPOSTEL   | Ministry of Post & Telecommunications                                 |
| MINIMIDT    | Ministry of Mines, Industry & Technological Development               |
| MINAC       | Ministry of Arts and Culture  |
| MINRESI     | Ministry of Research & Scientific Innovation                          |
| MINPMEESA   | Ministry of Small, Medium sized Enterprises & Crafts                  |
| MINEFOP     | Ministry of Employment & Vocational Training                          |
| MINTRANS    | Ministry of Transport   |
| MINESEP     | Ministry of Sports & Physical Education                               |
| MINJEC      | Ministry of Youths & Civic Education                                  |
| MINTP       | Ministry of Public works  |
| MINEE       | Ministry of Water & Energy resources                                  |
| MINESEC     | Ministry of Secondary Education                                       |
| MINEDUB     | Ministry of Basic Education   |
| MINEPDD     | Ministry of Environment & Nature protection & Sustainable Development |
| MINDCAF     | Ministry of State Property & Land Tenure                              |

|          |   |
|----------|---|
| MINDUH   | Ministry of Housing & Urban Development               |
| MoU:     | Memorandum of Understanding                           |
| MT       | Municipal Treasurer                                   |
| NGO:     | Non-Governmental Organization                         |
| OVC:     | Orphans and Vulnerable Children                       |
| PAID-WA: | Pan African Institute for Development-West Africa     |
| PARM     | Participatory Analysis Rapid Methods of Planning      |
| PNDP:    | National Community-driven Development Programme       |
| PRA      | Participatory Rural Appraisal (method and techniques) |
| PTA:     | Parents Teachers Association                          |
| HR       | Human Resource  |
| SDO:     | Senior Divisional Officer                             |
| STD      | Sexually Transmissible Diseases                       |
| SSI      | Semi-Structured Interviews                            |
| SOWEDA:  | South West Development Authority                      |
| SSI:     | Semi-Structured Interview                             |
| SWOT:    | Strengths Weakness Opportunities Threat               |
| UB       | University of Buea                                    |
| VDC:     | Village Development Committee                         |

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# **1. INTRODUCTION**

## **1.1 Context and justification**

Within the frame work of the implementation of the activities of the National community Driven Development Program (PNDP) in the South West Region and following the selection of Local Support Organizations (LSOs) to accompany the 19 councils in 2011, GREMPCO was recruited as the local Support Organization (LSO) to accompany the Buea Council for the elaboration of a Communal Development Plan (CDP) for the Municipality.

The government of Cameroon in July 2004 enacted the law on Decentralization applicable to Local Councils. This law mandated councils to provide basic services within their municipalities in several domains. The government has since fostered the process through other instruments such as the Growth and Employment Strategy Paper (GESP).

The National Community Driven Development Programme (PNDP) was therefore commissioned to contribute towards poverty alleviation using participatory strategies at the level of the local councils. Within the framework for the execution of the PNDP, a cooperation agreement was signed between Buea Council, the PNDP and GREMPCO (Local Support Organization) in which the PNDP has offered technical and financial support to enable GREMPCO accompany the Buea Council towards the elaboration of its communal Development Plan (CDP). A major output of the planning process is the production of a council monograph which is a sector by sector consolidated report of the findings within villages of the municipality.

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

## **1.2 Objectives of CDP**

The overall objective of the CDP is to guide the Council ensure a Fair and balanced Development of the Municipality, whereby the Council has the needs of the communities and carry out projects that are cost effective and meet the needs of these communities with the limited resources that she can mobilise each Year especially within this process of Decentralization.

Specifically the objectives are to:

- Promote participation, transparency, fairness in the selection of investment and development actions;
- Enable the Council to be able to develop partnership especially that which will enable her perform her role as a Development Organ of the Municipality
- Make easy the development of campaign plans of the municipal executive, projects of common and related budgets;
- Enhance coherence between the actions of the Council on the one hand, and strategic and Sectoral policies of the State on the other;
- Facilitate the achievement of the local budget;
- Promote the synergy of actions between different actors in the municipal district;
- Promote solidarity and complementarities between development actors;
- Facilitate research partnerships with development actors external and internal;
- Facilitate negotiations with donors;



- Prevent conflicts;

### **1.3 Structure of the document**

The structure of the report constitutes the following sections:

- Introduction
- Executive summary
- Methodology
- Brief description of the Council Area
- Summary of Diagnostic Results
- Strategic planning
- Programming
- Monitoring and Evaluation Mechanism
- Communication plan
- Conclusion add maps and pictures

## **2. METHODOLOGY**

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

Within the framework of the realization of the Communal Development Plan for Buea, the approach of the Local Support Organization, GREMPCO was highly inclusive using *Participatory Analysis Rapid Methods of Planning* (PARM) techniques and tools. These methods facilitated understanding of the realities of the rural areas. PARM is a complete set of methods and tools used to enable rural and urban populations to present the knowledge they have of their own situation and living conditions. This technique sets up a closer look and it is more an eye-opener communication process than structured questionnaires.

This monograph of Buea municipality describes the results of the participatory diagnosis that were carried out within each village as per sector in the council area. It therefore precedes the Institutional and Urban space diagnosis reports. For the village diagnosis, Buea Municipality was divided into four (4) strips for easy management and coordination:

- The Bojongo Strip running from Ewongo, Wotutu and surrounding villages ending at Mapanja village.
- The Bokwaongo strip from Likoko Membea, Bokwaongo, through Soppo Likoko and surrounding villages to Sasse.
- The Muea Strip covering Maumu, Musaka, Liongo to Mile 14 and surrounding villages to Bonduma.
- The Bonakanda strip moving from Ewonda and surrounding villages to Lysoka.

This division excludes the Four (4) urban spaces of the Municipality earlier identified and treated as Buea Station (to be distinguished from Buea town considered as the village where the paramount chief lives), Great Soppo, Molyko /Mile 17 axis and Muea.



Each village strip was assigned a set of three (3) field staff headed by a team leader/facilitator.

## **2.2 Collection and treatment of information**

### **2.2.1 Base line data collection**

During this initial phase of collection of secondary data, research assistants visited all relevant technical services to secure pertinent socio economic and environmental information of the municipality. Secondary data collection was triangulated at the sub divisional, divisional and regional levels. It is worth noting that most if not all divisional services of the Buea Municipality are situated outside the sub division. The Senior Divisional Officer's (SDOs) Introductory letters as well as the LSO's request for information letter indicating the kind of data requested was distributed to all sectoral offices before the data collection phase.

### **Analysis of primary Information**

The diagnosis conducted village by village and sector by sector was participatory in that, it involved all the different stakeholders, and, all shapes of opinion were given equal opportunity to make valuable contributions. Participatory Rural Appraisal (PRA) method and techniques with gender consideration were utilized to assemble field realities. These included: meetings, semi structured interviews, focus group discussions, participative mapping, transect walks, simple ranking, Venn diagram, waypoints collection using the geographical positioning system (GPS), triangulation of existing information, and problem analysis using problem and objective trees, interactive discussions, direct observations and site visits were also utilized in certain areas in the municipality.

Data consolidation was engaged immediately after the collection process. Facilitators used statistical software for data entry and analysis and GIS software for the production of thematic maps. This facilitated the differentiation and presentation of qualitative and quantitative data.

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

#### **Direct observation:**

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

#### **Focus group discussions:**

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

#### **Interviews:**

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

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

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

### **2.2.2 Introductory Village Assembly**

The participatory village diagnosis covered the 67 Villages in the Buea municipality.

Four teams separately attended to the village strips for field data collection exercise. Each spent between two (2) to four (4) Days in a village in order to secure valuable information from a cross section of the community.

During official launching meetings, a tentative program for the village diagnosis was discussed. Upon arrival in each village, each team solicited the chief or his representative and hold entry discussions on the purpose of visit and plan of action. The village head and his councilors facilitated the data collection exercise by organizing and mobilizing the population for their proper participation (gender and minority consideration were emphasized).

Each village meeting deliberated and adopted a timetable including the services of the local facilitator who mastered the village in terms of land space and history. The local facilitators accompanied the researchers throughout their stay in the village and ensured smoothness in the event.

During village meetings various problems were identified through participatory mapping walkabout, semi structured interviews and collection of way points of important features within and around the villages.

All problems identified per sector in each village were prioritized and analyzed using problem and objective trees in order to bring out their causes and effects. Local solutions of some of the problems were elaborated and their execution forwarded to identified and activated village Development Committee for follow up.

### **2.2.3. Urban Space Diagnosis (USD)**

Data collection of the four (4) identified urban spaces (Buea station, Great Soppo, Molyko/Mile 17 axis and Muea) was participatory in the involvement of the entire community and resource persons (local facilitators) were solicited and secured. Data was collected and analyzed using a variety of tools. With the size and busy nature of the urban population only a very limited representation was got and with difficulty for this exercise. Facilitation was handled by the different GREMPCO team leaders and in the following manner:

Participatory Rural Appraisal (PRA) methods and techniques were utilized to gather information from the field involving all applicable sectors. An exhaustive list of the methods and techniques involved in holding brainstorming meetings, semi structured interviews and interactive discussion, focus groups discussion and direct observation, participatory mapping, transect walk and site visits (walk about), ranking and Venn diagrams and problem analysis.

All information collected was triangulated. Geo referenced waypoints were also collected using the Global positioning system (GPS).

The chief's messenger and /or quarter heads was charged with announcing the holding of these meetings as agreed upon during the planning. This exercise took place on the first day during which basic clarifications were made and a tentative daily timetable was presented and adopted by the community. Local facilitators were nominated to accompany GREMPCO resource persons during the entire exercise.

There were daily restitutions of data collected and after preliminary analysis involving interpretation, reformation and ranking, participants validated the findings and proposed solutions to their problems.

#### **2.2.4 Council Institutional Diagnosis (CID)**

The methodology used by the LSO GREMPCO to carry out this diagnosis was a combination of desk analysis, interviews, and focus group discussions. Interviews were held with council partners (state and non-state at local level), council executive and senior Council staff. Four (4) principal stages were involved:

- **Preparation:**

The general objective here was to have a common ground with all council stakeholders on the purpose, methods, work schedule, as well as their involvement in the process. An introductory session was therefore held with the steering committee in this aspect.

- **Participative Diagnosis (PD):**

The following tools were utilized to gather data from the different council staff:

- Direct observation
- Informal interviews
- Checklists/ interview guides for the realization of the different interviews.

- **Treatment & Analysis of collected data:**

Data collected during the preparative stage and completed through participative diagnosis were thereafter organized and synthesized by GREMPCO staff. The important data was later triangulated before validation in plenary.

- **Validation of results & identification of areas for reinforcement.**

Led by the steering committee, the Council Executive, Committee chairpersons, and key staff were brought in to validate the data and identify principal areas for reinforcement of the Council Institution and elaborate priority local solutions.

In a nut shell, focus group discussion was held with subordinate council staff, while preparatory and validation workshops were held with council executive, senior council staff and council partners respectively. A major highlight of the methodology was the elaboration of basic questions by the LSO based on PNDP terms of reference in order to define the overall issue(s) to be addressed by the diagnosis as well as provide a common agreement among the case owners on the purpose, focus and results.

During the preparatory workshop brainstorming session generated basic questions by the council. After further discussions/clarifications with the guidance of the consultant, the council adopted a basic question that guided the implementation and reporting of the diagnosis as follows:

*How can the Buea Council improve its internal functioning and networking capacities in order to achieve its Vision and mission?*

### **2.3 Data Consolidation and Mapping**

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

#### Mapping

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

The consolidation of data was equally analyzed using the database analysis software such as SPSS and simple Excel. The results were later represented on tables, graphs, pie charts and bar charts. The GPS data was analyzed using the GIS software.

### **2.4 Strategic Planning, Resource Mobilization and Programming workshops**

As part of the procedure separate workshops were organised for strategic planning, resource mobilization and programming. Prior to the strategic planning workshop log frames were developed and sent to all the 28 sector heads for studies. In session thematic work groups were organised by sector before restitution and validation by sectorals.

During the resource mobilization and programming sessions, all projected resources and prioritized interventions are identified for all villages and urban areas and as per sector. Facilitated by the Consultant, LSO GREMPCO, PNDP, the Mayor and key council staff the information is presented in a participative manner and validated by COMES in session.

The Annual Investment plan, a three year plan as well as the environmental impact management plan are also presented, discussed and adopted in session. The essence here is to have key stakeholders (sectors, chiefs, elites, civil society) involve and take ownership of the program and process.

## **3 BRIEF PRESENTATION OF THE COUNCIL**

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

The Buea Municipal council is the Sub Divisional headquarter of Buea and the South West Regional head quarter of Cameroon. Created on the 29<sup>th</sup> of June 1977 by presidential decree No. 77/203, the Buea municipality has a surface area of 870 Sq.km, 67 villages, four distinct identified urban spaces as per outlined criteria (Buea station, Soppo, Molyko/Mile 17 and

Muea). It is a highly complex community caught between a blend of urban, semi urban, rural and traditional settings.

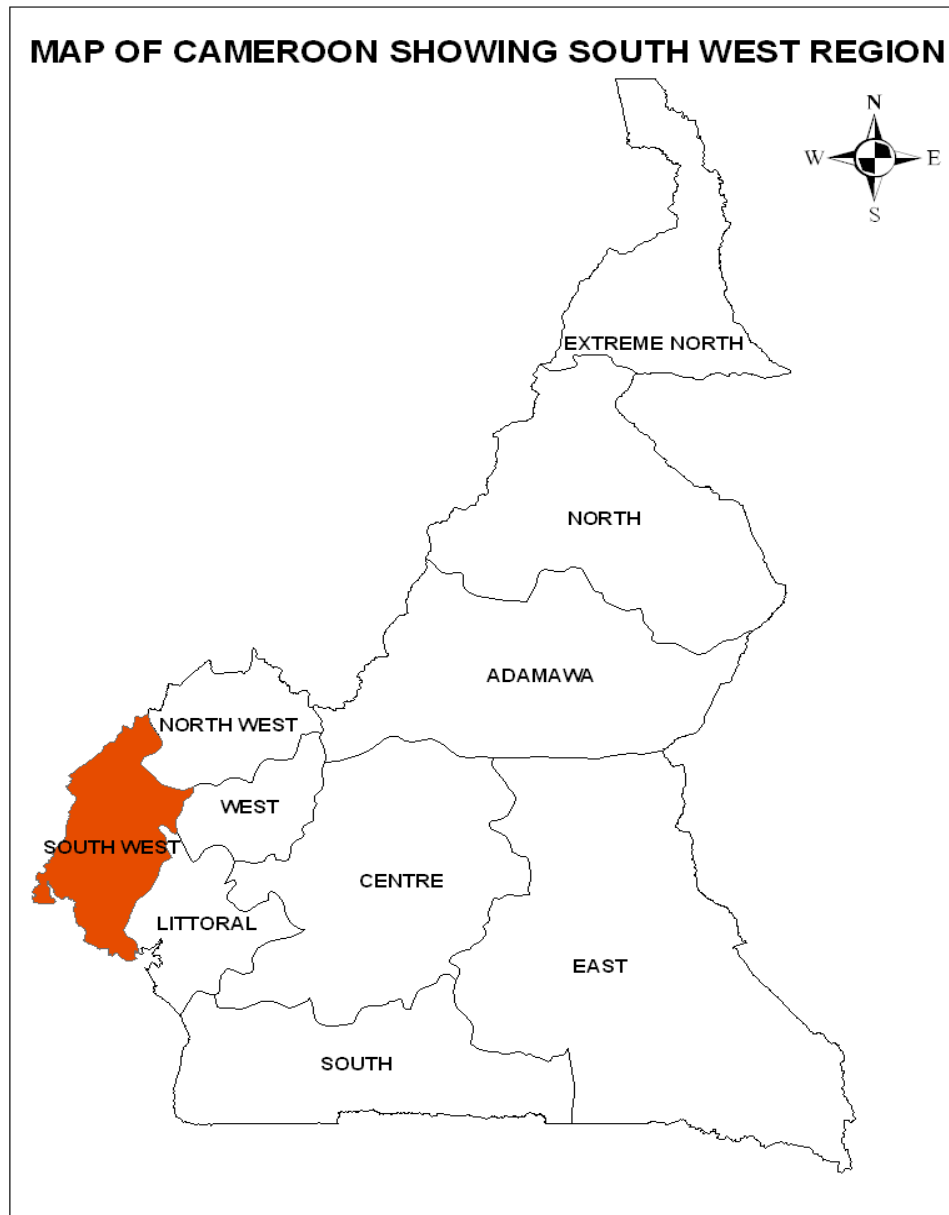
Buea Municipality is bounded to the north by tropical forest on the slope of mount Cameroon (4100m above sea level). The mountain range extends to the beautiful sandy beaches of Atlantic Ocean. The town also share boundary with other major towns like the City of Limbe to the South West, Tiko municipality to the South East, Muyuka municipality to the East and Idenau district to the West. With an equatorial climate, temperatures are moderate with a slight seasonal variation (rainy and dry season).Buea has moderate economy with agricultural, administrative, business, tourism and the financial sector taking the central stage of the town.

Buea has an estimated population of above 200.000 inhabitants (2005 BUCREP figures and annual growth rate of 5% as per UN projections for urban population growth rate for Africa) constituting essentially of the Bakweris (the indigenes) in the villages and a highly cosmopolitan population within the urban space putting the indigenes at a minority. The Bakweri language spoken by the natives is equally written and documented. English and French are two official languages used for general interaction while pidgin is the lingua franca. The average life expectancy of this area is 50 years (1999 statistics) literacy rate is on the rise with some 60-75% of the youths having access to education.

According to a 2004 survey carried out by the Ministry of public health in Cameroon, about 40% of the population do not have access to quality health care while close to 60% have financial difficulties to afford basic healthcare services. This citation is currently true for rural areas of the municipality and much less realistic for the urban zones.

Buea is one of the fastest growing towns in Cameroon today with a mix cosmopolitan setting and a constellation of about 67 villages. These villages are inhabited by the Bakweris who, according to social scientists, have lived around Mount Cameroon for at least 4,000 years. Its urban rims now includes: Molyko, Buea station, Muea, GRA, Mile 16, Clerks and Federal quarters, Great Soppo, Likoko-Membea, Bokwaongo, and Bonduma. Buea is presently the headquarter of the South West Region of Cameroon. It remains the only one having the Senior Divisional Office, most of its Divisional Sectorials offices and a few regional offices located in another town (Limbe).

**Figure 1: Cameroon map showing South West Region**



**Figure 2 Map of South West Region showing Buea council area map**

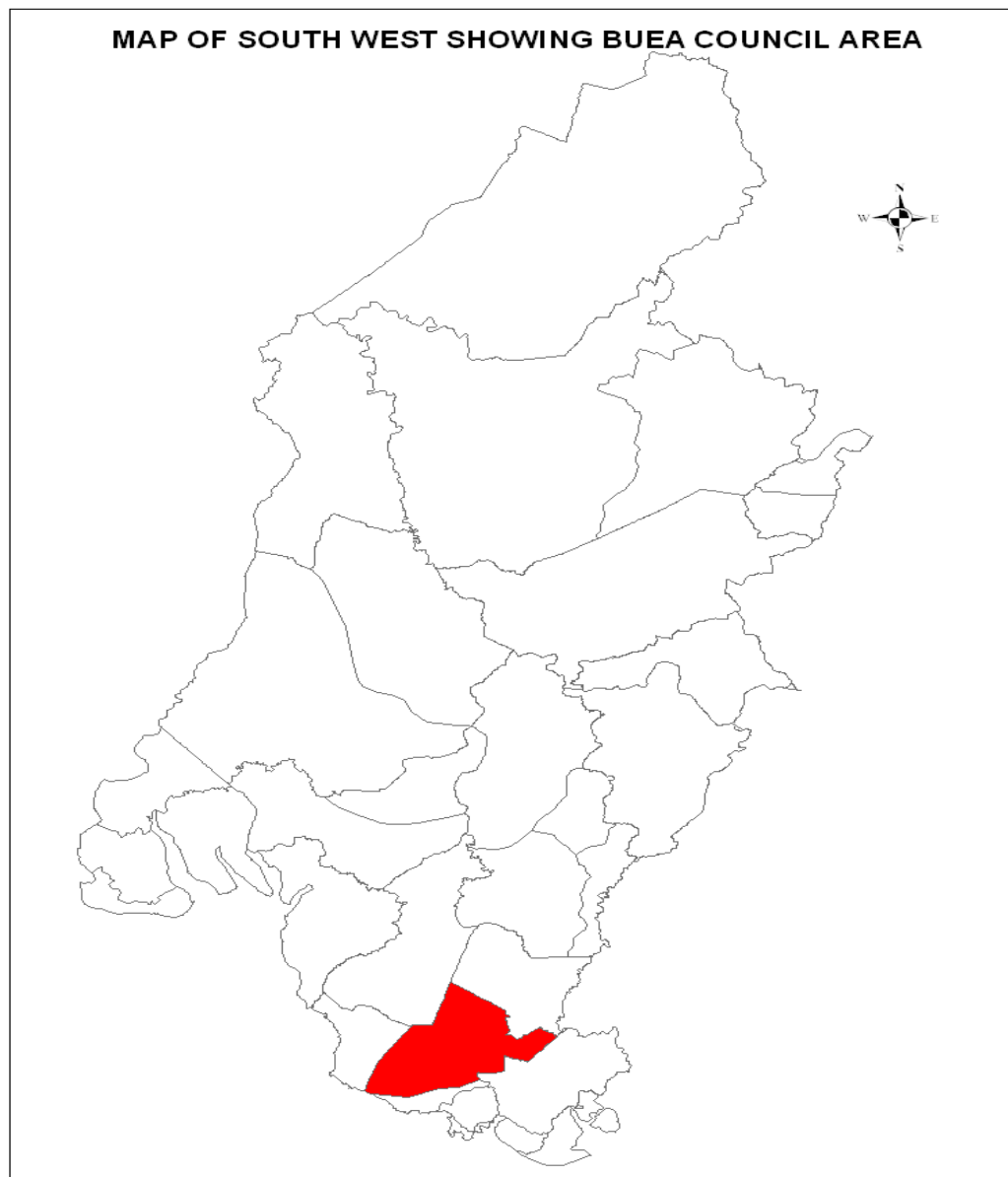
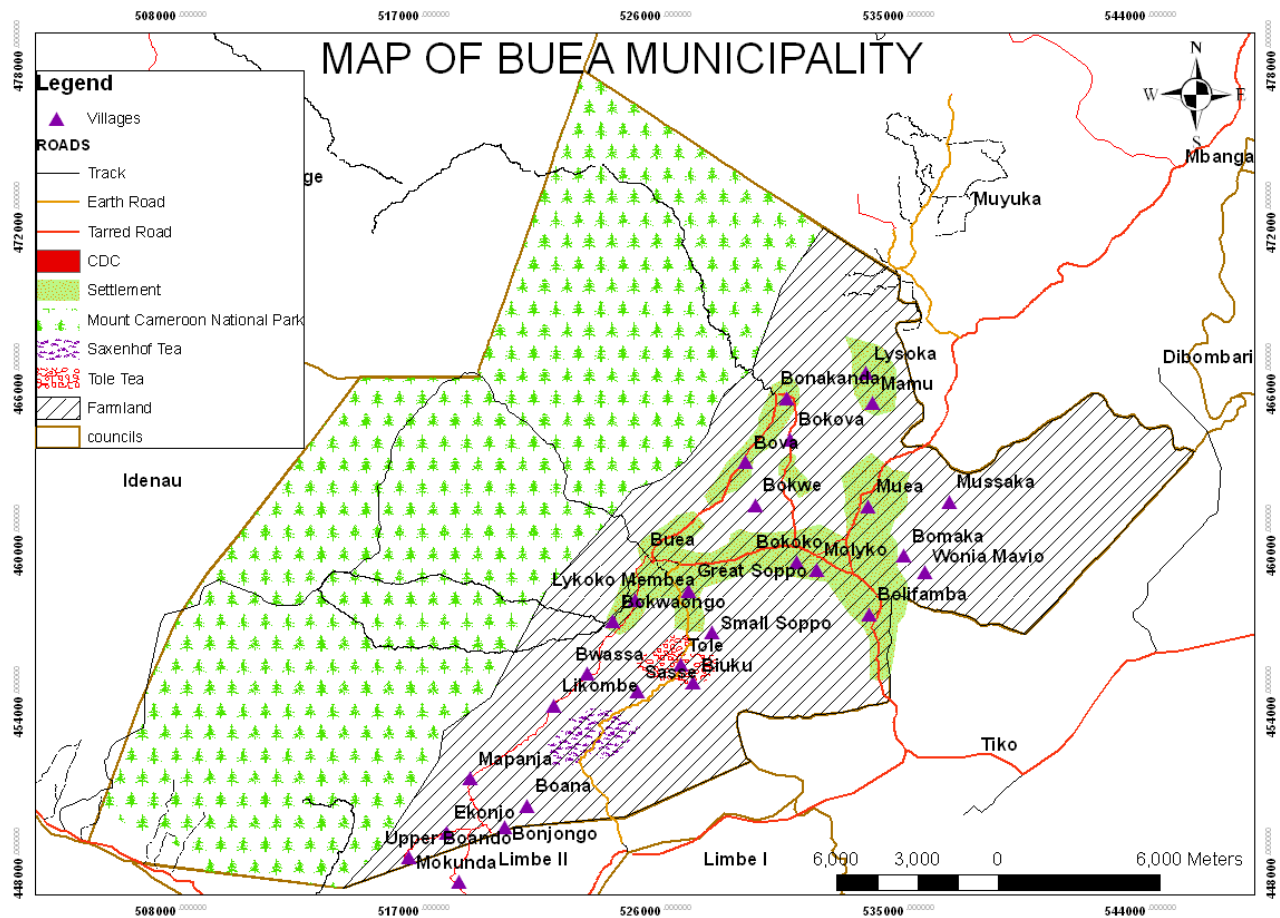




Figure 3: Buea land used map



### 3.2 Description of the biophysical environment

Buea municipality has a distinct biophysical environment surrounded by an evergreen tropical ecosystem with high variety of biodiversity including birds and animals species. Some parts of the mountain slopes has very rare species of plants and animal found nowhere else in the world such as the unique medicinal *Prunus Africana* and animal species living only under particular conditions, which can be met here. From vegetation thick forest, secondary forest, shrubs to savanna towards the peak of the mountain. Accessibility to villages in this area is through the roads. Most of the villages are located on the slopes of the mountain.

The biophysical environment has been greatly tempered with and exploited for:

- Habitation and settlement.
- Agriculture (plantations, small holders, local farmers) due to its rich volcanic soils. Plantations include CTE tea Farms, CDC banana as well as small holders' palms and tea farms
- Housing and furniture materials through Cutting down of tress.

Volcanic activity has greatly altered and influenced the biophysical environment. The exploitation of the primary forests have turned them into secondary forests and in some cases farms or habitation in almost all accessible and nearby land in the villages and urban spaces.

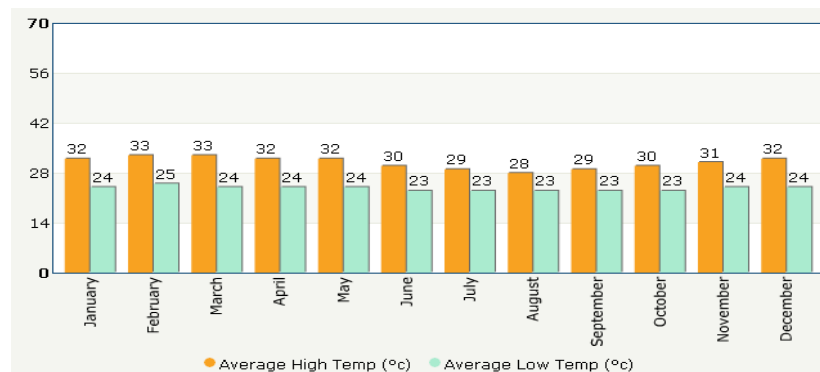
These intensive activities have caused and continue to cause environmental hazards to soils, water sources, climate and biodiversity.

### 3.2.1 Climate

Buea GMT time is +1 hour and is mostly cloudy. Average sunrise is at 06:16 and sunset at 18:10. In effect it has an equatorial climate with 2 major seasons. Rainy season which runs from March to October and Dry season, from November to May). Temperature ranges between 20 °C to 28 °C while, annual rainfall ranges between 3000mm to 5000mm.

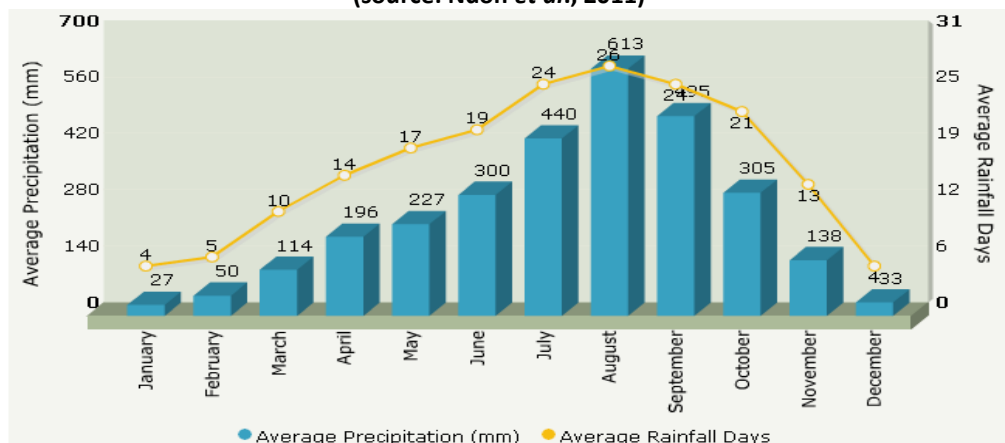
The conditions here are generally the tropical rainforest climate with rainfall almost during the entire year. However, average monthly High/Low Temperature for these urban spaces ranges from 23°C low to 32°C high. This temperature increases as one moves downwards from Buea station to Muea. Several factors are behind this. Firstly, the principle of “higher one goes the colder it becomes” applies as the town is on the slopes of the mountain. Secondly, some areas have higher population intensity, activity and urbanization than others. Molyko for example has more infrastructures which reduces circulation and exchange of air.

**Figure 4: Average High/Low Temperature for Buea, Cameroon**  
(source: Ndoh *et al.*, 2011)



The average monthly Rainfall in mm for Buea (including Muea, mile 16, Lysoka, etc), range from 27mm during the dry season to 613mm in the rainy season (Fig 5).

**Fig. 5: average monthly rainfall in mm for Buea, Cameroon**  
(source: Ndoh *et al.*, 2011)



### **3.2.2 Topography and soil**

The area is composed of undulating high and low lands with many rocks and gravels due to volcanic eruptions. The soil type consists of basalts and is as a result of the first volcanic activity in the Fako Mountain area, which occurred in the cretaceous system. These soils have been weathered and partly covered by more recent deposits, thus the soils are black and in these areas are well drained due to the generally hilly nature of the terrain and the fact that they are free-draining.

The soil is very rich in nutrients and allows the cultivation of various crops such as tomatoes, cabbage, okro, pepper, corn, cocoyam, yams, cassava, plantains,, beans, vegetables and even some cash crops such as palm trees, cocoa and bananas. Citrus trees are less prosperous as one ascend and climate gets cooler. The soil and climate is very supportive for vegetation and agriculture though in some areas digging is difficult due to the stony nature of the rocks. The vegetation is generally green almost throughout the year with fewer trees in areas of high concentration of houses. It is rare to move 200m without spotting green grass, shrubs, and fruit trees.

### **3.2.4 Hydrology**

Buea council area has several water sources currently more or less exploited and losing its value if not protected. Some of these sources run dry and are affected by the following human and natural activities:

- Climate change effects and the resulting longer dry season.
- Un protected nature of the water catchment areas.
- Felling of trees and shrubs for native raw materials and fire woods
- Bush and hunting fires.
- Advancing poor vegetation due to urbanization and human activities.
- Haphazard waste disposal.
- Expansion of farms, animal activities and residential areas.

However, viable catchments could be found in the following areas with some losing value, potency and almost extinct: Upper farms, Small Soppo, Ewonda, Muea, Bonduma & Molyko, Bulu Blind, Mile 16 & 14 area, German spring, Koke, Bwitingi, and Musole spring.

### **3.3 THE COUNCIL**

#### **3.3.1 Ethnic Groups and relations**

Buea has an estimated population of about 200.000 inhabitants constituting essentially of the Bakweri (the indigenes). The Bakweri language spoken by the natives is equally written and documented. English and French are two official languages used for general interaction while pidgin is the lingua franca. The average life expectancy of this area is 50 years (1999 statistics) literacy rate is on the rise with some 60-75% of the youths having access to education.

Buea is one of the fastest growing towns in Cameroon today with a mix cosmopolitan setting and a constellation of about 67 villages. These villages are inhabited by the Bakweri who, according to social scientists, have lived around Mount Cameroon for at least 4000 years. Its urban rims now includes: Molyko, Buea station, Muea, GRA, Mile 16, Clerks and Federal quarters, Great Soppo, Likoko-Membea, Bokwaongo, and Bonduma. Buea is presently the headquarter of the South West Region of Cameroon.

Bakweri ethnic groups are the majority in the indigenous villages whereas the urban spaces and larger villages are a cosmopolitan blend of more than 100 local and national ethnies. Important Foreign population especially the Igbos from Nigeria could be found scattered in lucrative commercial activities and farming yams on the rich volcanic soils. The town is equally host to one of the Nigerian Consulates. Dominant languages include English, French, Pidgin and Bakweri.

In a whole five large regional-cultural divisions could be found within the Municipality:

- Western highlanders (Semi-Bantu or grass fielders population);
- Coastal tropical forest peoples, including the south west and littoral regions;
- Southern tropical forest peoples, from the Centre, south and east region;
- Islamic peoples of the northern semi-arid regions (the Sahel) and central highlands, including the Fulani (French: Peul or Peuhl; Fula: Fulbe) and the "Kirdi", non-Islamic or recently Islamic peoples of the northern desert and central highlands.
- Foreign migrant population from other countries (majority Nigerian)

#### **3.3.2. Religion**

The Buea municipality has a plethora of religious groups. A majority of them are Christians of different denominations like Catholics, Presbyterians, Baptist, Full Gospel Mission, the Apostolic, 7 day Adventist, and Jehovah witnesses, etc. There exists a growing trend of Christian spiritual or charismatic churches with particular influx from Nigeria. However, a few indigenous populations still maintain their traditional African religions, jujus, and beliefs. Some combine and exchange intermittently. The Muslim population is also growing especially in the urban spaces. The order of importance is as follows:

1. Catholics
2. Presbyterians
3. Baptist
4. Charismatic Christians
5. Other protestant Christians
6. Animist and traditional African religions
7. Muslim & Islamic faithful

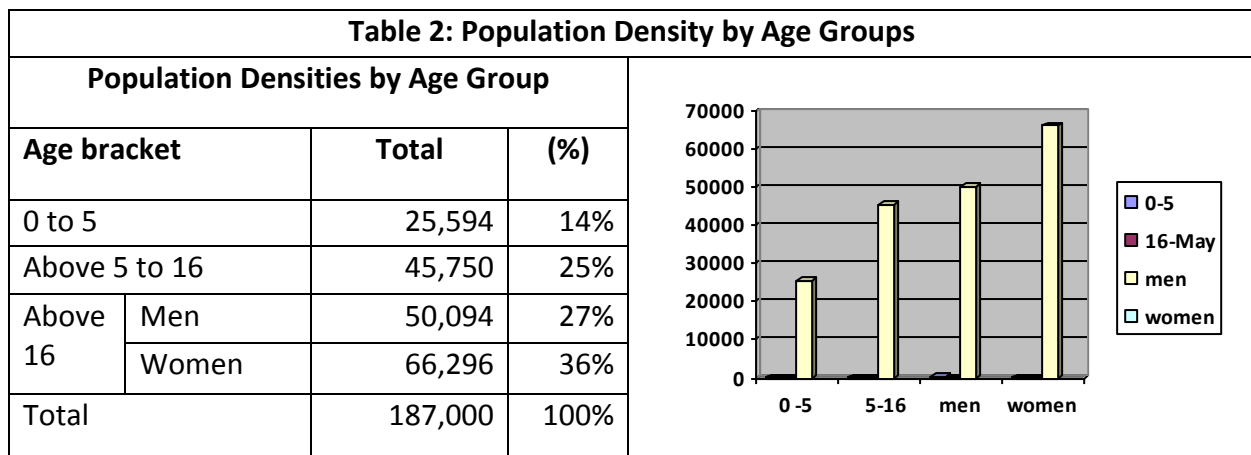
#### **3.3.3 Mobility of the population**

Sources at the council say over 7,000 people migrate into the municipality each year for the following reasons:

- Academic and research activities.
- Professional & Administrative services
- Business and Commercial activities.
- Jobs and livelihood search into the urban space
- Tourism, sports and leisure activities
- Agriculture due to the conducive climate and fertile soil

### 3.3.4 Size & Structure of the population.

Figures from census bureau, population studies estimates as well as UN growth rates for African cities puts the population of the Buea municipality at approximately 200,000 inhabitants with the population of male standing at 49 % (98,000) and that of female approximately 51% (102,000). Urban population could be put at 57% of total population while Rate of urbanization is estimated at greater than 5% annual rate of change.



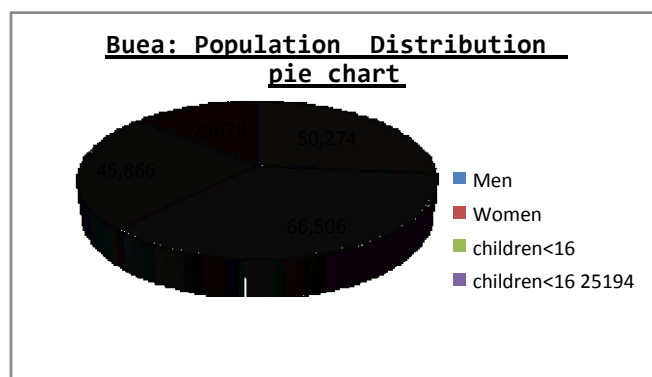
Village by village estimates through family, quarter, and village head counts in some cases however, revealed the following approximations:

### POPULATION STRUCTURE FOR BUEA

| # | villages             | Men<br>(Above<br>16) | Women<br>(Above<br>16) | Children<br>< 16 | Children<br>< 5 | Total |
|---|----------------------|----------------------|------------------------|------------------|-----------------|-------|
| 1 | Bokoko               | 100                  | 80                     | 70               | 50              | 300   |
| 2 | Bokwaongo            | 423                  | 594                    | 492              | 212             | 1,721 |
| 3 | Small Soppo Wunganga | 1800                 | 3000                   | 1,000            | 200             | 6,000 |
| 4 | Small Soppo Woteke   | 80                   | 130                    | 100              | 90              | 400   |
| 5 | Wovila               | 50                   | 100                    | 80               | 130             | 360   |
| 6 | Bonakanda            | 400                  | 750                    | 750              | 300             | 2,200 |
| 7 | Wotolo               | 120                  | 200                    | 100              | 80              | 500   |

|    |   |      |      |      |      |       |
|----|---|------|------|------|------|-------|
| 8  | Bova I  | 150  | 200  | 100  | 50   | 500   |
| 9  | Bova II   | 170  | 250  | 120  | 60   | 600   |
| 10 | Bulu  | 120  | 200  | 100  | 80   | 500   |
| 11 | Bwassa  | 50   | 80   | 40   | 130  | 300   |
| 12 | Ewonda  | 35   | 19   | 30   | 26   | 110   |
| 13 | Likombe   | 100  | 120  | 80   | 76   | 376   |
| 14 | Wolikawo  | 130  | 160  | 60   | 50   | 400   |
| 15 | Mevio   | 30   | 60   | 40   | 20   | 150   |
| 16 | Vesoa   | 30   | 65   | 40   | 15   | 150   |
| 17 | Boanda  | 700  | 300  | 300  | 200  | 1500  |
| 18 | Bokwai  | 04   | 80   | 50   | 40   | 800   |
| 19 | Bomaka  | 400  | 600  | 1200 | 800  | 3000  |
| 20 | Bonduma   | 1545 | 2154 | 1245 | 1056 | 6000  |
| 21 | Bwiteva   | 100  | 180  | 80   | 70   | 330   |
| 22 | Bwitingi  | 175  | 267  | 162  | 146  | 750   |
| 23 | Dibanda   | 2000 | 2500 | 2000 | 1500 | 8000  |
| 24 | Ekande  | 100  | 80   | 70   | 50   | 300   |
| 25 | Lyongo  | 83   | 97   | 76   | 44   | 300   |
| 26 | Bokova <ul style="list-style-type: none"> <li>Lower Bokova</li> <li>Upper Bokova</li> </ul> | 129  | 191  | 92   | 61   | 500   |
| 27 | Lysoka Bwielei  | 35   | 55   | 40   | 30   | 160   |
| 28 | Lysoka Wombaki  | 250  | 500  | 180  | 200  | 1,130 |
| 29 | Maumu   | 800  | 1200 | 1400 | 600  | 4000  |
| 30 | Upper Wonganjo  | 51   | 78   | 61   | 24   | 215   |
| 31 | Wokaka  | 22   | 38   | 23   | 17   | 100   |
| 32 | Woheka  | 35   | 37   | 21   | 15   | 113   |
| 33 | Wokalu (Wokulu)   | 2    | 3    | 5    | 5    | 15    |
| 34 | Wonjia  | 56   | 41   | 31   | 22   | 150   |
| 35 | Ekonjo  | 32   | 30   | 28   | 10   | 100   |
| 36 | Boando  | 29   | 38   | 27   | 16   | 112   |
| 37 | Bonjongo  | 455  | 755  | 310  | 230  | 1750  |
| 38 | Wanjawa   | 20   | 45   | 25   | 10   | 100   |
| 39 | Wosenge (Wosinge)   | 40   | 69   | 28   | 13   | 150   |
| 40 | Boana   | 100  | 200  | 71   | 39   | 410   |
| 41 | Bojoke  | 150  | 200  | 80   | 70   | 500   |
| 42 | Ewongo  | 200  | 320  | 380  | 100  | 1,000 |
| 43 | Wongala   | 43   | 64   | 51   | 34   | 190   |
| 44 | Wotutu  | 200  | 320  | 380  | 100  | 1,000 |
| 45 | Mapanja   | 230  | 198  | 289  | 54   | 771   |
| 46 | Sasse   | 60   | 70   | 40   | 30   | 200   |
| 47 | Bwiyuku   | 1800 | 3200 | 1000 | 375  | 6,375 |
| 48 | Na'anga   | 200  | 300  | 80   | 150  | 730   |
| 49 | <u>Buea Town</u>  | 2000 | 3800 | 3000 | 600  | 8,400 |

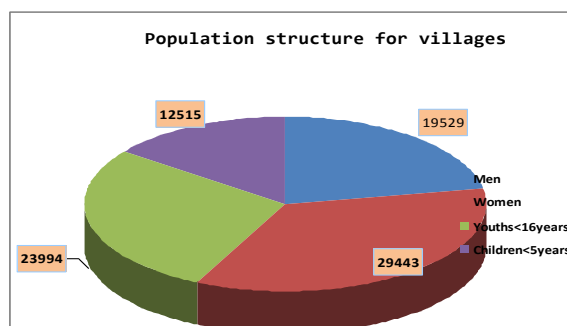
|    |  |               |               |               |               |                |
|----|--|---------------|---------------|---------------|---------------|----------------|
|    | <ul style="list-style-type: none"> <li>• Mokunda</li> <li>• Vasingi</li> <li>• Wanyalyonga</li> <li>• Wondongo-wanyamolio</li> <li>• Wanyaemongo</li> </ul>  |               |               |               |               |                |
| 50 | Lower Wonganjo   | 50            | 80            | 80            | 60            | 270            |
| 51 | Mwangai  | 22            | 16            | 28            | 14            | 80             |
| 52 | Bokova Village   | 75            | 125           | 200           | 100           | 500            |
| 53 | Soppo Likoko   | 72            | 130           | 100           | 70            | 372            |
| 54 | Musaka   | 50            | 100           | 30            | 20            | 200            |
| 55 | Bolifamba: <ul style="list-style-type: none"> <li>• Upper Bolifamba</li> <li>• Lower Bolifamba</li> </ul>  | 2000          | 4000          | 6000          | 3000          | 15,000         |
| 56 | Wonya Mavio  | 400           | 600           | 1200          | 800           | 3,000          |
| 57 | Bongala  | 20            | 60            | 80            | 40            | 200            |
| 58 | Busumbu  | 40            | 69            | 28            | 13            | 150            |
| 59 | Upper Boando   | 35            | 29            | 9             | 7             | 79             |
| 60 | <u>Buea Station:</u> <ul style="list-style-type: none"> <li>• Old government station</li> <li>• Stranger East</li> <li>• Stranger West II: Bonaberi</li> <li>• Clerks quarters</li> <li>• Government residential area</li> </ul> | 4324          | 5608          | 3255          | 2813          | 16,000         |
| 61 | Great Soppo mokongo  | 6166          | 7579          | 5581          | 2674          | 22,000         |
| 62 | - Upper Muea<br>- Lower Muea   | 10421         | 12097         | 6522          | 3835          | 32,875         |
| 63 | - Molyko<br>- Wokoko   | 9785          | 10785         | 5962          | 3468          | 30,000         |
| 64 | Likoko Membea  | 800           | 1000          | 650           | 400           | 2,850          |
|    | <b>Total estimates</b>   | <b>50,274</b> | <b>66,506</b> | <b>45,866</b> | <b>25,678</b> | <b>188,324</b> |





| Table 4: Population of villages (Men, Women & Children) |                      |                   |                     |       |      |       |
|---|----------------------|-------------------|---------------------|-------|------|-------|
| #   | villages             | Men<br>(Above 16) | Women<br>(Above 16) | < 16  | < 5  | Total |
| 1   | Bokoko               | 100               | 80                  | 70    | 50   | 300   |
| 2   | Bokwaongo            | 423               | 594                 | 492   | 212  | 1721  |
| 3   | Small Soppo Wunganga | 1,800             | 3,000               | 1,000 | 200  | 6,000 |
| 4   | Small Soppo Woteke   | 80                | 130                 | 100   | 90   | 400   |
| 5   | Wovila               | 50                | 100                 | 80    | 130  | 360   |
| 6   | Bonakanda            | 400               | 750                 | 750   | 300  | 2,200 |
| 7   | Wotolo               | 120               | 200                 | 100   | 80   | 500   |
| 8   | Bova I               | 150               | 200                 | 100   | 50   | 500   |
| 9   | Bova II              | 170               | 250                 | 120   | 60   | 600   |
| 10  | Bulu                 | 120               | 200                 | 100   | 80   | 500   |
| 11  | Bwassa               | 50                | 80                  | 40    | 130  | 300   |
| 12  | Ewonda               | 35                | 19                  | 30    | 26   | 110   |
| 13  | Likombe              | 100               | 120                 | 80    | 76   | 376   |
| 14  | Wolikawo             | 130               | 160                 | 60    | 50   | 400   |
| 15  | Mevio                | 30                | 60                  | 40    | 20   | 150   |
| 16  | Vesoa                | 30                | 65                  | 40    | 15   | 150   |
| 17  | Boanda               | 700               | 300                 | 300   | 200  | 1500  |
| 18  | Bokwai               | 184               | 290                 | 166   | 124  | 800   |
| 19  | Bomaka               | 400               | 600                 | 1200  | 800  | 3000  |
| 20  | Bonduma              | 1545              | 2154                | 1245  | 1056 | 6000  |
| 21  | Bwiteva              | 100               | 180                 | 80    | 70   | 330   |
| 22  | Bwitingi             | 175               | 267                 | 162   | 146  | 750   |
| 23  | Dibanda              | 2000              | 2500                | 2000  | 1500 | 8000  |
| 24  | Ekande               | 100               | 80                  | 70    | 50   | 300   |
| 25  | Lyongo               | 83                | 97                  | 76    | 44   | 300   |
| 26  | Lower & Upper Bokova | 129               | 191                 | 92    | 61   | 500   |
| 27  | Lysoka Bwielei       | 35                | 55                  | 40    | 30   | 160   |
| 28  | Lysoka Wombaki       | 250               | 500                 | 180   | 200  | 1,130 |
| 29  | Maumu                | 800               | 1200                | 1400  | 600  | 4000  |
| 30  | Musaka Natives       | 50                | 100                 | 30    | 20   | 200   |
| 31  | Bokova Village       | 75                | 125                 | 200   | 100  | 500   |
| 32  | Upper Wonganjo       | 51                | 78                  | 61    | 24   | 215   |
| 33  | Wokaka               | 22                | 38                  | 23    | 17   | 100   |
| 34  | Wokeka               | 35                | 37                  | 21    | 15   | 113   |
| 35  | Wokulu               | 2                 | 3                   | 5     | 5    | 15    |
| 36  | Wonjia               | 56                | 41                  | 31    | 22   | 150   |
| 37  | Ekonjo               | 32                | 30                  | 28    | 10   | 100   |
| 38  | Upper Boando         | 35                | 29                  | 9     | 7    | 79    |
| 39  | Bonjongo             | 455               | 755                 | 310   | 230  | 1750  |
| 40  | Wanjava              | 20                | 45                  | 25    | 10   | 100   |
| 41  | Wosinge              | 40                | 69                  | 28    | 13   | 150   |

|    |   |               |               |               |               |               |
|----|---|---------------|---------------|---------------|---------------|---------------|
| 42 | Boana   | 100           | 200           | 71            | 39            | 410           |
| 43 | Bojoke  | 150           | 200           | 80            | 70            | 500           |
| 44 | Ewongo  | 200           | 320           | 380           | 100           | 1,000         |
| 45 | Wangala   | 43            | 64            | 51            | 34            | 190           |
| 46 | Wotutu  | 200           | 320           | 380           | 100           | 1,000         |
| 47 | Mapanja   | 230           | 198           | 289           | 54            | 771           |
| 48 | Sasse   | 60            | 70            | 40            | 30            | 200           |
| 49 | Bwiyuku   | 1800          | 3200          | 1000          | 375           | 6,375         |
| 50 | Na'anga   | 200           | 300           | 80            | 150           | 730           |
| 51 | Buea Town:<br>- Mokunda<br>- Wanyalyonga<br>- Wondongo-wanyamolio<br>- Wanyaemongo<br>- Vasingi | 2000          | 3800          | 3000          | 600           | 8,400         |
| 52 | Lower Wonganjo  | 50            | 80            | 80            | 60            | 270           |
| 53 | Mwangai   | 22            | 16            | 28            | 14            | 80            |
| 54 | Bokova Village  | 75            | 125           | 200           | 100           | 500           |
| 55 | Soppo Likoko  | 72            | 130           | 100           | 70            | 372           |
| 56 | Musaka  | 50            | 100           | 30            | 20            | 200           |
| 57 | Bolifamba<br>-Upper Bolifamba<br>-Lower Bolifamba   | 2000          | 4000          | 6000          | 3000          | 15,000        |
| 58 | Wonya Mavio   | 400           | 600           | 1200          | 800           | 3,000         |
| 59 | Bongala   | 20            | 60            | 80            | 40            | 200           |
| 60 | Busumbu   | 40            | 69            | 28            | 13            | 150           |
| 61 | Upper Bwando  | 35            | 29            | 9             | 7             | 79            |
| 61 | Likoko Membea   | 800           | 1000          | 650           | 400           | 2850          |
|    | <b>Total estimates</b>  | <b>19,709</b> | <b>30,653</b> | <b>24,760</b> | <b>12,999</b> | <b>87,084</b> |



| Table 4: Distribution of population by gender |         |       |
|---|---------|-------|
| Male  | 91,990  | 49%   |
| Female  | 95,744  | 51%   |
| total   | 187,734 | 100 % |

The analysis of the population in the council shows that male make up 49% female 51% 102,000 of the population of the municipality.

### 3.4 PRINCIPAL INFRASTRUCTURE BY SECTOR

**Table 5: Principal infrastructure by sector**

| <b>Sector</b>                    | <b>Main Infrastructure</b>   | <b>Location</b>   |
|----------------------------------|--|---|
| Agriculture (MINADER)            | Divisional delegation  | Limbe. Regional Delegation, Buea  |
|                                  | 6 Agric Posts(2 having structures and 4 not yet)   | Bokova, Bojongo, Lysoka, Bonakanda, Bwiyuku, Mile 16.   |
|                                  | Community Education & Action Centre (CIAC)   | Bokova  |
| Basic Education (MINEDUB)        | Divisional delegation  | Limbe. Regional Delegation, Buea.   |
|                                  | Sub divisional delegation  | Buea station  |
|                                  | Nursery & primary schools, some requiring toilets, tap water, benches, and permanent structures. | 15 government nursery, 5 confessional, 21 lay private schools.<br>32 public primary schools & 5 GTTC, 19 confessional, 35 lay private |
| Secondary Education (MINESEC)    | Divisional Delegation  | Limbe. Regional delegation<br>Sub Inspectorate at Buea  |
|                                  | Government, confessional & lay private secondary & High schools                                  | All urban space. Accessible to 75% of the village pupil. 1 Teacher training college with some semi structures.                        |
| MINFOF; MINEP                    | Divisional delegation  | Limbe. Regional Delegation, Buea.<br>Forestry post at Muea.   |
| Livestock (MINEPIA)              | Sub delegation   | Buea  |
|                                  | Divisional delegation  | Limbe   |
|                                  | Regional delegation  | Buea  |
| MINPMEEA                         | Regional & Divisional delegation   | Limbe   |
| MINCOMMERCE                      | Divisional & Regional delegation   | Limbe   |
|                                  | Markets<br>Stalls under construction   | Buea town, Muea, Bokwaongo, Lysoka<br>Bongo square, Mile 17, Buea station   |
| MINIMIDT; MINEE                  | Divisional & Regional delegation   | Limbe   |
|                                  | Cam Water & AES Sonel  | Buea commercial offices   |
| MINPROFF                         | Divisional Delegation  | Limbe   |
|                                  | Regional Delegation  | Buea  |
|                                  | Women empowerment centre   | Buea station  |
|                                  | Sub Divisional Delegation  | Buea  |
| Public Health (MINSANTE)         | Regional hospital Annex  | Buea  |
|                                  | District Health Office   | Buea  |
|                                  | Integrated health centers  | 11(Bojongo, Likombe, Bova, Bokwaongo, Buea Town, Muea, Bonakanda, Bokova, Lysoka, Mile 16, Molyko); Other illegal.                    |
|                                  | 1 PMI  |   |
| Youth & Civic Education (MINJEC) | Divisional Office  | Limbe   |
|                                  | Regional & Sub Divisional office   | Buea  |
|                                  | Youth & Animation Centre   | Buea station  |

|                               |  |  |
|-------------------------------|--|--|
| Social Affairs (MINAS)        | Divisional<br>Sub Division & Regional Delegation<br>Boarstal Institute<br>Bulu blind centre  | Limbe<br>Buea<br>Buea<br>Buea                                      |
| MINRESI                       | Regional delegation  | Molyko, Buea   |
| MINESUP                       | University of Buea   | Buea   |
| MINTP                         | Regional & Divisional Delegation<br>paved & Untarred roads<br>Public works school  | Limbe<br>Buea Municipality<br>Buea                                 |
| MINDUH;<br>MINTOUR            | Divisional office<br>Regional delegation<br>17 classified & several unclassified hotels  | Limbe<br>Buea<br>Buea Municipality                                 |
| (Housing & Town planning)     | Divisional delegation<br>Regional delegation<br>Government Residential: CAMSIC, Police, warder & Army barracks. Clerks' quarters, Government Residential houses. Council staff quarters. | Limbe<br>Buea<br>Buea  |
| Land & Surveys                | Divisional delegation<br>Regional Delegation   | Limbe<br>Buea  |
| Communication                 | Divisional delegation<br>Regional delegation<br>Radio & Television houses  | Limbe<br>Buea<br>Buea station, Bonakanda, Molyko                   |
| MINTRANS;<br>MINEFOP          | Divisional Delegation<br>Regional Delegation<br>IVTC; COIC., GTHS ,  | Limbe<br>Buea<br>Buea  |
| Arts & Culture                | Regional delegation. Central Archives. AFC. Community halls  | Buea<br>Few villages   |
| Sports and Physical Education | Sub divisional & Regional Del.<br>Municipal stadium, Omni sport, lawn tennis & basket ball courts  | Buea<br>Limbe<br>Buea  |
| MINEPAT                       | Divisional<br>Regional delegation  | Limbe<br>Buea  |
| Finances                      | Treasury & Finance control<br>Taxation service   | Divisional office, Limbe<br>Regional office, Buea. Buea tax office |

### 3.5 ASSETS, POTENTIALS AND CONSTRAINTS OF THE MUNICIPALITY

Buea Municipality has a variety of natural features suitable for tourism and requiring adequate attention. The assets and potentials of these structures are represented in table 4 hereunder.

| Table 6: Assets, potentials & constraints |   |   |
|---|---|---|
| ASSETS                                    | POTENTIALS  | CONSTRAINTS   |
| Fauna                                     | Existence of a great variety of birds species good for bird watching (tourism) & research. Ex: Cameroon Mountain Francolin (endemic species), Splendid Sunbird, Black Kite, Allied Hornbill, Pigmy Kingfisher, Pin Tailed Whydah, Blue Turaco Eagle, Uncountable lizards, and chameleons. | Bush & hunting fires destroy natural foods and habitat. Rapid population growth and intense human activities. |
| Flora                                     | Great species of plants (research & tourism) e.g. <i>Prunus Africana</i>  | Bush & hunting fires. Population expansion.   |
| Mountain & lava                           | Scenic views (tourism); cable cars; Stones and quarries (constructions)   | Mitigated threat of volcanic activity   |
| Savanna                                   | Grass for grazing & home for fauna  | Bush & hunting fires  |
| Volcanic soil                             | Good for organic agriculture  | Population and urban expansion  |
| Water catchment sources                   | Irrigation for extensive agriculture<br>Sustainable drinking water.   | Human activity.<br>Bush & hunting fire<br>Existence of pine trees that absorb soil water.                     |

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

### 4.1. Council Institutional Diagnosis

#### STRENGTHS, WEAKNESSES, OPPORTUNITIES & THREATS

##### A. Human Resources

Buea council strength in the area of human resources lies on the size of the council staff of 128 workers. In spite of the size, the council is very weak in terms of core competencies and professionalism. Over 2/3 of these staff members have never received formal professional training related to their duties and responsibilities. They rely only on learning-by-doing. Other HR management issues are:

- Low motivation or absent of incentives
- Absent of adequate development workers for decentralized activities.
- New development worker needs to be quickly empowered.
- Weak development planning and management skills.
- No staff development policy and career plan.
- No HR strategic plan.

##### B. Management of financial resources

There are positive signs indicating an improvement in the financial management of Buea council, particularly for the past three financial years. For instance, blind budgeting is gradually reducing, investment budget is increasing steadily and budgeting norms are respected. Nevertheless, Buea council is experiencing an acute problem in revenue collection. This usually leads to serious challenges regarding budget implementation. These difficulties and other aspects noticed is manifested in many ways:

- Significant increase in revenue from 298,339,737(2009) to 366,618,807(2010) an increase of 68,279,070(23.2%)
- A whopping increase in council surplus declared from 1,107,326(2009) to 5,249,040(2010) an increase of 4,141,714(374%).
- Council income is by far less than anticipated amount for projects and recurrent cost.

#### C. Management of council property

Buea council has a great number of assets such as buildings, which provide office space and residence for some staff; machines; equipment; and vehicles. While there is no evidence of property management policy within the council, the stores accountant is designated to keep track of physical resources.

Records of these assets (buildings, equipment and vehicles) are available indicating location, number, type, year acquired, funding source and current state. Keeping good records is a sure way of proper management. Complete absence of some official ownership documents such as deeds, land and building titles. However, insufficient funds prevent the council from maintaining all broken assets.

- Not all buildings have been rehabilitated.
- Heavy duty vehicles for public works are not all functioning
- Some property (for example, public toilets) is not currently used.

#### D. Management of relations

The council enjoys a very warm and cordial relationship with the supervisory authorities especially during routine activities like budgeting session and approval of some expenditures of the council.

Apart from sanitation services where the council collaborates with the District hospital, there are no planned activities that directly involve technical services. The council has benefited from FEICOM but strategies needs to be put in place to increase benefits. Other difficulties related to relations are as follows:

- No formal relations with civil society
- Absence of cooperation for local economic development
- No formal relationship with traditional and religious authorities
- No functional south-south and north-south cooperation.
- Poor perception of council by citizens.
- Ambivalent relation between council and technical services (even decentralized sectors).

#### **Analysis of the council's human resource:**

**Strengths:** The Buea council is made up of youthful staff that have the energy and tenacity to carry out the responsibility given to them. It is also made of few old age staff with much experience to impact the young staff. The general administrative setup is a mixture of the young and the old, enabling the harmonization of new and experienced ideas.

**Weakness:** the council has many staff under a particular function or job description without leaders or head such as the general head of toll collectors or head of all general labor, thus causing poor communication flow. Without this the general supervisor will be charged with much responsibility.

**Opportunities:**

- The Buea council is with endowed graduates from the Buea University and other higher institutions around. The presence of these institutions is an opportunity for the council to carry out the capacity building of her staff.
- The council should make use of her human resource which is really youthful and place them on strategic positions that require a lot of energy.
- With the presence of local support organizations, the council can work in close collaboration with them as partners for the realizations of her projects

**Threats:** There are good number of staff who are getting to their retirement age thus the council need to revisit its human resource planning strategy to avoid inefficiency and discontinuity of administrative functioning. Where social security is not guaranteed in its entity, the staff might not put in their all.

**Table 7: CID Summary - Strengths, Weaknesses, Opportunities & threats.**

| Item                           | Strengths   | Weakness   | Opportunities   | Threats  |
|--------------------------------|---|--|---|--|
| Human Resources of the council | -Youthful staff with energy & tenacity to execute responsibility.<br>-A few old staff with much experience to transfer to young.<br>-Blend of young & old, staff, harmonization of new & experienced ideas.<br>-staff numbers(128)<br>-Regularly paid salaries<br>-Available housing for some staff | -Many staff under single job description without team leader.<br>- Existence of some ineffective staff (Gaps /Training Needs Assessment)<br>- Absence of Staff development Policy, HR & Career Plan.<br>-Insufficient training for councilors.<br>-Disgruntle councilors<br>-Some indiscipline staff | -Municipality endowed with experts (retired & active) & volunteers available for inputs, capacity building on HR issues.<br>- Available Institutions for working partnership exchange. CEFAM, ADCOME GREMPCO, PAIDWA, ENSTP, UB, etc. | -Staff getting to retirement age, urgent need to revisit HR planning strategy to avoid discontinuity of function.<br>- Existing councilor camps & a few unhappy staff. |



|   |   |  |   |   |
|---|---|--|---|---|
| <b>Financial resources of the council</b> | <ul style="list-style-type: none"> <li>- Financial autonomy</li> <li>- Available GoC, FEICOM support to be harnessed.</li> <li>-Trained, experience Finance &amp; Treasury staff.</li> <li>-Available local markets, population, entrepreneurs for collection of direct/ indirect tax, fiscal revenue.</li> <li>-Available tools &amp; finance management documents</li> <li>- Available taxation services</li> <li>-Well kept records</li> </ul> | <ul style="list-style-type: none"> <li>- Much expenditure on Household &amp; disposable equipments</li> <li>-Involvement in Many annual activities that require &amp; consume much money.</li> <li>-Insufficient funds for projects.</li> <li>- Absence of resource mobilization organ at the council.</li> <li>-Inadequate exploitation of available revenue sources</li> <li>- No updated tax payers' list.</li> </ul> | <ul style="list-style-type: none"> <li>-Available National &amp; international NGO, CBO, CSO for partnership.</li> <li>-Growing population &amp; business atmosphere for good tax base.</li> <li>-Available financial management software to be exploited.</li> </ul> | <ul style="list-style-type: none"> <li>-High direct &amp; indirect taxes causing shops, enterprises to close down or go clandestine &amp; also discourages investment.</li> <li>-Many competitors.</li> </ul> |
| <b>Council Assets</b>                     | <ul style="list-style-type: none"> <li>-Available "soft" &amp; "had" equipments, material.</li> <li>-Vehicles, buildings &amp; markets.</li> <li>-Available council land</li> </ul>   | <ul style="list-style-type: none"> <li>-Many uncompleted structures give picture of waste of resources.</li> <li>- Limited project land</li> <li>- no depreciation value for assets.</li> </ul>  | <ul style="list-style-type: none"> <li>-Available land for expansion</li> <li>- Possibility for exchange of services with stake holders within &amp; out</li> </ul>   | <ul style="list-style-type: none"> <li>-Need to envisage depreciation &amp; replacement.</li> <li>-Need for ownership documents.</li> </ul>   |
| <b>Relations</b>                          | <ul style="list-style-type: none"> <li>- Strong Leadership.</li> <li>-Good working relationship with MINATD, FEICOM, GIZ, PNDP</li> </ul>   | <ul style="list-style-type: none"> <li>-No formal relations with civil society</li> <li>-Absence of cooperation for local economic development</li> <li>- No formal relationship with traditional &amp; religious authorities.</li> <li>- No functional south-south &amp; north-south cooperation.</li> <li>-Ambivalent relation with Technical services (even decentralized sectors).</li> </ul>                        | <ul style="list-style-type: none"> <li>Presence of institutions &amp; Organizations</li> </ul>  | <ul style="list-style-type: none"> <li>Existing differences amongst councilors</li> <li>-Distance to SDO &amp; Sectoral heads.</li> </ul>   |

## 4.2 COMMON PROBLEMS AND NEEDS IDENTIFIED PER SECTOR

**Table 8: common problems & Needs Identified per Sector**

| <b>Sector 1: Livestock, Fisheries and Animal Husbandry</b> |   |   |  |   |
|--|---|---|--|---|
| #  | Core Problem                            | Causes  | Effects  | Needs   |
| 1  | Poor management of Livestock structures | <ul style="list-style-type: none"> <li>• Inappropriate waste disposal mechanism, techniques &amp; Insufficient water.</li> <li>• Inappropriate infrastructure</li> <li>• No maintenance.</li> </ul> | <ul style="list-style-type: none"> <li>• High contamination of environment.</li> <li>• Spread of diseases (cholera, etc); poverty; deaths.</li> <li>• Frequent expenditures on hospital bills</li> <li>• Dilapidating slaughter house</li> </ul> | <ul style="list-style-type: none"> <li>• Construct modern slaughter house</li> <li>• Creation of separate adaptable livestock sections in markets.</li> <li>• Educate stakeholders on waste management procedures.</li> <li>• Provide capital &amp; training to farmers</li> <li>• Assist in vaccination campaign against animal diseases like rabies in dogs.</li> </ul> |
| 2  | Low animal & bird production            | <ul style="list-style-type: none"> <li>• Insufficient capital.</li> <li>• Inadequate training &amp; organization of the sector.</li> </ul>  | <ul style="list-style-type: none"> <li>• Low protein diet &amp; deficiency diseases.</li> <li>• High cost of meat.</li> <li>• Inadequate revenue generated from sector</li> </ul>  | <ul style="list-style-type: none"> <li>• Provision of loan &amp; subsidies.</li> <li>• Increase field technicians to advice, encourage &amp; help farmers.</li> <li>• Strengthen associations and networks.</li> </ul>  |

## **Sector 2: Territorial Administration & Decentralization**

| # | Core problem            | Causes   | Effects   | Needs   |
|---|-------------------------|--|---|---|
| 1 | High rate of insecurity | <ul style="list-style-type: none"> <li>• Insufficient security resources</li> <li>• Inadequate policies</li> <li>• High urban population &amp; unemployment rate.</li> <li>• Corruption &amp; frequent release of criminals</li> </ul> | <ul style="list-style-type: none"> <li>• Population harassments.</li> <li>• loss of properties and life</li> <li>• High rate of theft &amp; arm robbery.</li> </ul> | <ul style="list-style-type: none"> <li>• Construction of a police post and increase of resources</li> <li>• Re - strengthen policies</li> </ul> |

**Sector 3 Basic Education**

| # | Core problem                              | Causes  | Effects  | Needs   |
|---|---|---|--|---|
| 1 | Limited access to quality Basic Education | <ul style="list-style-type: none"><li>• Insufficient qualified teachers</li><li>• Insufficient classrooms</li><li>• Insufficient latrines &amp; water point.</li><li>• Limited equipment &amp; furniture</li><li>• Limited access to didactic materials</li><li>• No or absence of play ground.</li></ul> | <ul style="list-style-type: none"><li>• Declining performance &amp; quality of education.</li><li>• Increase spread of contagious &amp; water borne diseases.</li><li>• Persisting illiteracy.</li></ul> | <ul style="list-style-type: none"><li>• Construct additional classrooms</li><li>• renovate dilapidated structures</li><li>• Supply didactic materials &amp; other school needs.</li><li>• Equip school (desk, tables, chairs for teachers)</li><li>• Construct water points, latrines, libraries and recreational facilities.</li></ul> |

**Sector 4 Secondary Education**

| # | Core problem                                  | Causes  | Effects  | Needs   |
|---|---|---|--|---|
| 1 | Limited access to quality secondary education | <ul style="list-style-type: none"><li>• Insufficient classrooms</li><li>• Dilapidated structures</li><li>• Absence &amp; insufficient ICT.</li><li>• Insufficient quality staff</li><li>• Limited access to didactic materials.</li><li>• Absence &amp; un-updated library</li><li>• Insufficient latrines and water points in schools.</li></ul> | <ul style="list-style-type: none"><li>• Limited socio-professional reinsertion of youths</li><li>• Increasing rate of STD &amp; juvenile activities.</li><li>• Declining performance &amp; quality in public schools.</li><li>• Increasing drop out</li><li>• Rural exodus</li></ul> | <ul style="list-style-type: none"><li>• Construct additional classrooms space</li><li>• Renovate dilapidated structures</li><li>• Increase supply of didactic material &amp; ICT infrastructures.</li><li>• Construct water points, latrines, libraries and recreational facilities.</li><li>• Improve student/teacher ratio.</li><li>• Increase vocational &amp; professional establishments</li></ul> |

### Sector 5: Environment & Nature protection

| No | Core problem                           | Causes   | Effects   | Needs  |
|----|--|--|---|--|
| 1  | High rate of environmental degradation | <ul style="list-style-type: none"> <li>Defective mapping &amp; protection of environment.</li> <li>Poor management of natural resources.</li> <li>Imperfect disposal of human &amp; household waste.</li> <li>Unsustainable exploitation of wood, medicinal plants &amp; wildlife.</li> <li>Population expansion &amp; intense human activity.</li> <li>Increase destruction of wildlife habitat.</li> </ul> | <ul style="list-style-type: none"> <li>Drastic climate variations.</li> <li>Increase pollution.</li> <li>Gradual extinction of species.</li> <li>Low standard of living.</li> </ul> | <ul style="list-style-type: none"> <li>Educate communities on sustainable resource management</li> <li>Sensitize population on waste disposal &amp; management.</li> <li>Partner with CDC, CTE, other agro plantations, National &amp; International organizations.</li> </ul> |

### Sector 6: Public Health

| # | Core problem                                   | Causes   | Effects   | Needs  |
|---|--|--|---|--|
| 1 | Limited access to quality Health care services | <ul style="list-style-type: none"> <li>Insufficient equipment &amp; qualified medical personnel.</li> <li>Low patient/doctor ratio</li> <li>Incomplete coverage of the council area.</li> <li>Limited access to essential drugs.</li> <li>Unhealthy cultural practices</li> <li>High cost for health care.</li> <li>Financial difficulties.</li> </ul> | <ul style="list-style-type: none"> <li>High prevalence of diseases.</li> <li>Auto medication</li> <li>Continuous deaths from curable diseases.</li> <li>Drop in per capital income</li> <li>Low average life expectancy age.</li> </ul> | <ul style="list-style-type: none"> <li>Recruit &amp; distribute more qualified medical personnel.</li> <li>Train staff on patient focus management ethics.</li> <li>Sensitize communities on basic hygiene, health issues &amp; essence of Mutual Health Insurance Scheme.</li> <li>Renovate dilapidated structures.</li> <li>Construct to create more hospital space.</li> <li>Equip health centers ( beds, refrigerators, laboratory equipment, staff lodging, etc)</li> <li>Empower NGOs &amp; Intensify Community outreach programmes &amp; activate mobile health centers.</li> <li>Support &amp; Reinforce Mutual Health Activities &amp; campaign.</li> </ul> |

## Sector 7: Water & Energy

| # | Core problem                        | Causes  | Effects  | Needs  |
|---|-------------------------------------|---|--|--|
| 1 | Poor access to electricity supply   | <ul style="list-style-type: none"> <li>• No access to electricity supply in some areas.</li> <li>• Frequent shortage of electricity supply.</li> <li>• No functional community generator.</li> <li>• Poorly mobilized communities.</li> <li>• Low voltage and power supply.</li> <li>• Expensive and wearisome services.</li> </ul> | <ul style="list-style-type: none"> <li>• High rate of insecurity.</li> <li>• High expenditure on fuel for personal generators.</li> <li>• Reduced economic activities.</li> <li>• Difficult usage of electrical appliances.</li> <li>• Difficult access and usage of new technologies.</li> <li>• Difficulties to study or work at night.</li> </ul> | <ul style="list-style-type: none"> <li>• Mobilize and lobby support for community electricity scheme.</li> <li>• Seek subsidized, green and renewable energy schemes to aid local communities and the council in public lightings.</li> <li>• Reorganize &amp; harmonize distribution.</li> <li>• Improve &amp; extend street lightings.</li> <li>• Educate communities on waste management techniques.</li> </ul> |
| 2 | Poor access to quality water supply | <ul style="list-style-type: none"> <li>• Frequent water cut.</li> <li>• Absence of planning to meet increasing population.</li> <li>• Consumption of water from poorly treated sources</li> <li>• Poorly mobilized communities.</li> </ul>  | <ul style="list-style-type: none"> <li>• High prevalence of water borne diseases.</li> <li>• High expenditure on mineral water.</li> <li>• Waste of useful time and energy in procuring water.</li> <li>• Expensive watering of flowers and gardens</li> </ul>   | <ul style="list-style-type: none"> <li>• Protect water catchments.</li> <li>• Refurbish existing water distribution facilities.</li> <li>• Reorganize &amp; harmonize distribution into neighborhoods.</li> <li>• Sensitize communities.</li> </ul>  |

| Sector 8: Tourism and Leisure |   |  |  |   |
|-------------------------------|---|--|--|---|
| #                             | Core problem                                      | Causes   | Effects  | Needs   |
| 1                             | insufficient exploitation of touristic potentials | <ul style="list-style-type: none"> <li>• Absence of holistic approach to Tourism.</li> <li>• Lack of promotion of potentials.</li> <li>• Unharnessed structures.</li> <li>• No support from central government.</li> <li>• Unorganized sector &amp; untrained practitioners</li> </ul> | <ul style="list-style-type: none"> <li>• Chaotic exploitation.</li> <li>• Limited revenue from tourism activities.</li> <li>• Jobless mountaineers and cultural guides.</li> </ul> | <ul style="list-style-type: none"> <li>• Develop aggressive policies.</li> <li>• Identify touristic sites.</li> <li>• Reorganize facilities, sector &amp; actors.</li> <li>• Secure partnership to rehabilitate touristic sites.</li> <li>• Organize annual cultural &amp; tourism festival.</li> </ul> |

#### Sector 9 Arts & Culture

| # | Core problem                                  | Causes  | Effects   | Needs   |
|---|---|---|---|---|
| 1 | High rate of deterioration of cultural values | <ul style="list-style-type: none"> <li>• Uncontrolled urbanization.</li> <li>• Absence of annual cultural festivals</li> <li>• Absence of protected shrines &amp; documentation of historic events/facts.</li> <li>• Absence of community halls</li> <li>• Poor community mobilization.</li> <li>• Absence of support to private initiatives</li> </ul> | <ul style="list-style-type: none"> <li>• Loss of cultural values.</li> <li>• No cultural contribution in economic growth of families &amp; communities.</li> <li>• Influx of foreign cultural values.</li> <li>• Consequences of liberal education</li> </ul> | <ul style="list-style-type: none"> <li>• Construct community halls in critical villages.</li> <li>• Organize joint annual cultural festival alongside mountain race.</li> <li>• Provide support and scholarships to high initiatives with cultural values and impact.</li> <li>• Delimit, protect &amp; add value to sites and structures.</li> </ul> |

**Sector 10: Agriculture**

| # | Core problem                 | Causes  | Effects  | Needs   |
|---|------------------------------|---|--|---|
| 1 | Low agriculture productivity | <ul style="list-style-type: none"> <li>• Inadequate farming skills</li> <li>• Insufficient Land.</li> <li>• Insufficient technical personnel.</li> <li>• Weak organizational &amp; financial capacity of producers.</li> <li>• Limited access to improved agricultural inputs.</li> </ul> | <ul style="list-style-type: none"> <li>• Low income levels &amp; standard of life.</li> <li>• Limited variety.</li> <li>• Low harvest despite rich soils.</li> <li>• High cost of food.</li> </ul> | <ul style="list-style-type: none"> <li>• Provide agricultural inputs and loans.</li> <li>• Delimit land for agriculture and encourage youth participation.</li> <li>• Train actors on new techniques and need for varieties.</li> <li>• Initiate “win win” small holders schemes with CTE &amp; CDC.</li> </ul> |

**Sector 11: State property and land tenure**

| # | Core problem                                  | Causes   | Effects  | Needs  |
|---|---|--|--|--|
| 1 | High insecurity of state & community property | <ul style="list-style-type: none"> <li>• Absence of deed for state, community &amp; private property.</li> <li>• Poor community sensitization on the importance of land titles.</li> <li>• Intense population growth &amp; expansion</li> <li>• Haphazard land use.</li> </ul> | <ul style="list-style-type: none"> <li>• Illegal possession and chaotic occupation of land.</li> <li>• Conflicts amongst communities, individuals</li> <li>• Limited revenue &amp; royalties generated from natural resources, property ownership and transfer taxes.</li> </ul> | <ul style="list-style-type: none"> <li>• Sensitize population on land issues.</li> <li>• Facilitate access to title deeds.</li> <li>• Adequate delimitation &amp; planning of land.</li> </ul> |

**Sector 12 Housing and Urban development**

| # | Core problem       | Causes   | Effects   | Needs  |
|---|--------------------|--|---|--|
| 1 | Poor town planning | <ul style="list-style-type: none"> <li>• Non respect of existing town planning policies.</li> <li>• Inadequate means to re plan &amp; implement policies.</li> <li>• Absence of highly skilled town planning services in council.</li> </ul> | <ul style="list-style-type: none"> <li>• Environmental pollution &amp; poor waste disposal.</li> <li>• High rate of water borne diseases.</li> <li>• Frequent fire disasters.</li> <li>• Ill adapted houses.</li> </ul> | <ul style="list-style-type: none"> <li>• Work with NGOs to sensitize communities on proper waste disposal.</li> <li>• Redesign town to suit growth trends (Municipal order).</li> <li>• Update &amp; strengthen town planning services.</li> </ul> |



|  |   |  |  |   |
|--|---|--|--|---|
|  |   | <ul style="list-style-type: none"> <li>• Haphazard house constructions.</li> <li>• Inadequate waste management plan.</li> </ul>  |  | <ul style="list-style-type: none"> <li>• Encourage use of materials adapted to environment.</li> </ul>  |
| <b>Sector 13 Forestry and Wildlife</b> |   |  |  |   |
| <b>#</b>                               | <b>Core problem</b>                                 | <b>Causes</b>  | <b>Effects</b>   | <b>Needs</b>  |
| 1                                      | High rate of deforestation & extinction of species. | <ul style="list-style-type: none"> <li>• Illegal exploitation of resources</li> <li>• Insufficient administrative control measures and means.</li> <li>• Poor knowledge of forestry laws.</li> <li>• Illegal hunting of animal species.</li> <li>• Traditional farming methods.</li> </ul> | <ul style="list-style-type: none"> <li>• Destruction of biodiversity.</li> <li>• Climate change.</li> <li>• Disappearance of rare species.</li> <li>• Drying up of water sources.</li> </ul>   | <ul style="list-style-type: none"> <li>• Increase number of technical staff in forest posts.</li> <li>• Sensitize on forestry laws.</li> <li>• Partner with National &amp; International organizations.</li> <li>• Provide alternative income sources to communities.</li> </ul>  |
| <b>Sector 14: Higher Education</b>     |   |  |  |   |
| <b>#</b>                               | <b>Core problem</b>                                 | <b>Causes</b>  | <b>Effects</b>   | <b>Needs</b>  |
| 1                                      | insufficient access to quality Higher Education     | <ul style="list-style-type: none"> <li>• Absence of professional educational facilities &amp; programs.</li> <li>• Insufficient financial means of parents.</li> <li>• Lack of orientation from qualified and educated elite.</li> </ul>   | <ul style="list-style-type: none"> <li>• Difficult access to socio professional training.</li> <li>• High educational fees.</li> <li>• Increasing University drop outs of talents for scamming, prostitution and quick alternative money activities.</li> <li>• Juvenile delinquency.</li> <li>• Under development.</li> </ul> | <ul style="list-style-type: none"> <li>• Identify &amp; offer scholarships to youths with high abilities and/or needy background.</li> <li>• Provide materials and support to special skills clubs and associations.</li> <li>• Partner with foreign cities &amp; universities for skills exchanges &amp; technology transfer.</li> </ul> |

### Sector 15 Public Works

| # | Core problem               | Causes  | Effects   | Needs   |
|---|----------------------------|---|---|---|
| 1 | Poor construction of Roads | <ul style="list-style-type: none"> <li>• Poor drainage system.</li> <li>• Poorly constructed infrastructures.</li> <li>• Insufficient resources &amp; facilities.</li> <li>• Inadequate quality control &amp; supervision.</li> </ul> | <ul style="list-style-type: none"> <li>• Waste of valuable project resources.</li> <li>• Difficult access to villages.</li> <li>• Difficult farm to market access.</li> <li>• Stagnating poverty level despite government efforts.</li> </ul> | <ul style="list-style-type: none"> <li>• Acquire council equipment for secondary roads construction and maintenance.</li> <li>• Construct related topography drainage system.</li> <li>• Urgently open exit roads out of town and villages.</li> <li>• Construct embankments to protect high risk zones.</li> </ul> |

### Sector 16 Social Affairs

| # | Core problem                      | Causes  | Effects  | Needs  |
|---|-----------------------------------|---|--|--|
| 1 | Limited access to social services | <ul style="list-style-type: none"> <li>• Inadequate &amp; volatile data base of vulnerable &amp; physically challenge persons.</li> <li>• Insufficient resources for the sector.</li> </ul> | <ul style="list-style-type: none"> <li>• Lack of assistance</li> <li>• Absence of social infrastructure considerations for physically challenged persons.</li> <li>• Psychological trauma.</li> <li>• Juvenile delinquency.</li> </ul> | <ul style="list-style-type: none"> <li>• Construct &amp; equip psycho-social centers.</li> <li>• Recruit social workers to be at their disposal and to offer psycho-social assistance to them when need be.</li> <li>• Establish &amp; update list of vulnerable.</li> <li>• Initiate partnership with specialized NGOs, Government centres.</li> <li>• Increase resources for the sector.</li> <li>• Make infrastructural considerations in all future public works.</li> </ul> |

### Sector 17: Women Empowerment & the Promotion of the family

| # | Core problem                          | Causes   | Effects  | Needs   |
|---|---------------------------------------|--|--|---|
| 1 | Marginalization of women and children | <ul style="list-style-type: none"> <li>• Insufficient social structures.</li> <li>• Insufficient &amp; inadequate social facilities.</li> <li>• Inadequate participation of women in development &amp; political issues.</li> <li>• Ignorance of women on their rights.</li> <li>• Cultural values as per roles of women.</li> </ul> | <ul style="list-style-type: none"> <li>• High dependency of women on men.</li> <li>• Parents caring for grand children.</li> <li>• Rural exodus.</li> <li>• Weak economic power of women.</li> <li>• Lack of awareness of opportunities available for women in society.</li> </ul> | <ul style="list-style-type: none"> <li>• Increase sensitization on gender and the family.</li> <li>• Train council and field support Staff on gender mainstreaming &amp; family protection.</li> <li>• Create &amp; equip home economics centers.</li> <li>• Initiate outreach programmes.</li> <li>• Train &amp; support women on income generating activities.</li> <li>• Initiate partnership with local NGOs and institutions.</li> </ul> |

### Sector 18: Youth Affairs & Civic education

| # | Core problem   | Causes  | Effects   | Needs   |
|---|--|---|---|---|
| 1 | Inadequate youth empowerment facilities and programmes | <ul style="list-style-type: none"> <li>• Insufficient trainers &amp; youth animators.</li> <li>• Limited entrepreneurial capacities.</li> <li>• Limited access to funding youth interests.</li> <li>• Funding requiring collaterals.</li> <li>• Absence of youth empowerment structures &amp; services.</li> <li>• Limited mobilization of youths on income generating activities.</li> </ul> | <ul style="list-style-type: none"> <li>• High rate of unemployment.</li> <li>• Juvenile delinquency.</li> <li>• High prevalence &amp; spread of STDs.</li> <li>• High rate of rural exodus.</li> <li>• Continuous youth dependence on ailing parents.</li> <li>• High involvement of youths in cybercrime, theft, robbery '<i>fay mania</i>', etc.</li> </ul> | <ul style="list-style-type: none"> <li>• Increase sensitization of youths on available opportunities.</li> <li>• Create functional youth empowerment &amp; leisure centers.</li> <li>• Recruit youth trainers &amp; animators.</li> <li>• Create enabling talent environment for the youth &amp; work with stakeholders.</li> <li>• Create village vocational outreach &amp; ICT centers.</li> <li>• Initiate Youth Volunteer &amp; Career development programs.</li> </ul> |

**Sector 19: Sport and Physical education**

| # | Core problem                     | Causes   | Effects   | Needs   |
|---|----------------------------------|--|---|---|
| 1 | Insufficient sporting activities | <ul style="list-style-type: none"><li>• Insufficient public sporting &amp; leisure facilities.</li><li>• Insufficient facilities in schools.</li><li>• Insufficient sport trainers &amp; coaches in schools.</li><li>• Insufficient means.</li></ul> | <ul style="list-style-type: none"><li>• Low rate of physical exercise.</li><li>• High rate of diseases &amp; deaths due to absence of sports.</li><li>• Youthful energy spent through indiscipline activities.</li><li>• Absence of sport organizations.</li><li>• Insufficient sport competitions.</li></ul> | <ul style="list-style-type: none"><li>• Construct sport &amp; leisure complex.</li><li>• Institute proper management of available sports facilities.</li><li>• Employ sport teachers in schools.</li><li>• Organize local sporting activities.</li><li>• Revive traditional sporting activities and competitions.</li></ul> |

**Sector 20: Transport**

| # | Core problem          | Causes   | Effects  | Needs  |
|---|-----------------------|--|--|--|
| 1 | High road insecurity. | <ul style="list-style-type: none"><li>• Non respect of transport rules.</li><li>• Insufficient road signs</li><li>• Inadequate roads.</li><li>• No provision for physically challenged persons</li></ul> | <ul style="list-style-type: none"><li>• High rate of accidents, loss of lives &amp; resources.</li><li>• Loss of bread winners in families.</li><li>• High cost of transport services, basic food stuffs &amp; commodities.</li><li>• Physically impaired requiring aid to move.</li></ul> | <ul style="list-style-type: none"><li>• Sensitize population on road transport &amp; safety principles.</li><li>• Partner with local NGOs &amp; related government services.</li><li>• Improve on road signs and network</li><li>• Make provisions for the physically challenged in all new and old constructions.</li></ul> |

## Sector 21 Employment and vocational Training

| # | Core problem                 | Causes  | Effects   | Needs  |
|---|------------------------------|---|---|--|
| 1 | Increasing unemployment rate | <ul style="list-style-type: none"> <li>• Insufficient &amp; inadequate skill training centers.</li> <li>• Limitation of existing school system.</li> <li>• Insufficient employment opportunities.</li> <li>• Absence of needy professional training for potential job seekers.</li> <li>• Inadequate loan schemes</li> <li>• Absence of entrepreneurship programs in schools</li> </ul> | <ul style="list-style-type: none"> <li>• High rate of illegal activities</li> <li>• Juvenile delinquency</li> <li>• High crime wave</li> <li>• Overburdened parents.</li> <li>• Increasing dependent youths.</li> <li>• High rate of unexploited human resources.</li> <li>• Ineffective social security system.</li> </ul> | <ul style="list-style-type: none"> <li>• Emphasize entrepreneurship programs in schools.</li> <li>• Construct professional training centers</li> <li>• Support youths with seed capital</li> <li>• Promote employment through enterprise tax consensus.</li> <li>• Reinforce existing policies on employment, training and job placement.</li> <li>• Add new trades &amp; support existing schools.</li> </ul> |

## Sector 22 Small and Medium Size Enterprises and Handicraft

| # | Core problem                            | Causes   | Effects  | Needs   |
|---|---|--|--|---|
| 1 | Poor development of economic activities | <ul style="list-style-type: none"> <li>• Absence of Market structures and facilities.</li> <li>• Limited access to services (encadrement).</li> <li>• Weak sector promotion.</li> <li>• Limited opportunities for coaching &amp; mentoring of aspiring entrepreneurs.</li> </ul> | <ul style="list-style-type: none"> <li>• Clandestine businesses.</li> <li>• Existing enterprises bear the tax burden.</li> <li>• Weak economic power of population.</li> <li>• Insufficient revenue collection &amp; limited council realisation.</li> </ul> | <ul style="list-style-type: none"> <li>• Creation &amp; institutionalization of functional facilities.</li> <li>• Reinforcement of trade unions &amp; cooperatives.</li> <li>• Creation of business intelligence units to aid SMEs</li> </ul> |

### Sector 23 Scientific Research and Innovations

| # | Core problem                                | Causes  | Effects  | Needs   |
|---|---|---|--|---|
| 1 | Poor access to Scientific Research services | <ul style="list-style-type: none"> <li>• Insufficient research facilities (structures, personnel, equipment, etc).</li> <li>• Poor dissemination of scientific innovations &amp; Sectoral activities.</li> <li>• Poor policy formulation &amp; programming by the state with exploiters.</li> <li>• General lack of government will.</li> <li>• Insufficient improved adapted species.</li> </ul> | <ul style="list-style-type: none"> <li>• Low produce quality &amp; quantity.</li> <li>• Rudimentary production techniques</li> <li>• Low revenues.</li> <li>• High poverty rates.</li> </ul> | <ul style="list-style-type: none"> <li>• Training for local community researchers.</li> <li>• Acquisition of agro pastoral innovations.</li> <li>• Award of best innovative research projects.</li> <li>• Sensitization of available information</li> </ul> |

### Sector 24: Industry Mines and Technological Development

| # | Core problem                          | Causes  | Effects  | Needs  |
|---|---------------------------------------|---|--|--|
| 1 | Poor development of industrial sector | <ul style="list-style-type: none"> <li>• Absence of data base on possible sector potentials.</li> <li>• Absence of trainings.</li> <li>• Absence of mining industries.</li> </ul> | <ul style="list-style-type: none"> <li>• Over exploitation of resources.</li> <li>• Absence of Corporate Social Responsibility (CSR) Programs.</li> <li>• Weak economic power of council &amp; population.</li> <li>• High poverty rate in the communities.</li> </ul> | <ul style="list-style-type: none"> <li>• Provide data base of existing minerals within municipality.</li> <li>• Organize development conference.</li> <li>• Create shareholdings &amp; encourage cooperative banks to invest in sector.</li> </ul> |

### Sector 25: Commerce

| # | Core problem                                  | Causes   | Effects  | Needs   |
|---|---|--|--|---|
| 1 | Poor diversification of commercial activities | <ul style="list-style-type: none"> <li>• Insufficient market facilities &amp; information of goods in other areas.</li> <li>• High &amp; un-harmonized taxes</li> <li>• High rents for boutique space</li> <li>• Lack of CCIM activities.</li> </ul> | <ul style="list-style-type: none"> <li>• Insecurity of users and operators</li> <li>• High price speculation on products.</li> <li>• Weak and insufficient revenue</li> <li>• Exploitation of the communities by traders (buyam-sellems)</li> <li>• Low council revenue from sector</li> </ul> | <ul style="list-style-type: none"> <li>• Construct modern daily markets.</li> <li>• Improve on existing markets</li> <li>• Build more stalls</li> <li>• Reinforce market associations.</li> </ul> |

| Sector 26 Post and Telecommunication |   |  |  |   |
|--------------------------------------|---|--|--|---|
| #                                    | Core problem  | Causes   | Effects  | Needs   |
| 1                                    | Difficult access to information and postal services | <ul style="list-style-type: none"> <li>• Arrival of fast modern communication services</li> <li>• Inefficient access to Mobile Postal Services.</li> <li>• Late delivery of mails</li> </ul> | <ul style="list-style-type: none"> <li>• High communication costs for population.</li> <li>• Abandonment of traditional means of communication.</li> <li>• Poorer communities</li> <li>• Rural exodus</li> </ul> | <ul style="list-style-type: none"> <li>• Better-off the network connection in Buea</li> <li>• Reinforce existing community radio station.</li> <li>• Encourage more private communication networks</li> </ul> |

| Sector 27: Labor and Social Security |                             |   |   |   |
|--------------------------------------|-----------------------------|---|---|---|
| #                                    | Core problem                | Causes  | Effects   | Needs   |
| 1                                    | High rate of job insecurity | <ul style="list-style-type: none"> <li>• Insufficient number of stabilized enterprises &amp; organizations</li> <li>• Poor organization &amp; structuring of self-employment</li> <li>• High taxes</li> <li>• Poor sensitization</li> </ul> | <ul style="list-style-type: none"> <li>• Poor participation in development activities</li> <li>• High rate of poverty</li> <li>• High rate of rural exodus</li> </ul> | <ul style="list-style-type: none"> <li>• Attract enterprises into the community</li> <li>• Sensitize on the rights &amp; obligations of the employees &amp; employers.</li> </ul> |

| Sector 28: Communication |                          |  |   |  |
|--------------------------|--------------------------|--|---|--|
| #                        | Core problem             | Causes   | Effects   | Needs  |
| 1                        | Insufficient information | <ul style="list-style-type: none"> <li>• Absence of government support &amp; partnership with private operators.</li> <li>• Poor organization of the sector.</li> <li>• High communication charges.</li> <li>• Poor sensitization.</li> <li>• Inadequate structures &amp; facilities.</li> </ul> | <ul style="list-style-type: none"> <li>• Poor participation &amp; dissemination of development activities.</li> <li>• High influence of foreign media &amp; values.</li> <li>• High rate of rumor mongering</li> <li>• Loss of values, civic responsibility, active citizenship &amp; engagement in nationhood</li> </ul> | <ul style="list-style-type: none"> <li>• Provide support to initiatives within communities.</li> <li>• Reorganize media landscape.</li> <li>• Activate partnerships</li> <li>• Reinforce &amp; expand coverage and programs of existing community radio station</li> </ul> |

## **5.0 STRATEGIC PLAN**

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

#### **VISION:**

“By 2035, Buea will be a strong, economically active municipality, with adequate and equitable coverage of social infrastructures allowing citizens to live in a secure, healthy and comfortable environment”.

#### **GOAL:**

“Buea municipality strives to develop, maintain, enhance and sustain the socio-economic, cultural and physical wellbeing of residents by providing a solid base to technical services, civil society organizations, corporations and industries.



## 5.2. LOGICAL FRAMEWORK FOR BUEA COUNCIL

### 1. Council Institutional Log frame

| Strategy   |  | Indicators   | Sources of Verification   |       | Assumptions                                   |
|--|--|--|---|-------|---|
| Level  | Formulation  |  |   |       |   |
| Overall Objective  | Development of the municipality through realized projects enhanced | By 2015, at least 50% of planned micro projects are realized and rendered functional   | - Visits<br>- Administrative reports                                    |       | Enabling economic and political climate       |
| Specific Objective   | Functional capacity of Buea Council improved                       | By 2015, at least 60% of the population have access to social benefits such as water, electricity, education, health good road network, etc. | - Administrative reports<br>- Testimonies                               |       | Enabling economic and political climate       |
| Results  | 1. Staff performance improved.                                     | By 2013, at least 40% of staff are well qualified and function according to job descriptions.  | - Staff evaluation report<br>- Administrative reports<br>- Certificates |       | Change of attitudes and behaviors ensured     |
|  | 2. Funds for projects increased                                    | Council revenue increased by at least 5% yearly and financial procedures judiciously implemented   | Council financial records   |       | Tax collection improved                       |
|  | 3. Management of council property improved                         | By 2013 Council assets increase by at least 30% and management procedures developed and used.  | - Visits<br>- Administrative reports<br>- Inventory reports             |       | Security ensured<br>Enabling economic climate |
|  | 4. Planning, Monitoring and Evaluation improved                    | Yearly planning, quarterly monitoring and yearly evaluation carried out and reports produced.  | - Planning, Monitoring and Evaluation report<br>- Council reports       |       | Favorable policy framework                    |
| ACTIVITIES   |  |  | QUANTITY  | PLACE | COST (FCFA)                                   |
| <b>R1. Staff performance improved</b>                                      |  |  |   |       |   |
| 1.1 Recruit qualified specialized skill staff (Architect & Engineer)       |  |  | 2   | Buea  | 50,000  |
| 1.2 Train council staff on planning, monitoring and evaluation of projects |  |  | 1 of 3 days   | Buea  | 5,000,000                                     |
| 1.3 Conduct detail Gap, TNA & Develop training programme                   |  |  | 1 meeting   | Buea  | 5,000,000                                     |
| 1.4 Train staff and councilors   |  |  | 5 Trainings   | Buea  | 25,000,000                                    |
| 1.5 Evaluate staff performance   |  |  | Yearly  | Buea  | 3,000,000                                     |
| 1.6 Motivate staff   |  |  | Yearly  | Buea  | 6,000,000                                     |

|  |             |                 |             |
|--|-------------|-----------------|-------------|
| 1.7 Review and distribute staff job descriptions   | 1 meeting   | Buea            | 3,000,000   |
| 1.8 Review & distribute staff internal rules & regulations   | 1meeting    | Buea            | 2,000,000   |
| 1.9 Develop HR strategic plan, staff policy & career plan  | 3 meetings  | Buea            | 3,000,000   |
| <b>R2.Funds for projects increased</b>   |             |                 |             |
| 2.1 Train finance staff: mobilization of finances & management   | 1Training   | Buea            | 1,500,000   |
| 2.2 Control collection of council additional taxes   | Quarterly   | Buea            | 1,000,000   |
| 2.3 Strengthen working relation with public services in charge of fiscal revenues and council direct taxes           | 1 meeting   |                 | 400,000     |
| 2.4 Develop, submit project proposals to Donors for funding and follow up.   | At least 50 | diverse Sources | 10,000,000  |
| 2.5 Identify stakeholders & Develop potential sources of revenue such as, markets, motor parks, touristic sties, etc | 4 meetings  | Diverse         | 4,000,000   |
| <b>R3. Management of council property improved</b>   |             |                 |             |
| 3.1 Conduct an inventory of council property   | Yearly      | Buea            | 300,000     |
| 3.2 Review management procedures for council property  | 1meeting    | Buea            | 500,000     |
| 3.3 Review budget for the maintenance of council property  | 1 meeting   | Buea            | 300,000     |
| 3.4 Acquire deeds, land and building titles for council properties   |             |                 | 2,000,000   |
| 3.5 Acquire firefighting equipment   |             |                 | 10,000,000  |
| 3.6 Review and sell written off assets   |             |                 | 200,000     |
| 3.7 Institute logbook records for the use of council vehicles  |             |                 | 50,000      |
| 3.8 Construct new office for better space management   |             |                 | 250,000,000 |
| <b>R4. Relations, Planning, Monitoring &amp; Evaluation improved</b>   |             |                 |             |
| 4.1 Carry out planning   | Yearly      | Buea            | 2,000,000   |
| 4.2 Monitor activities   | Quarterly   | All projects    | 5,000,000   |
| 4.3 Conduct evaluation   | Yearly      | Buea            | 1,500,000   |
| 4.4 Identify all important council stakeholders, develop MoUs & strategies to increase relations                     | Yearly      | Diverse         | 1,000,000   |
| Total  |             |                 | 341,800,000 |

## 2. Agriculture

| Strategy           |  | Indicators  | Sources of Verification                   | Assumptions                     |
|--------------------|--|---|---|---------------------------------|
| Level              | Formulation  |   |   |                                 |
| Overall Objective  | Food stuff for consumption and sales in the municipality increased | At least 50% of the population afford at least 2 meals a day yearly | -Testimonies<br>-Administrative reports   | Favorable economic conditions   |
| Specific Objective | Agricultural production and productivity increased                 | Crop yields increase by at least 5% yearly                          | -Farm records<br>- Administrative reports | -Favourable climatic conditions |
| Results            | 1. Farming methods improved  | At least 40% of the farmers use improved farming techniques         | -Farm visits<br>- Administrative reports  | Collaboration of farmers ensure |

|  |  |  |  |                                  |
|--|--|--|--|----------------------------------|
|  |  | yearly   |  |                                  |
|  | 2. Farm sizes increased  | By 2015, farm sizes increase by at least 20%   | -Farm visits<br>- Administrative reports | Availability of farmland ensured |
|  | 3. Use of farm inputs increased (improved planting materials, fertilizers and chemicals) | At least 40% of farmers use improved planting materials, organic fertilizers and phyto-chemicals | Farm visits<br>- Administrative reports  | Affordable inputs made available |
|  | 4. Capital for producers increased   | At least 30% of farmers have access to credits yearly  | Financial records<br>-MFIs reports       | Favorable lending conditions     |
|  | 5. Organizational capacity of producers improved   | By 2013, Common Initiative Groups and unions increase by at least 20% and functional             | Administrative reports                   | Solidarity of groups ensured     |
|  | <b>Activities</b>  | <b>QUANTITY</b>  | <b>PLACE</b>                             | <b>COST(FCFA)</b>                |
|  | <b><i>R1 Farming methods improved</i></b>  |  |  |                                  |
|  | 1.1 Train farmers  | 64   | All villages                             | 6,400,000                        |
|  | <b><i>R2 Farm sizes increased</i></b>  |  |  |                                  |
|  | 2.1 sensitize farmers to increase farm sizes   | 64   | All villages                             | 3,200,000                        |
|  | <b><i>R3 Use of farm inputs increased</i></b>  |  |  |                                  |
|  | 3.1 sensitize farmers on the use of farm inputs  | 64   | All villages                             | 3,200,000                        |
|  | 3.2 train farmers on the production and use of organic manure                            | 64   | All villages                             | 3,200,000                        |
|  | 3.3 Distribute planting material to farmers  | Maize-5,000kg<br>Cassava-100,000 cuttings<br>Plantain suckers-10,000<br>yams setts-10,000        | All villages                             | 5,400,000                        |
|  | <b><i>R4 Organizational capacity of producers improved</i></b>                           |  |  |                                  |
|  | 4.1 Assist farmers to form common Initiative Groups                                      | 40   |  | 400,000                          |

### 3. Livestock

| Strategy |                | Indicators          | Sources of Verification | Assumptions |
|----------|----------------|---------------------|-------------------------|-------------|
| Level    | Formulation    |                     |                         |             |
| Overall  | Consumption of | At least 60% of the | -Testimonies            | Epidemics   |

|                    |  |   |   |   |
|--------------------|--|---|---|---|
| Objective          | Animal and Bird protein increased  | population consume meat and chicken yearly  | -Administrative reports                                       | reduced   |
| Specific Objective | Livestock production increased   | By 2015, at least 50% of the Livestock farmers increase their production by at least 5% yearly                                  | -Administrative reports<br>-Farm visits<br>-Testimonies       | Epidemics reduced<br>-favorable economic conditions         |
| Results            | 1. Methods of Animal and Bird production improved                                | At least 50% of livestock farmers apply improved production methods yearly  | -Visits<br>- Administrative reports                           | -collaboration of farmers<br>-Favorable Economic conditions |
|                    | 2. Farm sizes increased  | By 2015, at least 50% of farmers keep at least 20% additional Animal and Birds Yearly   | -Farm visits<br>-Administrative reports                       | -Farm capital increased<br>-Epidemics reduced               |
|                    | 3. Livestock marketing facilities increases                                      | By 2015, at least 2 slaughter houses are in good state and functional and at least 4 markets have separate places for livestock | -Administrative Reports<br>-visits                            | -Favorable Economic conditions                              |
|                    | 4. Organization of Farmers improved  | By 2015, at least 20 Livestock Common Initiative Groups and 2 Unions exist and functional in the Municipality                   | -Administrative Reports<br>-Registration Certificates         | Solidarity of farmers ensured                               |
|                    | <b>ACTIVITIES</b>  | <b>QUANTITY</b>   | <b>PLACE</b>  | <b>COST(FCFA)</b>   |
|                    | <b><i>R1 Methods of Animal and Bird production improved</i></b>                  |   |   |   |
|                    | 1.1 Organise trainings on livestock production                                   | 16 Trainings for all farmers in the Municipality  | Buea, Bojongo, Bonakanda, Bova, Muea, Maumu, Mapanja, Dibanda | 24,000,000  |
|                    | <b><i>R2 Farm sizes increased</i></b>  |   |   |   |
|                    | 2.1 Link farmers to micro-finance institutions. (SOWEDA Livestock micro-finance) | 200 farmers   | From all the villages   | 100,000,000   |
|                    | 2.2 support livestock farmers with Grants from ACEFA                             | 50  | From selected villages  | 25,000,000  |
|                    | <b><i>R3 livestock marketing facilities increased</i></b>                        |   |   |   |

|  |   |                     |  |            |
|--|---|---------------------|--|------------|
|  | 3.1 Renovate slaughter houses                                   | 2                   | Buea Town, Muea                                      | 10,000,000 |
|  | 3.2 construct adaptable livestock sections in markets           | 3                   | Buea Town, Great Soppo, Muea                         | 30,000,000 |
|  | <b>R4 Organization of Farmers improved</b>                      |                     |  |            |
|  | 4.1 sensitize Farmers   | 20                  | All the villages                                     | 6,000,000  |
|  | 4.2 Support the creation of Common Initiative Groups and Unions | 20 CIGs<br>2 Unions | Interested Farmers from villages in the municipality | 500,000    |

#### 4. State Property and Land Tenure

| Strategy           |  | Indicators  | Sources of Verification   | Assumptions                                     |
|--------------------|--|---|---|---|
| Level              | Formulation  |   |   |   |
| Overall Objective  | Legal possession of land increased   | By 2015, At least, 20% of the population possess legal documents for their land | -Legal documents<br>-Administrative reports                                       | Favourable policy framework                     |
| Specific Objective | Security of state and community property Improved                            | BY 2015, at least 30% of state and community property are ensured               | -Administrative reports   | Favourable policy framework                     |
|                    | 1. Title deeds for state and community property increased                    | By 2015, at least 30% of State and community property have title deeds          | -Administrative reports   | Collaboration of all stakeholders ensured       |
|                    | 2. Land use pattern improved   | By 2015, at least 20% of the population respect land use plan                   | - Administrative reports<br>- Visits  | -Collaboration of all main stakeholders ensured |
|                    | <b>ACTIVITIES</b>  | <b>QUANTITY</b>   | <b>PLACE</b>  | <b>COST(FCFA)</b>                               |
|                    | <b>R1 Title deeds for State and community property increased</b>             |   |   |   |
|                    | 1.1 Sensitize the population on title deeds for state and community property | 10 meetings   | Buea, Mapanja, Bojongo, Bova, Bonakanda, Bokova, Muea, Lysoka, Bolifamba, Dibanda | 1,000,000                                       |
|                    | <b>R.2 Land use patterns improved</b>  |   |   |   |
|                    | 2.1 Draw up land use plan  | 2 workshops   | Buea  | 6,000,000                                       |

|  |   |                          |                        |                   |
|--|---|--------------------------|------------------------|-------------------|
|  | 2.2 sensitize the population on land use plan   | 64 meetings              | All villages and Towns | 6,400,000         |
|  | 2.3 Monitor the implementation of land use plan | 4 missions (once a year) | All villages and Towns | 4,000,000         |
|  | <b>Sub total</b>                                |                          |                        | <b>17,400,000</b> |

## 5. Housing and Urban Development

| Strategy           |   | Indicators  | Sources of Verification                      | Assumptions   |
|--------------------|---|---|--|---|
| Level              | Formulation   |   |  |   |
| Overall Objective  | Presentation of Towns improved                            | By 2015, the Towns of Great Soppo, Molyko, Buea Station and Muea are less polluted and attractive | -Visits<br>-Administrative reports           | Collaboration of all main stakeholders ensured<br>-Favorable policy framework |
| Specific Objective | Town planning improved                                    | By 2014, the master plans of all Township are implemented accordingly                             | -Visits<br>-Administrative reports           | Collaboration of all stakeholders ensured                                     |
| Results            | 1. Haphazard construction of houses reduced               | By 2015, at least 60% of the houses have Building permits and respect them                        | -Building permits<br>-Administrative reports | Collaboration of the service ensured  |
|                    | 2. Reviewed Master plans made available                   | By 2013, the master plans of all Township are reviewed and respected by 2013                      | -master plans                                | Collaboration of all main Stakeholders ensures                                |
|                    | 3. Respect of existing Town planning policies improved    | Town planning policies are known by all the main Stakeholders and regularly respected             | -Administrative reports                      | Collaboration of all main Stakeholders  |
|                    | <b>ACTIVITIES</b>   | <b>QUANTITY</b>   | <b>PLACE</b>                                 | <b>COST (FCFA)</b>  |
|                    | <b><i>R1 Haphazard construction of houses reduced</i></b> |   |  |   |
|                    | 1.1 Issue Building permits                                | -   | Buea   | -   |
|                    | 1.2 Control construction of buildings                     | 12 trips  | All the Township                             | 1,200,000   |
|                    | <b><i>R2 Reviewed Master plans made available</i></b>     |   |  |   |
|                    | 2.1 Organise workshops to review Master plans for Buea    | 2 workshops   | Buea   | 10,000,000  |

|  |  |  |   |           |
|--|--|--|---|-----------|
|  | Station, Great Soppo, Molyko and Muea                          |  |   |           |
|  | <b>R3 Respect of existing town planning policies increased</b> |  |   |           |
|  | 3.1 Sensitize the population on Town planning policies         |  | Buea Station, Great Soppo, Muea, Molyko | 1,000,000 |

## 6. Environment and Nature Protection

| Strategy           |   | Indicators  | Sources of Verification                             | Assumptions   |
|--------------------|---|---|---|---|
| Level              | Formulation   |   |   |   |
| Overall Objective  | Environmental Pollution Reduced   | By 2015, Air, Water and land pollution reduced by at least 5%                                   | -Visits<br>-administrative reports                  | Environmental laws respected  |
| Specific Objective | Environmental Degradation reduced   | By 2015, at least 30% of Environmental Laws are respected by the population and Agro-Industries | -Visits<br>-Administrative reports                  | Collaboration of main Stakeholders ensured                                  |
| Results            | 1. Management of natural resources improved (Timber, Water, Medicinal plants) | By 2015, Timber, Water and Medicinal plants are sustainably managed by the population           | -Visits<br>-Administrative reports                  | Collaboration of all Stakeholders ensured                                   |
|                    | 2. Disposal of human, household and Industrial Waste improved                 | By 2013, a sustainable waste management system is in place and regularly implemented            | - visits<br>-Administrative reports<br>-Testimonies | Collaboration of all stakeholders ensured<br>-favorable economic conditions |
|                    | 3. Application of Phyto-chemicals and fertilizers by Agro-industries reduced  | Application of phyto-chemicals and fertilizers (chemicals) reduced by at least 2% each year     | -Administrative reports                             | Collaboration of all Stakeholders ensured                                   |
|                    | 4. Implementation of Environmental Laws improved                              | By 2015, at least 40% of the population are aware of the Environmental laws and apply them      | -Testimonies<br>-Visits<br>-Council reports         | -Collaboration of all Stakeholders ensured                                  |
|                    | <b>ACTIVITIES</b>   | <b>QUANTITY</b>   | <b>PLACE</b>  | <b>COST(FCFA)</b>   |
|                    | <b>R1 Management of natural resources improved</b>                            |   |   |   |
|                    | 1.1 Organise sensitization  | 12  | Buea Station, Muea, Lysoka,                         | 6,000,000   |

|  |   |             |   |            |
|--|---|-------------|---|------------|
|  | meetings  |             | Bonakanda,<br>Bova, Bokova,<br>Likombe,<br>Mapanja,<br>Bokwango,<br>Bonjongo,<br>Dibanda,<br>Molyko |            |
|  | <b><i>R2 Disposal of Human, household and Industrial waste improved</i></b>                 |             |   |            |
|  | 2.1 Extend waste management program   | 2 strips    | Bonjongo and Bonakanda strips   | 16,590,000 |
|  | 2.2 Construct permanent disposal sites  | 2           | Ekona, Mapanja  | 10,000,000 |
|  | 2.3 Develop sustainability strategy for waste disposal in the municipality                  | 2 meetings  | Buea  | 2,000,000  |
|  | <b><i>R3 Application of phyto-chemicals and fertilizers by Agro-Industries improved</i></b> |             |   |            |
|  | 3.1 sensitize Agro-Industries on excessive use of chemicals and application methods         | 1           | Molyko  | 10,000     |
|  | 3.2 promote organic farming   | 2 trainings | Muea, Lysoka  | 2,000,000  |
|  | <b><i>R4 Implementation of environmental laws improved</i></b>                              |             |   |            |
|  | 4.1 Organize environmental forums   | 2           | Buea, Muea  | 4,000,000  |
|  | 4.2 Organize control missions   | 8           | All communities with projects   | 4,000,000  |

## 7. Forestry and Wildlife

| Strategy          |  | Indicators  | Sources of Verification                                     | Assumptions                          |
|-------------------|--|---|---|--------------------------------------|
| Level             | Formulation  |   |   |                                      |
| Overall Objective | Sustainable Management of forest Resources increased | All communities actively participate In the management of Forest Resources Yearly and sanction Defaulters | -Administrative reports<br>-Communities Development Reports | Collaboration of communities ensured |
| Specific          | Deforestation  | Deforestation reduced   | -Visits   | Bush & hunting                       |



|           |  |  |  |  |
|-----------|--|--|--|--|
| Objective | reduced  | by at least 10% each year  | -Administrative reports  | fires reduced  |
| Results   | 1. Illegal exploitation of timber reduced                              | Number of timber exploiters with permits increase by at least 2% each year | Administrative reports   | Collaboration of all Stakeholders ensured<br>-Favorable policy framework |
|           | 2. Illegal hunting of Animals reduced                                  | Illegal hunting of animals reduced by at least 2% each year                | -Administrative reports  | Collaboration of farmers ensured<br>-Favorable policy framework          |
|           | 3. Crop farming methods improved                                       | At least 20% of the Farmers practice Agro-Forestry methods each Year       | -Administrative reports  | Collaboration of all Stakeholders ensured                                |
|           | 4. Planting of trees increased   | At least 1000 trees are planted each year in the municipality              | -Visits<br>-Administrative reports   | -Collaboration of the all main Stakeholders ensured.                     |
|           | <b>ACTIVITIES</b>  | <b>QUANTITY</b>  | <b>PLACE</b>   | <b>COST(FCFA)</b>  |
|           | <b><i>R1 Illegal exploitation of timber reduced</i></b>                |  |  |  |
|           | 1.1 Sensitize the population   | 64   | All villages   | 6,400,000  |
|           | 1.2 support the Issue of permits                                       | /  | Buea   | 100,000  |
|           | <b><i>R2 Illegal hunting of Animals reduced</i></b>                    |  |  |  |
|           | 2.1 sensitize the population   | 64   | All villages   | 6,400,000  |
|           | 2.2 Organise control missions  | 8  | All villages   | 8,000,000  |
|           | <b><i>R3 Crop farming methods improved</i></b>                         |  |  |  |
|           | 3.1 Organise Training on soil improvement and Agro-forestry techniques | 12   | Mapanja, Bojongo, Lykombe, Bokwaongo, Bova, Bonakanda, Bokova, Lysoka, Muea, Bolifamba | 12,000,000   |
|           | <b><i>R4 Planting of Trees increased</i></b>                           |  |  |  |
|           | 4.1 Organise planting days   | 64   | All the villages   | 6,400,000  |

## 8. BASIC EDUCATION

| Strategy           |   | Indicators   | Sources of Verification  | Assumptions                              |
|--------------------|---|--|--|--|
| Level              | Formulation   |  |  |  |
| Overall Objective  | Performance of pupils improved  | At least 60% of pupils in all the schools succeed in public exams yearly   | School results   | Favorable Learning Environment           |
| Specific Objective | Basic Educational Facilities increased  | By 2015, at least 70% of schools have Basic facilities and at least 90% of pupils have access to quality Education       | -Visits to schools<br>-Administrative Reports  | Favorable Economic and political climate |
| Results            | 1. Qualified Teachers increased   | by 2015, all the schools have at least 5 permanent Qualified Teachers  | -Visits<br>-Administrative reports   | Favorable Economic conditions            |
|                    | 1. Infrastructure increased (classrooms, Latrines, water points, playgrounds, libraries | By 2015, at least 80% of the schools have required number of classrooms, water points, latrines and playgrounds and used | -Visits<br>-Administrative reports   | Favorable Economic conditions            |
|                    | 1. Equipment increased (Desks, Teachers, Tables and chairs )                            | By 2015, at least 80% of the schools have required number of Desks, Teachers Tables and chairs                           | -Visits<br>-Inventory reports  | Favorable Economic conditions            |
|                    | 2. Didactic materials increased   | All the schools are supplied minimum Didactic materials yearly   | -Administrative reports  | Favorable Economic conditions            |
|                    |   |  |  |  |
|                    | <b>ACTIVITIES</b>   | <b>QUANTITY</b>  | <b>PLACE</b>   | <b>COST(FCF A)</b>                       |
|                    | <b><i>R1 Qualified Teachers increased</i></b>   |  |  |  |
|                    | 1.1 Request for the transfer of 8 Qualified Teachers                                    | G S Great Soppo- 4<br>G S Bojongo- 1<br>Bwitingi-3   | Contact Regional Delegate of Basic Education, Buea – 4 Trips                           | 50,000                                   |
|                    | 1.2 organise refresher courses  | 4  | Contact sub divisional delegate of basic ed.   | 32,000,000                               |
|                    | <b><i>R2 Infrastructure increased</i></b>   |  |  |  |
|                    | 2.1 construct classrooms and Administrative Blocks                                      | 56 Classrooms<br>10 Administrative Blocks  | GS Great Soppo – 6<br>Great Soppo 2 – 6<br>Ndongo Wokoko – 6<br>Molyko Group 1 & 2 – 4 |  |

|  |  |         |  |             |
|--|--|---------|--|-------------|
|  |  |         | Mapanja – 4<br>Ewongo Wotutu – 4<br>Bonjongo – 2<br>Maumu – 2<br>Bwitingi – 6<br>Lysoka – 4<br>Bonduma 1 & 2 – 2<br>Bova – 3<br>GNS Buea Town – 3<br>GBPS Buea town – 4<br><i>GS Molyko town -2; GS Bonduma-2; GBPS Muea – 2; GS Dibanda-2;</i>  | 592,000,000 |
|  | 2.2 construct Latrines                 | 10      | GS Mapanja, Ewongo, Wotutu, Maumu, Bwitingi, Lysoko, Bova, GBPS Buea town, <i>GS Molyko, GS Ndonga wokoko,</i>   | 20,000,000  |
|  | 2.3 Construct Water Points             | 9       | GS: Mapanja, Maumu, Bwitingi, Lysoko, Bonduma 1&2, Bova, GBPS Buea town, <i>GS Molyko, GS Ndonga,</i>  | 27,000,000  |
|  | <b>R3 Equipment increased</b>          |         |  |             |
|  | 3.1 Supply Benches                     | 1,860   | GS Mapanja – 120<br>GS Ewongo -60<br>GS Bonjongo – 60<br>GS Bwitingi – 180<br>GS Lysoko – 180<br>GS Bova – 90<br>GS Bonakanda – 60<br>GNS Buea Town – 90<br>GBPS Buea town – 120<br><i>GS Molyko 1 &amp; 2 - 120, GS Ndonga Wokoko- 180, GS Gt Soppo 1 – 180 GS Gt Soppo 2 – 180 GS Molyko town – 60 GS Bonduma 2 – 60 GBPS Muea -60 GS Dibanda 60</i> | 55,800,000  |
|  | <b>R4 Didactic materials increased</b> |         |  |             |
|  | 4.1 Supply Didactic Materials          | 37 Lots | All Government Primary Schools   | 37,000,000  |

## 9. HIGHER EDUCATION

| Strategy          |                        | Indicators                                | Sources of Verification      | Assumptions                     |
|-------------------|------------------------|---|------------------------------|---------------------------------|
| Level             | Formulation            |   |                              |                                 |
| Overall Objective | Qualified professional | By 2015, qualified professional personnel | Certificates -Administrative | Enabling economic and political |

|                    |  |  |   |  |             |
|--------------------|--|--|---|--|-------------|
|                    | personnel increased  | increase by at least 10%   | Reports   | climate  |             |
| Specific Objective | Access to professional trainings increased   | At least 20% of the population have access to professional training institutions yearly            | -Enrollment Registers<br>-Administrative Reports          | -Enabling economic conditions<br>-Favorable policy framework |             |
| Results            | 1. Professional education institutions increased   | By 2015, at least 2 new professional Education Institutions are put in place and functional        | -visits<br>-Administrative Reports                        | Favorable policy framework                                   |             |
|                    | 2. Orientation on Professional Education increased   | Orientation on professional Education are done in at least 80% of schools Yearly                   | -Testimonies<br>-Administrative Reports                   | Favorable policy framework                                   |             |
|                    | 3. Conditions for professional Education made more favorable   | More spaces are allocated for Admission of students by at least 50% Yearly in professional schools | -Admission conditions<br>-Enrollment Registers            | Favorable policy framework                                   |             |
|                    | ACTIVITIES   |  | QUANTITY  | PLACE  | COST (FCFA) |
|                    | R1 Professional education institutions increased   |  |   |  |             |
|                    | 1.1 Request for the creation of more professional faculties in the Universities /Professional schools  | 2 Faculties  | University of Buea, Ministry of Higher Education, Yaounde |  | 100,000,000 |
|                    | 1.2 Request for the creation of more private Universities/ Professional schools  | 2  | Churches, private operators (Buea, Bamenda, Yaounde)      |  | 300,000     |
|                    | R2 Orientation on professional education increased   |  |   |  |             |
|                    | 2.1 Organize meetings with Headmasters and principals on orientation of pupils/students on professional education in final classes of primary , secondary and high schools | 64 meetings  | All the villages and Urban spaces with schools            |  | 6,400,000   |
|                    | R3 Conditions for professional education made more favorable   |  |   |  |             |
|                    | 3.1Request for the review of conditions of admission into professional schools   | 2 meetings   | -University of Buea<br>-Catholic University               |  | 20,000      |

#### 10. SECONDARY EDUCATION

| Strategy           |  | Indicators  | Sources of Verification  | Assumptions                   |
|--------------------|--|---|--|-------------------------------|
| Level              | Formulation  |   |  |                               |
| Overall Objective  | Performance of Students in Class and public Exams improved                                 | At least 60% of students pass class and public exams yearly   | Examination Results<br>-class<br>-public   | Enabling Learning Environment |
| Specific Objective | Access to Quality Secondary Education Improved   | By 2015, at least 70% of Youths enroll in Secondary and Technical schools, and attend classes regularly | -Enrollment Register<br>-Attendance Sheets   | Enabling Economic Conditions  |
| Results            | 1. Infrastructure increased (Classrooms, Latrines, Water Points, Libraries, Workshops etc) | By 2015, at least 70% of the schools have basic infrastructures and regularly used                      | -visits<br>-Administrative Reports   | Enabling Economic conditions  |
|                    | 2. Books in Libraries, Computers and internet services increased                           | By 2015, at least 40% of schools are equipped with books, computers and internet services               | -Visits<br>-Administrative reports   | Favorable policy framework    |
|                    | 3. Equipment increased   | By 2015, at least 80% of schools have Basic equipment (Desks, Laboratories and workshop equipment)      | -Visits<br>-Administrative Reports   | Enabling Economic Conditions  |
|                    | <b>ACTIVITIES</b>  | <b>QUANTITY</b>   | <b>PLACE</b>   | <b>COST(FCFA)</b>             |
|                    | <b><i>R1 Infrastructure increased</i></b>  |   |  |                               |
|                    | 1.1 Construct classrooms and Administrative Blocks   | 18 classrooms<br>1 Administrative block<br>1 hall & Library block                                       | GHS Bokova-2<br>GSS Wokeka – 6 clrm,<br>1 Adm block.<br>GSS Bolifamba – 2<br>GSS Bomaka – 2<br>GHS Muea – 2<br>GSS Buea Station -2<br>GHS Bokwaongo 2-1 hall and library | 190,000,000                   |
|                    | 1.2 construct Laboratories   | 3   | GHS Muea<br>GSS Buea Station<br>GHS Bokwaongo  | 27,000,000                    |
|                    | 1.3 install Electricity  | 4   | GSS Great Soppo<br>GTC Bova<br>GSS Wokeka<br>GSS Tole  | 40,000,000                    |

|  |   |           |  |             |
|--|---|-----------|--|-------------|
|  | 1.4 Construct water points  | 2         | GSS Wokeka<br>GHS Muea   | 6,000,000   |
|  | 1.5 Construct Latrines  | 1         | GSS Buea Station   | 9,000,000   |
|  | <b>R2 Books in Libraries, computers and internet services increased</b> |           |  |             |
|  | 2.1 supply books  | 14 lots   | All schools  | 28,000,000  |
|  | 2.2 install internet services   | 3 lots    | GSS Great Soppo<br>GSS Wokeka<br>GSS Tole  | 15,000,000  |
|  | <b>R3 Equipment increased</b>   |           |  |             |
|  | 3.1 Supply Laboratory equipment   | 5 lots    | GHS Bokova<br>GHS Muea<br>GSS Buea Station<br>GSS Tole<br>GHS Bokwaongo                        | 15,000,000  |
|  | 3.2 supply workshop equipment   | 2 lots    | GTC Bova<br>GTC Lysoka   | 9,000,000   |
|  | 3.3 supply Desks  | 360 Desks | GHS Bokova – 60<br>GSS Bolifamba -60<br>GSS Bomaka -60<br>GHS Muea -60<br>GSS Buea Station-120 | 108,000,000 |

## 11. PUBLIC HEALTH

| Strategy           |  | Indicators   | Sources of Verification  | Assumptions   |
|--------------------|--|--|--|---|
| Level              | Formulation  |  |  |   |
| Overall Objective  | Health status improved                                   | By 2015, at least 40% of the population spend less on drugs and increase their economic activities                               | -Hospital and Health Centre reports<br>-Testimonies            | - Epidemics reduced<br>- Pandemic Diseases reduces          |
| Specific Objective | Access to quality Healthcare increased                   | By 2015, at least 60% of the population have access to Quality Health services   | -Hospital and Health Centre records<br>-Administrative Reports | Enabling economic conditions<br>-Favorable policy framework |
| Results            | 1 Qualified Medical Personnel increased                  | By 2015, at least 3 Doctors and 24 Staff are functional in Molyko, Muea, Bojongo, Bolifamba and Lysoka Integrated Health Centres | -Transfer Decisions<br>-Administrative Reports                 | Favorable policy framework                                  |
|                    | 2 Equipment in the Hospital and Health Centres increased | By 2015, all Hospitals and Health Centres have at least 80% of Basic equipment and are used                                      | -Inventory report<br>-Administrative reports                   | Enabling economic conditions                                |

|  |  |  |   |                               |
|--|--|--|---|-------------------------------|
|  | 3 Access to essential Drugs increased                                      | By 2013, at least 60% of the population have access to affordable essential drugs  | -Testimonies<br>-Health Centres/Hospital records<br>-Administrative reports | Enabling economic conditions  |
|  | 4 Coverage of Health Programmes in the Municipality increased              | By 2014, Health Programs cover at least 80% of the communities   | -visits<br>-Administrative Reports  | Favorable policy framework    |
|  | 5 Health Infrastructure increased  | By 2014, wards , water system toilets, and Residence for staff are constructed in Buea, Bojongo, Bolifamba, Lysoka and Bokwaongo Integrated Health Centres | -Visits<br>-Administrative reports  | Enabling economic Environment |
|  | <b>ACTIVITIES</b>  | <b>QUANTITY</b>  | <b>PLACE</b>  | <b>COST(FCFA)</b>             |
|  | <b><i>R1 Qualified Medical Personnel increased</i></b>                     |  |   |                               |
|  | 1.1 Request for the transfer of Medical Staff                              | 3 Doctors-Molyko, Bojongo, Bolifamba<br>28 Nurses-Molyko, Muea, Buea, Bojongo, Bolifamba, Lysoka   | Contact Regional Delegate for Public Health, Buea                           | 10,000                        |
|  | <b><i>R2 Equipment in Hospital and Health Centres increased</i></b>        |  |   |                               |
|  | 2.1 Supply equipment   | Lab-5  | Molyko, Muea, Buea, Bojongo, Bokwaongo Health Centre                        | 75,000,000                    |
|  |  | Beds - 18  | Muea – 12 Beds<br>Bokwaongo – 6 Beds  | 810,000                       |
|  | <b><i>R3 Access to essential drugs increased</i></b>                       |  |   |                               |
|  | 3.1 supply essential Drugs to all Integrated Health Centres                | 1 contact visit  | Regional Drug Program, Buea   | 10,000                        |
|  | <b><i>R4 Coverage of Health Programs in the Municipality increased</i></b> |  |   |                               |
|  | 4.1 Design an outreach program & Train staff on patient centered ethics    | -4 Workshops.  | Buea  | 40,000,000                    |
|  | 4.2 Support for Community Mutual health insurance scheme                   | -Support Community Mutual Health insurance program   | Mutual Health Organization, Buea  | 50,000,000                    |
|  | <b><i>R5 Health Infrastructure increased</i></b>                           |  |   |                               |
|  | 5.1 construct wards  | 4 wards  | Muea-2  | 80,000,000                    |

|  |   |      |  |            |
|--|---|------|--|------------|
|  |   |      | Bokwango-2   |            |
|  | 5.2 Construct water system Toilets        | 3    | -Bojongo<br>-Bolifamba<br>-Bokwaongo Integrated Health Centres | 15,000,000 |
|  | 5.3 Rehabilitate road to Health Centre    | 1 km | Integrated Health Centre, Bokwaongo                            | 5,000,000  |
|  | 5.4 Construct Residence for Chief Nurse   | 1    | Integrated Health Centre, Lysoka                               | 25,000,000 |
|  | 5.5 Rehabilitate Integrated Health Centre | 1    | Buea   | 15,000,000 |

## 12. TRANSPORT

| Strategy           |   | Indicators   | Sources of Verification                       | Assumptions   |
|--------------------|---|--|---|---|
| Level              | Formulation   |  |   |   |
| Overall Objective  | Safe circulation of persons and Goods increased                     | At least 60% of passengers arrive their destinations safely each Year      | -Transport Records<br>-Administrative Reports | -Transporter respect road safety rules<br>-Favorable policy framework |
| Specific Objective | Road Accidents reduced  | Road Accidents in the municipality reduced by at least 10% Yearly          | -Administrative reports                       | Transporters respect road safety measures                             |
| Results            | 1 Respect of Road Safety Rules increased                            | At least 50% of transporters respect road safety rules yearly              | Administrative reports                        | Favorable policy framework  |
|                    | 2 Road signs increased  | By 2014, at least 80% of major Roads have relevant signs                   | -visits<br>-Administrative Reports            | Favorable Policy Framework  |
|                    | 3 Traffic congestion increased                                      | By 2015, at least two tarred exit Roads are functional in the municipality | -visits<br>-Administrative Reports            | Enabling Economic conditions  |
|                    | 4 Conditions of Transport Vehicles are regularly in good conditions | At least 60% of Transport vehicles are regularly in good condition         | -Visits Technique cards<br>-Observations      | Collaboration of all main Stakeholders                                |
|                    | <b>ACTIVITIES</b>   |  | <b>QUANTITY</b>                               | <b>PLACE</b>  |
|                    | <b>R1 Respect of Road safety rules increased</b>                    |  |   | <b>COST(FCFA)</b>   |
|                    | 1.1 Organise road safety campaigns                                  | 3  | Buea, Muea, Bolifamba                         | 1,500,000   |
|                    | <b>R2 Road signs increased</b>                                      |  |   |   |
|                    | 2.1 Install Road signs  | 3 main roads   | Buea-Mile 17<br>Mile 17-Ekona                 | 5,000,000   |



|  |  |                     |                     |  |
|--|--|---------------------|---------------------|--|
|  |  |                     | Mile 17 - Dibanda   |  |
|  | <b>R3 Traffic congestion reduced</b>             |                     |                     |  |
|  | 3.1 Construct exit Roads                         | See Public Works    |                     |  |
|  | 3.2 Designate Traffic police at strategic places | See public Security |                     |  |
|  | R4 Conditions of Transport vehicles improved     |                     |                     |  |
|  | 4.1 Control Vehicles                             | Daily               | Buea, Muea, Dibanda |  |

### 13. SPORT AND PHYSICAL EDUCATION

| Strategy           |   | Indicators   | Sources of Verification                        | Assumptions                              |
|--------------------|---|--|--|--|
| Level              | Formulation   |  |  |  |
| Overall Objective  | Rate of Physical Exercises increased                    | At least 30% of the population carry out physical exercises yearly and improve on their Health | -Testimonies<br>-Administrative Reports        | Favorable economic and political climate |
| Specific Objective | Sporting Activities increased                           | By 2015, sporting Activities increased by at least 3% Yearly                                   | -Administrative reports                        | Favorable Economic and political climate |
| Results            | 1. Public sporting facilities increased                 | By 2014, at least 1 sports complex is functional in the municipality                           | -Administrative reports<br>-visits             | Enabling economic Environment            |
|                    | 2. Sports facilities in schools increased               | By 2014, at least 70% of schools have playgrounds and used                                     | -visits<br>-Administrative Reports             | Enabling economic environment            |
|                    | 3. sports trainers in schools increased                 | By 2014, at least 5 New Sports Trainers are functional in schools                              | -Transfer Decisions<br>-Administrative Reports | Favorable policy framework               |
|                    | 4. Local sporting Activities and competitions increased | At least 3 sporting competitions are organized in the Municipality Yearly                      | -Testimonies<br>-Administrative reports        | Favorable policy framework               |
|                    | <b>ACTIVITIES</b>                                       | <b>QUANTITY</b>  | <b>PLACE</b>                                   | <b>COST(FCFA)</b>                        |
|                    | <b>R1 Public sporting Facilities increased</b>          |  |  |  |
|                    | 1.1 Construct a public sports facility                  | 1  | Buea   | 50,000,000                               |
|                    | <b>R2 Sports facilities in schools increased</b>        |  |  |  |
|                    | 2.1 Construct playgrounds                               |  |  | 4,040,000                                |
|                    | <b>R3 Sports Trainers in schools increased</b>          |  |  |  |
|                    | 3.1 Request for the transfer of                         | 3 staff<br>(Delegation of  |  | 10,000                                   |

|  |  |                             |                                |            |
|--|--|-----------------------------|--------------------------------|------------|
|  | sports trainers  | sport & physical Education) |                                |            |
|  | <b>R4 Local sporting Activities and competitions increased</b> |                             |                                |            |
|  | 4.1 Organize local sporting competitions                       | 12 competitions             | Buea, Buea, Bonakanda, Bojongo | 12,000,000 |

#### 14. YOUTH AND CIVIC EDUCATION

| Strategy           |   | Indicators   | Sources of Verification                          | Assumptions  |
|--------------------|---|--|--|--|
| Level              | Formulation   |  |  |  |
| Overall Objective  | Employment of Youths increased  | By 2015, at least 30% of the Youths are gainfully employed                             | -visits<br>-Pay slips<br>-Administrative Reports | Enabling Business climate  |
| Specific Objective | Youth empowerment increased   | At least 30% of Youths are economically empowered and start off Business               | -Testimonies<br>-Administrative reports          | Favorable economic and political conditions                                  |
| Results            | 1. Mobilization of youths on IGA, volunteering for professional experience increased. | By 2013, at least 40% of Youths are mobilized yearly and trained on various businesses | -Training reports<br>-Administrative reports     | -collaboration of all Stakeholders ensured<br>-Enabling economic environment |
|                    | 2. Trainers and Youth Animators increased   | By 2012, at least 2 Youth Trainers are in place and functional                         | -Transfer Decisions<br>-Administrative Reports   | Favorable Policy Framework   |
|                    | 3. Youth Empowerment Centres increased  | By 2013, at least 2 Youth Empowerment Centres exist in Bojongo and Muea                | -visits<br>-Administrative Reports               | Enabling Economic conditions   |
|                    | 4. Youth empowerment programs increased   | By 2013, at least 5 Youth empowerment programs are operational and empower the Youths  | -Programs<br>-Administrative reports             | Favorable policy framework   |
|                    | <b>ACTIVITIES</b>   | <b>QUANTITY</b>  | <b>PLACE</b>                                     | <b>COST(FCFA)</b>  |
|                    | <b>R1 Mobilization of Youths on IGA &amp; volunteering for experience increased</b>   |  |  |  |
|                    | 1.1 Sensitize and involved Youths in IGA & Volunteering for experience                | 3 sessions   | Buea, Bojongo and Muea                           | 15,000,000   |
|                    | 1.2 Train Youths on income Generating Activities.                                     | 12 Trainings   | Buea, Bojongo and Muea                           | 24,000,000   |

|  |   |         |  |             |
|--|---|---------|--|-------------|
|  | <b>R2 Trainers and Youth Animators increased</b>    |         |  |             |
|  | 2.1 Request for the transfer of Youth Animators     | 2 staff | Regional Delegation of Youth and Civic Education, Buea | 50,000      |
|  | <b>R3 Youth Empowerment Centres increased</b>       |         |  |             |
|  | 3.1 Construct Youth Empowerment Centre              | 2       | Bojongo and Muea                                       | 100,000,000 |
|  | <b>R4 Youth empowerment programs increased</b>      |         |  |             |
|  | 4.1 Design and implement Youth Empowerment programs | 5       | Buea, Bojongo and Muea Centres                         | 10,000,000  |

#### 15. WOMEN EMPOWERMENT AND THE FAMILY

| Strategy           |  | Indicators  | Sources of Verification  | Assumptions   |
|--------------------|--|---|--|---|
| Level              | Formulation  |   |  |   |
| Overall Objective  | Empowerment of women increased (Social, Personal , Political, Economic and cultural) | By 2015, at least 40% of women in the municipality are personally, socially, politically, economically and cultural empowered and less violated | -Transport Records<br>-Administrative Reports  | Negative cultural practices reduced                                 |
| Specific Objective | Marginalization of women reduced   | By 2015, at least 30% of women in the municipality take decisions that favor them   | -Administrative reports<br>-Testimonies  | Negative cultural practices reduced                                 |
| Results            | 1. Participation of women in development and political issues increased              | By 2013, at least 2 women are members of each Development committees and represent 30% of Councilors  | -list of members of Development committees<br>-list of councilors<br>-Administrative Reports | Favorable policy framework<br>-solidarity among women ensured       |
|                    | 2. Knowledge of women on their rights increased                                      | By 2014, at least 40% of women in the municipality know their rights and implement them   | -Testimonies<br>-Administrative Reports  | Collaboration of all main stakeholders                              |
|                    | 3. Income level of women increased   | At least 40% of women increase their income level by at least 5% Yearly and use their income wisely   | -saving books<br>-Testimonies<br>-Business Records   | -favorable policy framework<br>-Solidarity among women ensured      |
|                    | 4. Education level of women increased  | Enrollment of Girls in schools at all levels increase yearly by at least 5% and school drop outs reduced by at least 20%                        | -Enrollment Registers<br>-Attendance book  | Socio-cultural practices hindering the Girl child education reduced |
|                    | <b>ACTIVITIES</b>  | <b>QUANTITY</b>   | <b>PLACE</b>   | <b>COST(FCFA)</b>   |
|                    | <b>R1 participation of women in development and political issues increased</b>       |   |  |   |

|  |   |                             |   |             |
|--|---|-----------------------------|---|-------------|
|  |   |                             |   |             |
|  | 1.1 sensitize the population on the importance of Women's participation in Development and political issues | 64                          | All villages  | 6,400,000   |
|  | 1.2 Train Traditional Rulers, Councilors, Leaders of Common Initiative Groups on Gender issues              | 2 trainings for 100 persons | Buea, Muea  | 8,000,000   |
|  | <b>R2 Knowledge of women on their Rights increased</b>  |                             |   |             |
|  | 2.1 Train Women on their rights   | 10 Trainings                | Buea, Mapanja, Bojongo, Bokwango, Muea, Bova, Bokova, Lysoka, Bolifarmba, Maumu | 5,000,000   |
|  | <b>R3 Income level of women increased</b>   |                             |   |             |
|  | 3.1 Train women on income generating Activities   | 20 Trainings for 1000 women | Buea, Mapanja, Bojongo, Likombe, Bova, Bokova, Lysoka, Muea, Bolifamba          | 10,000,000  |
|  | 3.2 Support women with capital through credits to start small Businesses                                    | 1000                        | Selected from all the villages  | 100,000,000 |
|  | <b>R4 Education level of women increased</b>  |                             |   |             |
|  | 4.1 Sensitize the population on the importance of Girl Child Education                                      | 64                          | All villages  | 6,400,000   |
|  | 4.2 Award scholarships at all levels to promote the Girl Child Education                                    | 200                         | Selected from all the communities   | 20,000,000  |

## 16. SOCIAL AFFAIRS

| Strategy           |  | Indicators  | Sources of Verification                 | Assumptions                             |
|--------------------|--|---|---|---|
| Level              | Formulation                                      |   |   |   |
| Overall Objective  | Living conditions of vulnerable persons improved | By 2015, at least 40% of vulnerable persons have their basic needs yearly | -Testimonies<br>-Administrative Reports | -Favorable policy framework             |
| Specific Objective | Social services to vulnerable persons improved   | At least 50% of vulnerable persons have access to social services         | -Administrative reports<br>-Testimonies | Enabling Economic and political climate |
| Results            | 1.Data on vulnerable persons made available      | By 2013, Data on vulnerable persons made available and regularly updated  | -Data on vulnerable persons             | Documents properly stored               |
|                    | 2.Social workers                                 | By 2014, at least 4 new social  | -Transfer                               | Favorable Policy                        |

|  |   |   |                                      |  |             |
|--|---|---|--------------------------------------|--|-------------|
|  | increased   | workers are in place and functional   | Decisions<br>-Administrative Reports | Framework  |             |
|  | 3.Assistance to vulnerable persons increased            | At least 30% of vulnerable persons receive assistance yearly (kind or cash)     | -Administrative Reports              | Favorable policy framework<br>-Enabling economic conditions  |             |
|  | 4.Psycho-social Centres increased                       | By 2015, at least 1 Old Persons Home and 1 Orphanage constructed and functional | -Visits<br>-Administrative Reports   | -Favorable Policy framework<br>-Enabling economic conditions |             |
|  | ACTIVITIES  |   | QUANTITY                             | PLACE  | COST(FCFA)  |
|  | R1 Data on vulnerable persons made Available            |   |                                      |  |             |
|  | 1.1 Identify vulnerable persons                         |   | 64 villages                          | All the villages   | 6,400,000   |
|  | 1.2 Establish and update data (soft, Hard)              |   | 2 -soft<br>-hard                     | Buea   | 100,000     |
|  | R2 Social workers increased                             |   |                                      |  |             |
|  | 2.1 Request for the transfer of social workers          |   | 4 social workers                     | Regional Delegation of Social Affairs                        | 10,000      |
|  | R3 Assistance to vulnerable persons increased           |   |                                      |  |             |
|  | 3.1 Provide cash, Food items etc, to vulnerable persons |   | At least 500 persons for 4 years     | All communities  | 200,000,000 |
|  | R4 Psycho-social Centres increased                      |   |                                      |  |             |
|  | 4.1 Construct and equip Old people’s Home and Orphanage |   | 2                                    | Old people’s home-Buea Orphanage - Muea                      | 200,000,000 |

#### 17. PUBLIC WORKS

| Strategy           |  | Indicators   | Sources of Verification                       | Assumptions   |
|--------------------|--|--|---|---|
| Level              | Formulation                                |  |   |   |
| Overall Objective  | Circulation of persons and Goods increased | By 2015, at least 80% of the population circulate with goods within and without the communities at record time | -Transport Records<br>-Administrative Reports | -Transporter respect road safety rules<br>-Favorable policy framework |
| Specific Objective | Road Network improved                      | At least 70% of roads are pliable all seasons by vehicles  | -Administrative reports<br>-Testimonies       | -Enabling economic conditions<br>-collaboration of communities ensure |

|         |  |   |   |  |            |
|---------|--|---|---|--|------------|
| Results | 1 Drainage system improved                               | By 2013, drainage structures in Urban Towns constructed and regularly maintained    | Administrative reports<br>-Testimonies<br>-Visits   | -collaboration of communities ensures<br>-Enabling economic conditions |            |
|         | 2 Rehabilitation/ maintenance of roads improved          | At least 80% of roads are rehabilitated and regularly maintained                    | -visits<br>-Testimonies<br>-Administrative Reports  | -collaboration of all stakeholders<br>-Enabling economic conditions    |            |
|         | 3 Exit Roads out of Towns and villages increased         | By 2015, at least two exit Roads out of towns and villages exist and are functional | -visits<br>-Administrative Reports  | -Favorable Policy framework<br>-Enabling economic conditions           |            |
|         | ACTIVITIES   |   | QUANTITY  | PLACE  | COST(FCFA) |
|         | R1 Drainage system improved                              |   |   |  |            |
|         | 1.1 Construct culverts, Gutters & provide sidewalk slabs | 4 Urban spaces  | In all major village roads  | 700,000,000  |            |
|         | R2 Rehabilitation/ Maintenance of roads improved         |   |   |  |            |
|         | 2.1 Rehabilitate roads                                   | 9 Roads   | Bojongo-Mapaja = 5km<br>Bwasa-Likombe - Bokwango = 7km<br>Lysoka-Maumu = 5km<br>Great Soppo, Molyko, Muea 7km | 90,000,000   |            |
|         | 2.2 create road maintenance committee                    | 9   | Mapanja, Bwassa, Likombe, Lysoka, Maumu and 4 Quarters of Urban space   | 900,000  |            |
|         | 2.3 Train and equip road maintenance committees          | 1 training<br>Basic equipment 9 lots  | Mapanja, Bwassa, Likombe, Lysoka, Maumu, Quarters in 4 urban spaces   | 5,000,000  |            |
|         | R3 Exit roads out of towns and villages increased        |   |   |  |            |
|         | 3.1 conduct studies                                      | 2 studies   | Buea-Sandpit-Bulu Blind<br>Buea Town-Muea   | 5,000,000  |            |
|         | 3.2 Construct tarred roads                               | 2 roads   | Buea-Sandpit-Bulu Blind<br>Buea Town-Muea   | 2,000,000,000  |            |

## 18. ARTS AND CULTURE

| Strategy          |   | Indicators   | Sources of Verification                 | Assumptions                                 |
|-------------------|---|--|---|---|
| Level             | Formulation   |  |   |   |
| Overall Objective | Cultural contributions in the Economic growth of families and | By 2015, at least 40% of communities are empowered through cultural manifestations | -Testimonies<br>-Administrative Reports | Enabling economic and political environment |

|                    |  |   |  |  |
|--------------------|--|---|--|--|
|                    | communities increased  |   |  |  |
| Specific Objective | Promotion of cultural values increased   | At least 40% of the population practice positive cultural values yearly       | -Administrative reports<br>-Testimonies                          | Collaboration of community members ensured |
| Results            | 1. Annual cultural events increased  | Cultural events are organized in at least 40% of the villages yearly          | Administrative reports<br>-Testimonies                           | Collaboration of community members ensured |
|                    | 2. Documentation of Historic events and museums increased                        | By 2013, a data base for cultural events and museum exist in the municipality | -visits to museum<br>-Hard and soft documents on cultural events | Enabling economic and political climate    |
|                    | 3. Community Halls increased   | At least 2 community Halls are constructed and functional by 2015             | -visits<br>-Administrative Reports                               | Enabling Economic conditions               |
|                    | <b>ACTIVITIES</b>  | <b>QUANTITY</b>   | <b>PLACE</b>   | <b>COST(FCFA)</b>                          |
|                    | <b><i>R1 Annual cultural events increased</i></b>                                |   |  |  |
|                    | 1.1 Organize cultural events leading to annual festival                          | 50  | In interested villages   | 100,000,000                                |
|                    | <b><i>R2 Documentation of Historic cultural events and museums increased</i></b> |   |  |  |
|                    | 2.1 Document historic cultural events  | -   | Buea   | 10,000,000                                 |
|                    | 2.2 Construct and equip museum   | 1   | Buea   | 300,000,000                                |
|                    | R3 Community Hall increased  |   |  |  |
|                    | 3.1 construct community halls  | 2   | Buea, Muea   | 100,000,000                                |

## 19. WATER

| Strategy           |  | Indicators   | Sources of Verification  | Assumptions   |
|--------------------|--|--|--|---|
| Level              | Formulation                                |  |  |   |
| Overall Objective  | Prevalence of water borne diseases reduced | By 2015, water borne diseases reduce by at least 10% in the municipality | -Hospital and Health Centre records<br>-Administrative reports | Proper Hygiene and Sanitation ensured                       |
| Specific Objective | Access to quality drinking water improved  | By 2014, at least 60% of the population use potable water daily          | - Testimonies<br>-Testimonies reports                          | -Enabling economic conditions<br>-Collaborative communities |
| Results            | 1. Water Cut/Shortages reduced             | By 2013, water cuts/shortages reduced by at least 10% yearly             | -Testimonies<br>-Administrative Reports                        | Volume of water increased                                   |
|                    | 2. Contamination                           | By 2013,   | -Visits  | Collaborative   |

|  |  |  |   |   |
|--|--|--|---|---|
|  | of existing water sources reduced  | contamination of at least 60% of water sources reduced                         | -Testimonies<br>-Administrative Reports   | communities   |
|  | 3. Extension of Pipe-Borne water in the municipality increased               | By 2013, Pipe Borne water is extended to at least 5 communities and functional | -Visits<br>-Testimonies<br>-Administrative Reports  | -Enabling Economic conditions<br>-Collaborative communities |
|  | <b>ACTIVITIES</b>  | <b>QUANTITY</b>  | <b>PLACE</b>  | <b>COST(FCFA)</b>   |
|  | <b><i>R1 Water cuts/shortages reduced</i></b>                                |  |   |   |
|  | 1.1 Sensitise the population on water catchment protection                   | 64   | All villages  | 6,400,000   |
|  | 1.2 Protect catchment areas  | 16   | Koke, Upper Farms and Musole, Small Soppo, Mile 16, Mile 15, Sasse, Moli 1&2, Great Soppo, Mukunda, Buea, Ndongo, Bulu Native, Soppo Likoko, Lower Muea, Musaka | 80,000,000  |
|  | 1.3 create water maintenance committees                                      | 16   | Koke, Upper Farms and Musole, Small Soppo, Mile 16, Mile 15, Sasse, Moli 1&2, Great Soppo, Mukunda, Buea, Ndongo, Bulu Native, Soppo Likoko, Lower Muea, Musaka | 1,600,000   |
|  | <b><i>R2 contamination of existing water sources reduced</i></b>             |  |   |   |
|  | 2.1 Sensitise the population   | 16   | Koke, Upper Farms and Musole, Small Soppo, Mile 16, Mile 15, Sasse, Moli 1&2, Great Soppo, Mukunda, Buea, Ndongo, Bulu Native, Soppo Likoko, Lower Muea, Musaka | 6,400,000   |
|  | <b><i>R3 Extension of Pipe-Borne water in the municipality increased</i></b> |  |   |   |
|  | 3.1 Conduct studies  | 14   | Buea Station, Great Soppo, Moli 1&2, Mile 15, Koke, Wolikawo, Mevio, Vesoa, Upper Wonganjo, Wokeka, Wokalu, Wonjia, Upper                                       | 21,000,000  |



|  |   |    |  |            |
|--|---|----|--|------------|
|  |   |    | Boando, Wosenge  |            |
|  | 3.2 Construct pipe-borne water, extend into communities | 14 | Buea Station, Great Soppo, Moli 1&2, Mile 15, Koke, Wolikawo, Mevio, Veso, Upper Wonganjo, Wokeka, Wokalu, Wonjia, Upper Boando, Wosenge | 86,800,000 |

## 20. ENERGY

| Strategy                  |  | Indicators   | Sources of Verification                             | Assumptions   |
|---------------------------|--|--|---|---|
| Level                     | Formulation  |  |   |   |
| <b>Overall Objective</b>  | Lighting of the municipality increased   | By 2014, at least 60% of villages are lighted regularly                            | -visits<br>-Testimonies<br>-Administrative Reports  | Enabling Economic condition                                 |
| <b>Specific Objective</b> | Access to electricity supply improved  | By 2014, at least 50% of the population use electrical appliances regularly        | -Testimonies<br>-Administrative Reports             | Enabling economic conditions                                |
| <b>Results</b>            | 1.Extension of AES-SONEL cable installations to the communities increased          | By 2015, at least 9 communities are connected to AES-SONEL and functional          | -Visits<br>-Testimonies<br>- Administrative reports | Favourable policy framework                                 |
|                           | 2.Electricity supply shortages/cuts reduced  | Electricity supply shortages/cuts reduce by at least 5% yearly in the municipality | - Testimonies<br>-Administrative Report             | Sources of energy increased                                 |
|                           | 3.Functional community Generators increased  | By 2015, at least 4 community Generators are available and functional              | -Visits<br>-Administrative Report                   | -Enabling Economic Conditions<br>-Collaborative communities |
|                           | <b>ACTIVITIES</b>  | <b>QUANTITY</b>  | <b>PLACE</b>  | <b>COST(FCFA)</b>   |
|                           | <b><i>R1 Extension of AES SONEL installations to the communities increased</i></b> |  |   |   |
|                           | 1.1 Contact AES SONEL for connection   | 3  | Buea, Limbe   | 60,000  |
|                           | 1.2 Conduct studies & Extend street lights into quarters                           | 4  | All urban spaces                                    | 365,490,000   |
|                           | <b><i>R2 Electricity supply shortages/cuts reduced</i></b>                         |  |   |   |

|  |   |   |                                       |
|--|---|---|---------------------------------------|
|  |   |   |                                       |
|  | 2.1 contact AES SONEI                               | 6 | Buea, Limbe                           |
|  | <b>R3 Functional community Generators increased</b> |   |                                       |
|  | 3.1 Mobilize Communities                            | 4 | Mevio, Bwanda, Upper Woganjo, Wosenge |
|  | 3.2 Supply community Generators                     | 4 | Mevio, Bwanda, Upper Woganjo, Wosenge |

## 21. EMPLOYMENT AND VOCATIONAL TRAINING

| Strategy                  |   | Indicators  | Sources of Verification  | Assumptions   |
|---------------------------|---|---|--|---|
| Level                     | Formulation   |   |  |   |
| <b>Overall Objective</b>  | Exploitation of human resources for Development increased                                   | By 2015, contribution of human resources for Development increased by at least 10%                  | -Administrative Reports  | Enabling economic conditions                                  |
| <b>Specific Objective</b> | Rate of employment increased  | By 2015 unemployment rate in the municipality reduced by at least 5%                                | -Testimonies<br>-Administrative reports                                    | -Favourable policy framework<br>-Enabling economic conditions |
| <b>Results</b>            | 1. Employment opportunities increased   | By 2015, employment opportunities from the Government and private sectors increased by at least 10% | -List of employees<br>-Visit to business places<br>-Administrative reports | Favourable policy framework                                   |
|                           | 2. Entrepreneurial skills increased   | By 2015, at least 200 persons within the Municipality receive training on Entrepreneurship          | -Training Manuals<br>-Interviews   | Favorable policy framework                                    |
|                           | 3. Entrepreneurship programs in schools increased   | By 2015, at least 10 schools integrate entrepreneurship programs in their curriculum                | -curriculum<br>-visits<br>-Administrative reports                          | Favorable policy framework                                    |
|                           | <b>ACTIVITIES</b>   | <b>QUANTITY</b>   | <b>PLACE</b>   | <b>COST (FCFA)</b>  |
|                           | <b>R1 Employment opportunities increased</b>  |   |  |   |
|                           | 1.1 Sensitise the population on available employment opportunities                          | 4   | Buea, Bojongo, Muea, Bolifamba   | 200,000   |
|                           | 1.2 Contact Business operators, Civil Society Organization to establish in the municipality | 10  | Yaounde, Douala, Bamenda   | 1,000,000   |
|                           | <b>R2 Entrepreneurial skills increased</b>  |   |  |   |
|                           | 2.1 Sensitise the population on vocational training   | 64  | All villages   | 3,200,000   |
|                           | 2.2 Support trainings on vocational   | 200 persons   | Interested persons   | 33,300,000  |

|  |  |   |                       |           |
|--|--|---|-----------------------|-----------|
|  | skills and revolving loan schemes for less privileged persons. |   | from all the villages |           |
|  | <b>R3 Entrepreneurship programs in schools increased</b>       |   |                       |           |
|  | 3.1 Organise a meeting with Educational Authorities            | 1 | Buea                  | 1,000,000 |

## 22. SMALL AND MEDIUM SIZE ENTERPRISES AND HANDICRAFT

| Strategy                  |   | Indicators  | Sources of Verification  | Assumptions                 |
|---------------------------|---|---|--|-----------------------------|
| Level                     | Formulation   |   |  |                             |
| <b>Overall Objective</b>  | Economic power of the population and Council strengthened                       | By 2015, revenue for the council and population increased by at least 5%  | financial records  | Enabling business climate   |
| <b>Specific Objective</b> | Development of Economic activities increased                                    | By 2015, economic activities increased by at least 5% yearly  | -Administrative reports<br>-Visits   | Enabling Business climate   |
| <b>Results</b>            | 1.Structures and facilities increased   | By 2014, structures and facilities increased by at least 20% Yearly and functional                                    | -Visits<br>-Administrative reports   | Enabling Economic framework |
|                           | 2.Access to services increased  | By 2013, at least 20% of the population are reached by the sector   | -Administrative reports<br>-Testimonies  | Favourable policy framework |
|                           | 3.Promotion of the sector enhanced  | By 2013, At least 4 communication channels are used and at least 30% of the population are aware of sector activities | - Brochures/leaflets<br>-Website<br>-Radio programs<br>-Administrative reports | Favorable policy framework  |
|                           | 4.Opportunities for coaching and monitoring of aspiring entrepreneurs increased | Opportunities for coaching and monitoring of aspiring entrepreneurs increased by at least 5% Yearly                   | -Interviews<br>-Administrative Reports   | Favorable policy framework  |
|                           | <b>ACTIVITIES</b>   | <b>QUANTITY</b>   | <b>PLACE</b>   | <b>COST(FCFA)</b>           |
|                           | <b>R1 Structures and facilities increased</b>                                   |   |  |                             |
|                           | 1.1 construct Business places (stalls)  | 4 Buildings with 10 stalls  | Buea Station, Great Soppo, Molyko, Muea  | 160,000,000                 |
|                           | <b>R2 Access to services increased</b>  |   |  |                             |
|                           | 2.1 Design and implement programs   | -   | Selected villages  | 40,000,000                  |
|                           | <b>R3 Promotion of the sector enhanced</b>                                      |   |  |                             |

|  |   |  |                        |            |
|--|---|--|------------------------|------------|
|  |   |  |                        |            |
|  | 3.1 Circulate information on selected activities                                    | 4 communication channels<br>-Website<br>-Brochures/leaflets<br>-Radio<br>-Television | All villages           | 10,000,000 |
|  | <b><i>R4 Opportunities for the coaching of aspiring entrepreneurs increased</i></b> |  |                        |            |
|  | 4.1 Design and implement coaching and monitoring programs                           | -  | Aspiring entrepreneurs | 5,000,000  |

### 23. SCIENTIFIC RESEARCH AND INNOVATIONS

| Strategy                  |   | Indicators   | Sources of Verification                | Assumptions                  |
|---------------------------|---|--|--|------------------------------|
| Level                     | Formulation   |  |  |                              |
| <b>Overall Objective</b>  | Produce Quality and quantity Research and innovations improved                              | Produce quality and quantity improved by at least 5% each year                           | -Administrative Reports                | Favorable policy framework   |
| <b>Specific Objective</b> | Scientific Research and Innovation Development increased                                    | By 2015, research development increased by at least 10%                                  | -visits<br>-Technical bulletins        | Enabling economic conditions |
| <b>Results</b>            | 1.Dissemination of scientific research , innovation activities and result findings improved | At least 30% of the population are informed on the Research findings and use them yearly | Administrative reports<br>-Testimonies | Favorable policy framework   |
|                           | 2.Research facilities increased (structures, Personnel, Equipment)                          | By 2014, Research facilities increased by at least 5% and functional                     | Administrative Reports<br>-Visits      | Enabling economic conditions |
|                           | <b>ACTIVITIES</b>   | <b>QUANTITY</b>  | <b>PLACE</b>                           | <b>COST(FCFA)</b>            |
|                           | <b><i>R1 Dissemination of scientific research and innovation results improved</i></b>       |  |  |                              |
|                           | 1.1 Organised workshop to disseminate research results                                      | 1  | Buea                                   | 5,000,000                    |
|                           | 1.2 Distribute technical bulletins  | 400  | Technical services, population         | 2,000,000                    |
|                           | R2 Research facilities increased  |  |  |                              |
|                           | 2.1 Request for the transfer of staff   | 2 trips  | Yaounde                                | 200,000                      |
|                           | 1.2 Construct buildings   | 2 Buildings  | Ekona research                         | 80,000,000                   |
|                           | 2.3 Equip buildings   | 2 lots   | Ekona research                         | 20,000,000                   |
|                           | <b><i>R3 Improved adapted species increased</i></b>   |  |  |                              |
|                           | 3.1 Carry out adaptive research for four  | 3 adaptive   | Likombe,                               | 8,000.000                    |

|  |                   |                      |  |
|--|-------------------|----------------------|--|
| major crops : maize, cassava, yams and plantains | research stations | Bonakanda, Bolifamba |  |
|--|-------------------|----------------------|--|

## 24. TOURISM AND LEISURE

| Strategy                  |  | Indicators   | Sources of Verification  | Assumptions   |
|---------------------------|--|--|--|---|
| Level                     | Formulation  |  |  |   |
| <b>Overall Objective</b>  | Revenue for the Council and communities from Tourism increased                   | By 2015, revenue for the Council and communities increased by at least 5% Yearly   | -Financial records<br>-Administrative reports                        | -Enabling political environment<br>-Natural disasters increased |
| <b>Specific Objective</b> | Exploitation of Touristic potentials increased                                   | At least 5 Touristic sites are visited by Tourists each year in the municipality   | -Testimonies<br>-Administrative reports                              | Natural Disasters reduced                                       |
| <b>Results</b>            | 1. Development of Touristic sites increased                                      | By 2013, at least 5 potential sites attract Tourists   | -visits<br>-Administrative Reports                                   | Enabling economic environment                                   |
|                           | 2. Promotion of Touristic potentials increased                                   | By 2013, Touristic potentials are known through the websites, posters, Brochures, leaflets and generate the influx of Tourists | -Websites<br>-Brochures, Leaflets, posters etc                       | Enabling economic environment                                   |
|                           | 3. Community participation increased   | By 2013, at least 5 Touristic committees are created and functional in the communities   | -Interviews<br>-List of committee members<br>-Administrative reports | Collaboration of communities ensured                            |
|                           | <b>ACTIVITIES</b>  | <b>QUANTITY</b>  | <b>PLACE</b>   | <b>COST(FCFA)</b>   |
|                           | <b><i>R1 Development of Touristic sites increased</i></b>                        |  |  |   |
|                           | 1.1 Develop Touristic sites  | 5  | Buea, Bokwaongo, Bojongo, Bova and Bonakanda                         | 100,000,000   |
|                           | 1.2 Develop monuments, Statues & 1 cultural village                              | Several statutes, 1 cultural village   | Strategic locations  | 200,000,000   |
|                           | 1.3 studies to construct cable Train to the mountain.                            | 1  | Buea   | 500,000,000   |
|                           | <b><i>R2 Promotion of Touristic potentials increased</i></b>                     |  |  |   |
|                           | 2.1 Circulate information on Touristic potentials through communication channels | 5 Communication channels, websites, Radio, Television, Posters, Brochures, leaflets  | Buea   | 20,000,000  |
|                           | <b><i>R3 Community participation increased</i></b>                               |  |  |   |

|  |   |  |               |
|--|---|--|---------------|
|  |   |  |               |
| 3.1 Sensitize communities  | 5   | Buea, Bokwaongo, Bojongo, Bova and Bonakanda | 500,000       |
| 3.2 Create and Train Tourism committees , operators syndicate                          | 5   | Buea, Bokwaongo, Bojongo, Bova and Bonakanda | 5,000,000     |
| <b>R4 modern hotel facilities increased</b>  |   |  |               |
| 4.1 construct 1 3 star hotel with all modern facilities(Accommodation, conference, etc | 1 new government hotel with modern facilities | Bokwaongo, Buea                              | 2,955,000,000 |

## 25. MINES, INDUSTRIES AND TECHNOLOGICAL DEVELOPMENT

| Strategy                  |   | Indicators   | Sources of Verification               | Assumptions                  |
|---------------------------|---|--|---------------------------------------|------------------------------|
| Level                     | Formulation   |  |                                       |                              |
| <b>Overall Objective</b>  | Contribution of the sector on the economic Growth of the municipality increased | By 2015, the sector contributes at least 2% to the economic growth of the municipality | Financial Records                     | Favourable policy framework  |
| <b>Specific Objective</b> | Development of Industrial sector improved                                       | By 2014, development of industrial sector increased by at least 5%                     | -Administrative reports               | Favourable policy framework  |
| <b>Results</b>            | 1.Data base on possible sector potentials made available                        | By 2013, data base is available in soft and hard copies                                | -Data base<br>-Administrative support | Enabling economic conditions |
|                           | 2.Industries increased  | By 2015, at least one Industry exist and functional                                    | -Visits<br>-Administrative Reports    | Enabling economic conditions |
|                           | <b>ACTIVITIES</b>   | <b>QUANTITY</b>  | <b>PLACE</b>                          | <b>COST(FCFA)</b>            |
|                           | <b>R1 Data base on possible sector potentials made available</b>                |  |                                       |                              |
|                           | 1.1 establish data base   | 1  | Buea                                  | 4,000,000                    |
|                           | <b>R2 Industries increased</b>  |  |                                       |                              |
|                           | 2.1 Carry out prospections  | -  | All communities                       | 10,000,000                   |
|                           | 2.2 Establish Industry  | 1  | Where there are potentials            | 100,000,000                  |

## 26. COMMERCE

| Strategy |             | Indicators | Sources of Verification | Assumptions |
|----------|-------------|------------|-------------------------|-------------|
| Level    | Formulation |            |                         |             |

|                           |  |  |   |  |
|---------------------------|--|--|---|--|
| <b>Overall Objective</b>  | Council and population revenue increased                 | Council and population revenue increased by at least 5% yearly                                     | -financial records<br>-Administrative reports         | Enabling business climate                      |
| <b>Specific Objective</b> | Diversification of Commercial activities increased       | By 2015, at least 50% of business persons diversify their commercial activities                    | -Visits to business places<br>-Administrative reports | Favorable economic conditions                  |
| <b>Results</b>            | 1. Market facilities increased                           | By 2015, at least two modern markets are constructed and functional                                | -Visits<br>-Administrative reports<br>-pictures       | Favourable economic conditions                 |
|                           | 2. Market information system put in place                | By 2013, a functional market information system put in place and commercial activities accelerated | -Administrative reports<br>-Radio programs            | Favorable economic conditions                  |
|                           | 3. Rents for market stalls made affordable               | At least 60% of Business people are satisfied with the rate of rents yearly                        | -Testimonies<br>-Administrative reports               | Collaboration of all main stakeholders ensured |
|                           | 4. Market Associations strengthened                      | By 2013, the capacity of at least 70% of market Associations are strengthened                      | Association Records<br>-Administrative reports        | Solidarity ensured                             |
|                           | <b>ACTIVITIES</b>  | <b>QUANTITY</b>  | <b>PLACE</b>  | <b>COST(FCFA)</b>                              |
|                           | <b><i>R1 Market facilities increased</i></b>             |  |   |  |
|                           | 1.1 Construct modern market                              | 2  | Great Soppo, Muea                                     | 200,000,000                                    |
|                           | <b>R2 Market information system put in place</b>         |  |   |  |
|                           | 2.1 Establish a market information system                | 5 markets  | Buea Town, Muea, Soppo, Bolifamba, Bojongo            | 20,000,000                                     |
|                           | <b><i>R3 Rents for market stalls made affordable</i></b> |  |   |  |
|                           | 3.1 review rents for market stalls                       | 1 meeting  | Buea  | 1,000,000                                      |
|                           | <b><i>R4 Market Associations strengthened</i></b>        |  |   |  |
|                           | 4.1 Train market Associations                            | 2 trainings organised  | Buea, Muea  | 4,000,000                                      |

## 27. POSTS AND TELECOMMUNICATION

| Strategy                 |                           | Indicators   | Sources of Verification                 | Assumptions                 |
|--------------------------|---------------------------|--|---|-----------------------------|
| Level                    | Formulation               |  |   |                             |
| <b>Overall Objective</b> | Information flow improved | By 2015, circulation of information improved by at least 20% | -Testimonies<br>-Administrative reports | Favourable policy framework |
| <b>Specific</b>          | Access to                 | By 2013, at least 50% of                                     | -Testimonies                            | Favourable                  |

|                  |   |   |  |  |                   |
|------------------|---|---|--|--|-------------------|
| <b>Objective</b> | information and postal services improved  | the population have access to information and postal services                               | -Administrative reports  | policy framework   |                   |
| <b>Results</b>   | 1.Postal service facilities increased   | By 2015, the postal service facilities increase by at least 15% and customers are satisfied | -Testimonies<br>-Administrative reports                        | Favourable policy framework<br>-Enabling economic conditions |                   |
|                  | 2.Private postal services increased   | By 2014, at least 1 private postal service exist and functional                             | -Visits<br>-Administrative report                              | Enabling business climate                                    |                   |
|                  | 3.Access to internet services increased   | By 2015, at least 20% of the population have personal internet connections                  | Visit to telecommunication networks<br>-Administrative reports | Cost of personal internet services made affordable           |                   |
|                  | <b>ACTIVITIES</b>   |   | <b>QUANTITY</b>  | <b>PLACE</b>   | <b>COST(FCFA)</b> |
|                  | <b><i>R1 Postal service facilities increased</i></b>  |   |  |  |                   |
|                  | 1.1 Equip postal service with basic necessities (vehicles, personnel)   |   | 1 lot  | Buea   | 100,000,000       |
|                  | <b><i>R2 Private postal services increased</i></b>  |   |  |  |                   |
|                  | 2.1 Contact private postal services to establish in Buea  |   | 2 trips  | Douala, Yaounde  | 300,000           |
|                  | <b><i>R3 Access to internet services increased</i></b>  |   |  |  |                   |
|                  | 3.1 Organise a meeting with all Telecommunication network services to negotiate prices for personal internet services |   | 1  | Buea   | 500,000           |

## 28. LABOUR AND SOCIAL SECURITY

| <b>Strategy</b>           |  | <b>Indicators</b>   | <b>Sources of Verification</b>          | <b>Assumptions</b>           |
|---------------------------|--|---|---|------------------------------|
| <b>Level</b>              | <b>Formulation</b>   |   |   |                              |
| <b>Overall Objective</b>  | Standard of living of workers improved                         | By 2015, the standard of living of workers improved by at least 10%                         | -Testimonies<br>-Administrative reports | Favourable policy framework  |
| <b>Specific Objective</b> | Job security increased   | At least 30% of workers have secured jobs yearly and benefit from social insurance services | -Administrative reports<br>-Visits      | Enabling Business conditions |
| <b>Results</b>            | 1.Number of stabilized enterprises and Organizations increased | Stabilized enterprises and organizations increase by 2% yearly                              | -Administrative reports<br>-Visits      | Enabling business climate    |



|  |  |  |   |                                   |            |
|--|--|--|---|-----------------------------------|------------|
|  | 2.Organization and structuring of self-employment improved   | At least 30% of the population are self-employed by 2015                             | -Administrative reports<br>-visits      | Enabling business climate         |            |
|  | 3.Knowledge on labour code increased   | By 2013, at least 40% of the working population are aware of their rights as workers | -Testimonies<br>-Administrative reports | Collaboration of all stakeholders |            |
|  | ACTIVITIES   |  | QUANTITY                                | PLACE                             | COST(FCFA) |
|  | R1 Number of stabilized enterprises and organizations increased  |  |   |                                   |            |
|  | 1.1 Contact successful enterprises and organizations to establish in the municipality                                |  | 2 trips                                 | Douala, Yaounde                   | 200,000    |
|  | R2 Organization and structuring of self-employment improved  |  |   |                                   |            |
|  | 2.1 Organise trainings for skilled persons to find and keep jobs   |  | 2                                       | From all villages                 | 10,000,000 |
|  | R3 Knowledge on labour code increased  |  |   |                                   |            |
|  | 3.1 Train the trainers sessions for staff representatives on labor code and creating a conducive working environment |  | 2 Trainings                             | Buea                              | 13,000,000 |

## 29. COMMUNICATION

| Strategy           |   | Indicators   | Sources of Verification   |       | Assumptions  |  |
|--------------------|---|--|---|-------|--|--|
| Level              | Formulation   |  |   |       |  |  |
| Overall Objective  | Dissemination of Development activities increased     | At least 40% of the population are informed on development activities yearly             | -Testimonies<br>-Radio and Television Antenna programs<br>-Administrative reports |       | -Favorable policy framework<br>-Enabling economic conditions |  |
| Specific Objective | Communication services increased                      | By 2015, at least 5 Radio and TV companies are operational in the municipality           | Radio and Television companies<br>-Administrative reports                         |       | -Enabling business climate<br>-Favorable policy framework    |  |
| Results            | Community Radio and TV reception increased            | By 2015, signal of Radio Bonakanda and television operational in the entire municipality | -Visits<br>-Radio programs<br>-Administrative reports                             |       | -Favorable policy framework<br>-Enabling econ. conditions    |  |
|                    | 2 Private Radios and Televisions increased            | By 2015, at least 2 private radio & TV stations are operational in the municipality      | -Visits<br>-Radio & TV progms<br>-Administrative reports                          |       | -Favorable policy framework<br>-Enabling econ. conditions    |  |
|                    | 3 Coverage of Newsprints in the municipality improved | Newspapers are available in at least 40% of the villages                                 | -visits to Newspaper stations<br>-Administrative reports                          |       | Enabling business climate                                    |  |
|                    | ACTIVITIES  |  | QUANTITY  | PLACE | COST(FCFA)   |  |

|  |   |   |                  |            |
|--|---|---|------------------|------------|
|  | <b><i>R1 Community Radio reception increased</i></b>  |   |                  |            |
|  | 1.1 Establish another antenna for Radio Bonakanda and provide structural and Human Resource support | 1 structure<br>1 antenna<br>Staff support | Bojongo          | 82,200,000 |
|  | <b><i>R2 Private Radios and Televisions increased</i></b>   |   |                  |            |
|  | 2.1 Contact private Radio and Television companies  | 2 trips                                   | Douala & Yaounde | 300,000    |
|  | <b><i>R3 Coverage of Newsprints in the municipality increased</i></b>                               |   |                  |            |
|  | 3.1 Organise a meeting and plan strategies with newspaper vendors                                   | 1 meeting                                 | Buea             | 2,000,000  |

### 30. TERRITORIAL ADMINISTRATION, DECENTRALISATION & MAINTENANCE OF LAW

| Strategy   |   | Indicators  | Sources of Verification                          | Assumptions                 |
|--|---|---|--|-----------------------------|
| Level  | Formulation                                     |   |  |                             |
| <b>Overall Objective</b>   | Peaceful Environment increased                  | At least 40% of the communities enjoy a peaceful environment yearly               | -Testimonies<br>-Administrative reports          | Stable political climate    |
| <b>Specific Objective</b>  | Security of persons and property increased      | Crime wave reduced by at least 5% Yearly  | -Administrative reports                          | Security patrols ensure     |
| <b>Results</b>   | 1. Police posts increased                       | By 2015, at least 2 police posts exist and functional                             | -visits<br>-Decisions<br>-Administrative reports | Favorable policy framework  |
|  | 2. Police Resources (Human, material) increased | By 2015, at least 80% of police posts have required number of staff and materials | -Administrative reports                          | Favorable policy framework. |
|  | 3. Release of hardened criminals reduced        | At least 60% of hardened criminals are sentenced accordingly yearly               | -Court Judgments<br>-Administrative Reports      | Favorable policy framework. |
| <b>ACTIVITIES</b>  |   | <b>QUANTITY</b>   | <b>PLACE</b>                                     | <b>COST (FCFA)</b>          |
| <b><i>R1 police posts increased</i></b>  |   |   |  |                             |
| 1.1 Request for the creation of police posts                                   |   | 2   | Buea   | 10,000                      |
| <b><i>R2 Police motivated &amp; Resources increased</i></b>                    |   |   |  |                             |
| 2.1 Request for the transfer of staff  |   | yearly  | Buea   | 90,000                      |
| 2.2 Motivate dedicated staff   |   | yearly  | Buea   | 1,000,000                   |
| <b><i>R3 Release of hardened criminals &amp; Illegal detention reduced</i></b> |   |   |  |                             |
| 3.1 Review policy  |   | 2 meetings with stakeholders  | Buea   | 3,000,000                   |
| 3.2 Support advocacy NGOs working in the domain                                |   | 4   | Buea   | 2,000,000                   |
| <b>Total</b>   |   |   |  | <b>6,100,000</b>            |

### 5.3 Estimated cost of the CDP

| N°                                    | SECTOR  | ESTIMATED COST        |
|---------------------------------------|---|-----------------------|
| 1                                     | Council Institutional Log frame                                     | 341,800,000           |
| 2                                     | Agriculture   | 21,800,000            |
| 3                                     | Livestock   | 195,500,000           |
| 4                                     | State property and land Tenure                                      | 17,400,000            |
| 5                                     | Urban Development and Housing                                       | 12,200,000            |
| 6                                     | Environment & nature protection                                     | 44,600,000            |
| 7                                     | Forestry and Wildlife   | 39,300,000            |
| 8                                     | Basic Education   | 763,850,000           |
| 9                                     | Higher Education  | 106,720,000           |
| 10                                    | Secondary Education   | 447,500,000           |
| 11                                    | Public Health   | 305,830,000           |
| 12                                    | Transport   | 6,500,000             |
| 13                                    | Sports and Physical Education                                       | 66,050,000            |
| 14                                    | Youth and Civic Education   | 114,550,000           |
| 15                                    | Women Empowerment and the family                                    | 155,800,000           |
| 16                                    | Social Affairs  | 706,810,000           |
| 17                                    | Public Works  | 2,500,900,000         |
| 18                                    | Arts and Culture  | 510,000,000           |
| 19                                    | Water   | 202,200,000           |
| 20                                    | Energy  | 406,250,000           |
| 21                                    | Employment and Vocational Training                                  | 38,700,000            |
| 22                                    | Small and Medium size Enterprises                                   | 177,000,000           |
| 23                                    | Scientific Research & Innovation                                    | 395,850,000           |
| 24                                    | Tourism & Leisure   | 3,580,500,000         |
| 25                                    | Industries, Mines and Technological Development                     | 111,000,000           |
| 26                                    | Commerce  | 225,000,000           |
| 27                                    | Post and Telecommunication  | 100,800,000           |
| 28                                    | Labour and Social security  | 3,200,000             |
| 29                                    | Communication   | 84,500,000            |
| 30                                    | Territorial Administration, Decentralisation and maintenance of law | 6,100,000             |
| Total amount of the investment budget |   | <b>11,688,110,000</b> |

## 5.4 PLAN FOR THE USE AND MANAGEMENT OF LAND WITHIN THE MUNICIPALITY

**Table 11: NATURAL RESOURCES DIAGNOSIS MATRIX STRUCTURE**

| NATURAL RESOURCES   | LOCALISATION   | POTENTIAL  | USER/USERS   | CONTROLLERS   | MEANS OF MANAGEMENT (ACCESS)   | TENDENCIES  | PROBLEMS/ CONSTRAINTS  | ACTIONS TO UNDERTAKE  |
|---------------------|--|--|--|---|--|---|--|---|
| Forest              | Large scale of mountain forest Bonjongo towards Bakingili, Woteva, Etinda and the national Park forest   | Supper 8 500 HA<br>Presence of biodiversity flora & fauna. Medicinal plants like kegete Africana | The local Population (wood); Tourist; AES Sonel; Crop Farmers; Hunters. Bee farmers                  | The forest Management institution (Ecotourism); MINFOF; MINEPIA; Custom.            | Forest Management Officer Elected by community and the national Conservator        | High level of deforestation caused by frequent & uncontrolled farming, hunting, trees & plant cutting                       | 1.Uncontrolled cutting of trees<br>2 Undefined code of restriction.<br>3 Unauthorized creations of farms.<br>4.insufficient personnel & means of control | 1. intensify forest control<br>2 .Put in place the regulation of the community forest<br>3 Carryout reforestation<br>4 Prevent further penetration<br>5 Sensitize populations.<br>6 Develop supplementary livelihoods |
| Streams and Springs | <b>Spring:</b> Mann, Musole, Koke. Upper farms, Tole, Small Soppo, Great Soppo, Mile 16, 15, Sasse, Moli 1 Moli 2, Munkunda, Buea. Lower Muea, Soppo Likoko<br><b>River:</b> Ndongo, Buku Native & Musaka. | Water supply for different purposes (Very clean portable water for all uses); irrigation         | CDE Company & Private water conservation companies like Tangui SA. Communities, Irrigation for farms | The community and the State. No effective control mechanism put in place at moment. | Management is both Public and Private. Free access and no direct control at moment | Increasing Polluting of the streams by users. Encroachment in to water catchment areas. Dirt thrown into rivers. Drying up. | Constant throwing of dirt along the bangs<br>No proper care of the streams.<br>Inadequate protection of catchment areas.                                 | Prevent the throwing of dirt along the bangs<br>Plant more water conserving trees and protect catchment areas.<br>Control refuge going in by HYSSACAM. empower specialized NGOs                                       |
| Lakes               | There are lakes up the mountain like the Viambi Lake and Lake Njonji   | Touristic attraction for all   | Hunters and animals up the mountain. Tourist   | No direct control of the lakes  | Free access  | Attention not given to its preservation and control   | Inaccessible as it is right up the mountain  | The is need for innovation to boost its touristic value and attraction  |
| Habitation areas    | Growing urban spaces. Villages becoming semi urban habitation areas  | commercial activities  | Population, migrants, entrepreneurs  | Council, MINATD, MINDCAF, MINDUH  | Village management committees, Government services, council works department       | Unplanned areas, Poor living environment, crowded and expensive habitation  | Unplanned services and settlement, unauthorized houses, difficult population<br>Insufficient revenue to handle growth and expansion.                     | Reinforce planning & sanitar services. Sensitize communities. Update, apply & implement master plan. Apply deterrent fines and techniques   |
| Soil & Farmlands    | All villages of Buea (entire community) and part of urban space  | Rich volcanic soil, very fertile for cultivation. Stones and black sand                          | Farmers, CDC, Delmonte MINADER. Local & industrial quarries.   | There is state private and community or village lands                               | Management is under the different owners   | Diminishing productivity, soil productivity and unstable farming practices  | 1.High rate of erosion<br>2.Loss of fertility<br>3. Erosion, bush & hunting fire effect on plants. Increase farming & settlement impact                  | Re-fertilize the soil through application of both organic and inorganic manure. Recycling of crops. Encourage sustainable farming.  |

## **6. PROGRAMMING**

### **6.0 CDP Budget**

The sector by sector logical framework generated above have taken into consideration the long term plans as per the vision and goals of the council. The projected total amount of the investment budget equally summarised above (table 10) 11,688,110,000 francs, cfa, seems quite aspiring. However, the short term and mid term plans that follow are based on actual envisaged financial resources for the periods cited. In effect, the actual envisaged financial resources led to the three year and annual plan of action elaborated hereunder.

### **6.1 Resource mobilization**

Through the log frames, problems as indicated were identified in all 28 sectors, aspects reoccurring in both urban and village areas have been classified in the following sectors:

- Basic education: Inadequate access to quality basic education.
- Public health: Limited access to quality health care and services.
- Public works: Difficult movement of people and goods.
- Water and energy sectors: Insufficient supply and declining resources.
- Youth & Civic Education: decline in youth engagement, entrepreneurship and job development programmes.
- Secondary education: Inadequate access to quality education.
- Vocational education: Insufficient resources for professional education.
- Arts and culture: Declining activities and cultural values.
- Environment and Nature protection: declining control and increase environmental degradation.
- Commerce: Insufficient information, market space and declining revenues.
- Agriculture: Inadequate production, declining use of sustainable methods.
- Livestock sectors: Insufficient practitioners and production.
- Tourism: Insufficient infrastructures, facilities and organised operators.

Considering the problems reoccurring in these sectors and the means projected to be available the three year plan and subsequently an annual investment plan for 2012 was drawn to include the following projects based on the finances estimated to be available:

- 1) Public works :
  - a. Grading of roads and application of seawall for some communities and farm to market roads cited here under.
  - b. Construction of some bridges and culverts as cited.
- 2) Public health :
  - a. Construction of medical laboratory at Wotutu.
  - b. Construction of integrated health unit at Tole.
- 3) Basic Education :
  - a. Construction of 2 classrooms, 60 desks and provision of teacher's desk each at GS Maumu and GS Bojongo.
  - b. Construction of 2 classrooms and 1 toilet each at GS Bwitingi, GS Bwiyuku, and GS Ndongo.
- 4) Culture:
  - a. Provision of equipment at community hall, Lysoka.
- 5) Commerce:
  - a. Maintenance & renovation of markets
  - b. Provision of fire extinguisher and standby generator at Buea Town market.
  - c. Provision of modern warehouse with storage facilities at Muea market.

6) Secondary/Vocational Education :

- a. Youth Volunteer program to train and provide professional skills to 125 youths in the municipality.

7) Council Institutional Development:

- a. Construction of new council chambers.

The type of finances projected to be available, the institution and conditions are summarized as follows:

| # | Institution                  | Type of funds                                | conditions                   | Amount (AIP)         | Amount (To be generated in next 2 years (2013-2015)) |
|---|------------------------------|--|------------------------------|----------------------|--|
| 1 | Council                      | - Fiscal revenue<br>- Direct taxes<br>-      | - Periodically<br>- Annually | 463,500,000<br>(52%) | 1,390,500,000<br>(23.7%)                             |
| 2 | State/Decentralisation funds | - Grants<br>- BIP<br>- Special funds         | - Annually<br>- Periodically | 126,320,000<br>(14%) | 3,481,725,000<br>(59.2%)                             |
| 3 | FEICOM                       | - Loans                                      | - Reimbursed annually        | 250,000,000<br>(27%) | 750,000,000<br>(12.8%)                               |
| 4 | PNDP                         | - Grants                                     | - Annually                   | 58,400,000<br>(6.5%) | <b>00,000,000</b><br><b>(0.0 %)</b>                  |
| 5 | Others: PTA, BOT, PPPI, Etc  | - Cooperation (internal & External)<br>- Etc | - Periodically<br>- MoUs     | 13,473,000<br>(1.5%) | 255,619,000<br>(4.4%)                                |
|   |                              |  |                              | <b>898, 220,000</b>  | <b>5,877,844,000</b>                                 |

**EXPLANATORY NOTES :**

- The projection of council funds to be generated through fiscal revenues and direct taxes puts the actual 2012 value at 463,500,000 francs, cfa. The municipality is expected to experience substantial growth in activity and resources based on its population trend and projected construction works.
- State funding sources are expected to largely outgrow that of all other sources put together due to the funds that will be brought in during 50th anniversary celebrations. This source is yet to be completely reflected because its nature and sector of implementation was not known at the time of the resource mobilization and programming for the CDP.
- FEICOM occupies an important source of sure funds as loans to finance activities especially those that can generate revenue to repay with time such as low cost housing, shopping malls, markets and business related activities.
- Intensifying proposal writing, the council can generate enormous resources through grants and partnership exchanges from local and international sources. The Public Private Partnership (PPP), Build Operate and Transfer (BOT) and Parents Teachers association (PTA) Initiatives (item 5) can be capitalized to increase funding. The Buea Council is experienced in using the BOT concept to acquire partnerships, raise resources for development projects.

- Item 1 and 5 are all funding sources that require special efforts from the council and can be largely increased.
- Council resources for the first year, 2012 are estimated at 898,220,000 francs cfa. This amount is expected to increase during the ensuing years.
- It is be imperative for the council to put in place a resource mobilization Unit made up of volunteers, but managed by the Development and Financial officers. The essence is to guarantee progress, revenue generation and resource mobilization of the CDP.

## 6.2 Mid term expenditure framework (MITEF) 3 years Of Priority Projects

| RESULTS/ACTIVITIES<br>1. COMMUNICATION                                | INDICATORS                       | PERSON RESPONSIBLE               | PERIOD |    |    | PARTNERS   | MEANS                                       |     | COST              | SOURCES OF INCOME                 |
|---|----------------------------------|----------------------------------|--------|----|----|--|---|-----|-------------------|-----------------------------------|
|   |                                  |                                  | Y1     | Y2 | Y3 |  | HUM   | MAT |                   |                                   |
| <b>Reception of Radio Bonakanda increased, R1</b>                     |                                  |                                  |        |    |    |  |   |     |                   |                                   |
| Erect relay antennae for Radio Bonakanda FM, 1.1                      | Number of antennae erected (2)   | MAYOR/<br>Communications officer | Y2, Y3 |    |    | MINPTT<br>FAWODA<br>MINCOM                         | Contractor                                  |     | 50,000,000        | UNESCO, PNDP, Council, FAWODA,GIZ |
| Train community radio animators, 1.2                                  | Number of animators trained (10) | MAYOR/<br>Communications officer | Y2 Y3  |    |    | FAWODA<br>UB-JMC                                   | - Consultant<br>- Conference hall<br>-Funds |     | 5,000,000         | UNESCO, PNDP, Council, FAWODA,GIZ |
| Subsidy to Radio Bonakanda FM, 1.3                                    | Number of subsidies Granted (3)  | MAYOR/<br>Communications officer | Y2, Y3 |    |    | FAWODA   | FUNDS                                       |     | 3,000,000         | Council<br>PNDP                   |
| Construct Building For Radio Bonakanda, 1.4                           | Building in Bonakanda            | MAYOR/<br>Communications officer | Y2, Y3 |    |    | FAWODA,<br>Community, Land tenure and Public works | Contractor                                  |     | 25,000,000        | UNESCO<br>PNDP                    |
| <b>Coverage of Newsprints in the municipality increased, R2</b>       |                                  |                                  |        |    |    |  |   |     |                   |                                   |
| Organize a meeting & plan strategies with newspaper distributors, 2.1 | Number of meetings held (2)      | MAYOR/<br>Communications officer | Y2     |    |    | MESSAPRESSE<br>AGENT                               | Council communication<br>Staff, hall, Funds |     | 1,500,000         | Council                           |
| <b>Sub Total 1:</b>   |                                  |                                  |        |    |    |  |   |     | <b>84,500,000</b> |                                   |



| RESULTS/ACTIVITIES<br>2. BUEA COUNCIL   | INDICATORS           | PERSON<br>RESPONSIBLE       | PERIOD |    |    | PARTNERS                                    | MEANS                              | COST      | SOURCES OF<br>INCOME    |
|---|----------------------|-----------------------------|--------|----|----|---|------------------------------------|-----------|-------------------------|
|   |                      |                             | Y1     | Y2 | Y3 |   |                                    |           |                         |
| <b>Staff performance improved, R1</b>   |                      |                             |        |    |    |   |                                    |           |                         |
| Recruit qualified staff, 1.1  |                      | Mayor,<br>Sup. Authority    | Y2     | Y3 |    | Labour inspector,<br>MINEFOP,NEF,<br>MINATD | Advertisement,<br>interviews       | 500.000   | Council,<br>Gov’t, PNDP |
| Train Council staff on<br>planning, monitoring and<br>evaluation of projects, 1.2 | 3 days in<br>Buea    | Mayor                       | Y1     | Y2 | Y3 | PNDP, CSOs,<br>GREMPCO                      | Trainings<br>Workshops<br>Seminars | 3.000.000 | Council<br>PNDP<br>CSOs |
| Train staff and councilors,<br>1.3  | Meeting in<br>Buea   | Mayor                       | Y1     | Y2 | Y3 | CEFAM<br>CSOs<br>PAID-WA                    |                                    | 5.000.000 | Council<br>PNDP<br>CSOs |
| Evaluate staff<br>performance, 1.4  | Yearly in<br>Buea    | Mayor, S.G<br>Service heads | Y2     | Y3 |    | PNDP, CSOs,<br>GREMPCO                      | Mark sheet<br>Report form          | 1,000,000 | Council<br>PNDP<br>CSOs |
| Motivate staff , 1.5  | Yearly               | Mayor                       | Y2     | Y3 |    | Min of labour                               | Promotion,<br>Financial, awards    | 1.000.000 | Council                 |
| Review & Distribute job<br>description, 1.6                                       | 1 meeting<br>in Buea | S.G<br>CSHR                 | Y1     |    |    | MINATD                                      | Photocopy                          |           | Council                 |

**Funds for projects increased, R2**

|  |                    |       |          |   |   |            |          |
|--|--------------------|-------|----------|---|---|------------|----------|
| Train finance staff on mobilization of finances and management, 2.1  | 1 training in Buea | Mayor | Y2       |   | Workshop                                    | 1.000.000  |          |
| Control collection of council additional taxes. 2.2  |                    | M.T   | Y1 Y2 Y3 |   | Vehicles                                    | 500.000    | Council  |
| Strengthen working relation with public services in charge of fiscal revenue and council direct taxes, 2.3 | 2 meetings         | Mayor | Y2 Y3    | Taxation, Forces of law & Order         | PROs, Vehicles                              | 500.000    | Council  |
| Submit project proposals to Donors for Funding, 2.4  | 10 proposals       | Mayor | Y2       | CSOs Consultants                        | Technical Dept Buea Council                 | 2.000.000  | Council  |
| Develop potential sources of revenue such as markets, motor parks, touristic sites, etc, 2.5               |                    | Mayor | Y2 Y3    | CSOs, NGOs, Stakeholders                | BOT, Public Private Partnership Initiative. |            | Council  |
| <b>Management of council property improved, R3</b>   |                    |       |          |   |   |            |          |
| Conduct an inventory of council property, 3.1  | Yearly             | S.A   | Y2 Y3    |   | Vehicles                                    | 500.000    | Council  |
| Review management procedures for council property, 3.2   | 1 meeting in Buea  | Mayor | Y1       | CEFAM, PNDP, CSOs, PAIDWA, GREMPCO      | Seminars, Workshops                         | 1,250,000  |          |
| Review budget for maintenance of council assets, 3.3   | 1 meeting in Buea  | Mayor | Y2       | CSOs                                    | Council sessions, workshops                 | 1.500.000  |          |
| Acquire land title for council land, 3.4   |                    | Mayor | Y3       | -State property & land tenure; SDO Fako | Official correspondence                     | 5.000.000  |          |
| Acquire fire fighting  |                    | Mayor | Y2 Y3    | FIECOM                                  | Tender Board                                | 30.000.000 | Council, |

|   |                         |       |          |   |                                    |                     |                    |
|---|-------------------------|-------|----------|---|------------------------------------|---------------------|--------------------|
| equipment, 3.5  |                         |       |          | Contractors, Donors                     |                                    |                     | FEICOM, Int.Donors |
| Review and sell written off assets, 3.6   |                         | S.A   | Y2 Y3    | State Property Land revenue collection  | Auction sale                       | 1.000.000           | Council            |
| Institute logbook record system for the use of council vehicles, 3.7                  |                         | Mayor | Y2       | Transport Service                       | Printing press                     | 500.000             | Council            |
| Acquire new council office space, 3.8   | Council office complex  | Mayor | Y1       | FEICOM, Contractor, DD MINDUH,          | Technicians, contractor            | 250,000,000         | Council, FEICOM    |
| <b>Planning, Monitoring and Evaluation increased, R4</b>                              |                         |       |          |   |                                    |                     |                    |
| Carry-out planning, 4.1   | Yearly in Buea          | Mayor | Y1 Y2 Y3 | PNDP, CSOs, GREMPCO, Other stakeholders | Radio ,communiqués Workshops       | 10.000.000          | Council PNDP       |
| Monitor activities, 4.2   | Quarterly(all projects) |       |          |   | Council Sessions, visits & reports | 1.300.000           |                    |
| Conduct Evaluation, 4.3   | Yearly in Buea          |       |          |   | Sessions, workshops                | 1.500.000           |                    |
| <b>Circulation of information on council socio-economic activities improved, R5</b>   |                         |       |          |   |                                    |                     |                    |
| Produce documentaries on council development projects, 5.1                            |                         | Mayor | Y2 Y3    | PNDP FEICOM                             | Reports, Write-ups Brochures       | 5.000.000           | Council PNDP       |
| Review the council’s newsletter, 5.2  |                         |       | Y2 Y3    | PNDP,FEICOM, Other, stakeholders        |                                    | 1.500.000           | Council            |
| Run a special council radio Prgm: Buea council Half Hour, 5.3                         |                         |       | Y2 Y3    | Radio Station                           | Interviews                         | 300.000             | Council            |
| Organize annual photo exhibitions of the council major socio-economic activities, 5.4 |                         |       | Y2 Y3    | Delegation of communication             | -Radio communication<br>-Posters   | 5.000.000           | Council            |
| <b>Sub total 2:</b>   |                         |       |          |   |                                    | <b>328, 850,000</b> |                    |

| Results/Activities<br>3. SECONDARY EDUCATION | INDICATORS                        | Person Responsible | Period |    |    | PARTNERS                                | Means       |          | Cost/ FCFA  | Source of Income        |
|--|-----------------------------------|--------------------|--------|----|----|---|-------------|----------|-------------|-------------------------|
|  |                                   |                    | Y1     | Y2 | Y3 |   | Human       | Material |             |                         |
| Infrastructure increased R1                  |                                   |                    |        |    |    |   |             |          |             |                         |
| Construct classrooms & admin. blocks 1.1     | 18 classrooms<br>1 admin. block.  | Mayor              | Y1     | Y2 | Y3 | P.T.A, RDSE, DDSE<br>Dev.t bodies       | contractors |          | 171,000,000 | B I P<br>PTA            |
| Construct laboratories 1.2                   | 3 laboratories                    | Mayor              |        | Y2 | Y3 | P.T.A, RDSE, DDSE<br>Development bodies | contractors |          | 71,000,000  | B I P<br>PTA            |
| Install electricity 1.3                      | 4 electricity networks in schools | Mayor              |        | Y2 | Y3 | AES SONEL, P.T.A<br>Companies, DDSE     | contractors |          | 4,000,000   | B I P / PNDP<br>PTA     |
| Construct water points, 1.4                  | 2 water points                    | Mayor              |        | Y2 | Y3 | P.T.A, Community                        | contractors |          | 6,000,000   | COUNCIL,<br>BIP, PNDP   |
| Construct latrines 1.5                       | 1 latrine                         | Mayor              |        | Y2 | Y3 | P.T.A, DDSE                             | contractors |          | 7,500,000   | PNDP / B I P            |
| Install internet services 1.5                | 3 lots                            | Mayor              |        | Y2 | Y3 | PTA, ADCOME, DDSE                       | contractors |          | 15,000,000  | B I P, Council,<br>PTA  |
| Equipment increased R2                       |                                   |                    |        |    |    |   |             |          |             |                         |
| Supply laboratory equipments, 2.1            | 5 lots                            | Mayor              |        | Y2 | Y3 | P.T.A, RDSE, DDSE                       | contractors |          | 15,000,000  | B I P, PNDP,<br>Council |
| Supply workshop equipment 2.2                | 2 lots                            | Mayor              |        | Y2 | Y3 | P.T.A, DDSE, RDSE                       | contractors |          | 15,000,000  | B I P, PNDP,<br>Council |
| Supply Desks2.3                              | 360 desks                         | Mayor              | Y1     | Y2 | Y3 | P.T.A, DDSE, RDSE                       | contractors |          | 108,000,000 | PNDP,<br>Council        |
| Sub Total 3:                                 |                                   |                    |        |    |    |   |             |          | 412,500,000 |                         |

| Results/Activities  | INDICATORS  | Person Responsible | Period   |    |    | PARTNERS                                       | Means                                  |          | Cost/ FCFA | Source of Income    |
|---|---|--------------------|----------|----|----|--|--|----------|------------|---------------------|
| 4. PUBLIC HEALTH  |   |                    | Y1       | Y2 | Y3 |  | Human                                  | Material |            |                     |
| <b>Qualified medical personnel increased R1</b>                 |   |                    |          |    |    |  |  |          |            |                     |
| Request for the transfer of medical staff 1.1                   | 3 Doctors-Molyko, Bojongo, Bolifamba<br>28 Nurses- Molyko, Muea, Buea, Bojongo, Bolifamba, Lysoka | Mayor              | Y2 Y3    |    |    | D M O  |  |          | 75,000     | COUNCIL             |
| <b>Equipments in hospital and health centres increased R2</b>   |   |                    |          |    |    |  |  |          |            |                     |
| Supply equipments 2.1   | Laboratories 5 lots, 18 beds<br>Wotutu, Molyko, Muea, Buea, Bojongo, Bokwaongo health centers     | Mayor              | Y1       | Y2 | Y3 | D M O  | contractor                             |          | 75,000,000 | PNDP<br>B I P       |
| <b>Access to essential drugs increased R3</b>                   |   |                    |          |    |    |  |  |          |            |                     |
| Supply essential drugs to all heath centers 3.1                 | 1 contact<br>Visit  | Mayor              | Y2 Y3    |    |    | Special Fund<br>PLAN Intl.<br>D E M O<br>G I Z | Special Fund<br>Public Health<br>G I Z |          | 5,000,000  | Community           |
| <b>Coverage of health programs in municipality increased R4</b> |   |                    |          |    |    |  |  |          |            |                     |
| Sensitize communities on health insurance scheme 4.1            | 5 Workshops   | Mayor              | Y2<br>Y3 |    |    | -D M O<br>-G I Z<br>MINSANTE                   | D M O<br>Mutual<br>Health Fund         |          | 2,500,000  | MINSANTE<br>Council |
| <b>Health infrastructure increased R5</b>                       |   |                    |          |    |    |  |  |          |            |                     |
| Construct wards 5.1   | 4 wards;(Muea 2<br>Bokwaongo 2)   | Mayor              | Y2<br>Y3 |    |    | D M O  | contractor                             |          | 32,000,000 | PNDP                |

|   |  |       |          |                               |            |  |                    |                 |
|---|--|-------|----------|-------------------------------|------------|--|--------------------|-----------------|
| Construct water systems and toilets 5.2   | 3 water system, toilets (Bojongo, Bolifamba, and Bokwaongo IHCs. | Mayor | Y2<br>Y3 | D M O<br>CHIEFS               | contractor |  | 22,500,000         | P I B<br>FEICOM |
| Construction of 1 IHC , 5.3               | 1 complete Integrated Health Center, Tole                        | Mayor | Y1       | Urban affairs<br>Public works | contractor |  | 35,000,000         | P I B           |
| Construct residence for chief Nurse 5.4   | 1 RESIDENCE  | Mayor | Y2<br>Y3 | Housing &<br>Urban Dev't      | contractor |  | 5,000,000          | COUNCIL         |
| Rehabilitate integrated health center 5.5 | 1 health centre (Buea)   | Mayor | Y2<br>Y3 | D M O                         | contractor |  | 10,000,000         | P I B<br>FEICOM |
| Construction of medical laboratory        | 1 medical laboratory Wotutu                                      | Mayor | Y1       | D.M.O.                        | contractor |  | 50,000,000         | BIP             |
| <b>Sub Total : 4</b>                      |  |       |          |                               |            |  | <b>237,075,000</b> |                 |

| RESULTS/ACTIVITIES<br>5. COMMERCE  | INDICATORS   | PERSON<br>RESPONSIBLE | PERIOD<br>Y1/Y2/Y3 | PARTNERS                        | MEANS                         | COST<br>(FCFA)     | SOURCES<br>OF<br>INCOME |
|--|--|-----------------------|--------------------|---------------------------------|-------------------------------|--------------------|-------------------------|
| <b>Market facilities increased, R1</b>                                     |  |                       |                    |                                 |                               |                    |                         |
| 1.1 Construct modern markets   | 2 markets constructed in Great Soppo and Muea  | Mayor                 | Y2 Y3              | Public works,<br>Traders        | contractor                    | 400.000.000        | FEICOM,<br>BOT, PPP I   |
| 1.2 Provision of gates, generator, fire extinguisher, drainage & generator | Buea town market: Provision of gates, standby generator, fire extinguishers, good drainage & generator | Mayor                 | Y1                 | Works<br>department,<br>Traders | Supplier, works<br>department | 43,500,000         |                         |
| <b>Sub Total: 5</b>  |  |                       |                    |                                 |                               | <b>443.500.000</b> |                         |

| RESULTS/ACTIVITIES<br>6.MALL & MEDIUM SIZED<br>INDUSTRIES, & HANDI CRAFT      | INDICATORS   | PERSON<br>RESPONSIBLE    | PERIOD<br>Y1/Y2/Y3 | PARTNERS                                     | MEANS      | COST<br>(FCFA)     | SOURCES<br>OF INCOME |
|---|--|--------------------------|--------------------|--|------------|--------------------|----------------------|
| <i>Structures and facilities increased, R1</i>                                |  |                          |                    | MINPMEESA<br>SME networks<br>GREMPCO<br>NGOs |            |                    |                      |
| Construct business places (stalls), 1.1                                       | 4 buildings with 10 stalls Buea; Station Great Soppo; Molyko; Muea and Wotutu  | Mayor                    | Y2 Y3              |  | Contractor | 160.000.000        | FEICOM BOT, PPPI     |
| Construct modern warehouse, 1.2   | 1 modern warehouse I, Muea market  | Mayor                    | Y1                 |  | Contractor | 40,000,000         | Council              |
| <i>Access to services, loans and management information increased, R2</i>     |  |                          |                    |  |            |                    |                      |
| Organize capacity building workshops for SMEs in associations.                | 5 workshops: 1 financial management; 1 business management;1record keeping; 1 marketing & 1 Business plans                                     | Mayor                    | Y2 Y3              |  | Consultant | 10.000.000         | NGOS/ Council        |
| <i>Promotion of the sector enhanced, R3</i>                                   |  |                          |                    |  |            |                    |                      |
| Circulate information on selected activities, 3.1                             | Transformation of local products; development of sales catalogue, market website, & directory in Buea municipality; use communication channels | Public Relations officer | Y2 Y3              |  |            | 5.000.000          | Council SME networks |
| <i>Opportunities for the coaching of aspiring entrepreneurs increased R.4</i> |  |                          |                    |  |            |                    |                      |
| Design & implement coaching & mentoring programs, 4.1                         | Proposal for funding developed   | Mayor                    | Y2 Y3              |  | Consultant | 2.000.000          | Council NGOS         |
| <i>Sub total: 6</i>   |  |                          |                    |  |            | <i>217,000,000</i> |                      |

| RESULTS/ACTIVITIES<br>7.BASIC EDUCATION                  | INDICATORS                                 | PERSON<br>RESPONSIBLE | PERIOD<br>Y1/Y2/Y3 | PARTNERS                              | MEANS      | COST<br>(FCFA)      | SOURCES OF<br>INCOME |
|--|--|-----------------------|--------------------|---------------------------------------|------------|---------------------|----------------------|
| <b>Qualified teachers increased, R1</b>                  |  |                       |                    |                                       |            |                     |                      |
| Request for the transfer of 8 qualified teachers, 1.1    | GS Great soppo 4, GS Bojongo 1, Bwitingi 3 | Mayor                 | Y1 Y2              | RD Basic education                    | Council    | 50.000              | Council              |
| <b>Basic infrastructure &amp; materials increased R2</b> |  |                       |                    |                                       |            |                     |                      |
| Construct classrooms and administrative block, 2.1       | 60 classrooms; 10 Administrative blocks;   | Mayor                 | Y1 Y2 Y3           | RD Basic Education                    | Contractor | 614.000.000         | PIB;PNDP; PTA        |
| Construct latrines, 2.2                                  | 14 latrines                                | Mayor                 | Y1 Y2 Y3           | //                                    | Contractor | 49.000.000          | //                   |
| Construct water points, 2.3                              | 11 water points                            | Mayor                 | Y2 Y3              | Community/CAMWATER RD Basic education | Contractor | 33.000.000          | //                   |
| Supply benches, 2.4                                      | 1980 benches                               | Mayor                 | Y1 Y2 Y3           | RD, DD of Basic ED FORESTRY           | Supplier   | 59.000.000          | //                   |
| Supply of teachers' desks                                | 2 teachers' desks: GS Maumu & GS Bojongo   | Mayor                 | Y1                 | RD, DD of Basic ED FORESTRY           | Supplier   | 500,000             | BiP                  |
| <b>Didactic materials increased, R3</b>                  |  |                       |                    |                                       |            |                     |                      |
| Supply didactic materials                                | 37 lots                                    | Mayor                 | Y1                 | RD/DD/IBE Basic ED                    | Supplier   | 37.000.000          | PIB                  |
| <b>Sub Total: 7</b>                                      |  |                       |                    |                                       |            | <b>792, 550,000</b> |                      |



| RESULTS/ACTIVITIES<br>8. ENERGY  | INDICATORS  | PERSON RESPONSIBLE  | PERIOD<br>Y1/Y2/Y3 | PARTNERS | MEANS      | COST(FCFA)        | SOURCES OF INCOME |
|--|---|---------------------|--------------------|----------|------------|-------------------|-------------------|
| <b>Extension of AES Sonel <sup>R1</sup> installations to the communities increased, R1</b> |   |                     |                    |          |            |                   |                   |
| Contact AES Sonel for connection, 1.1  | 3 contacts (Buea and limbe)                           | Mayor               | Y1 Y2 Y3           | MINEE    |            | 75.000            | Council           |
| <b>Electricity supply outages reduced , R2 <sup>R2</sup></b>                               |   |                     |                    |          |            |                   |                   |
| Contact AES Sonel, 2.1   | 6 contact visits(Buea and Limbe)                      | Mayor               | Y1                 | MINEE    |            | 150.000           | Council           |
| <b>Functional community generators increased, R3</b>                                       |   |                     |                    |          |            |                   |                   |
| Mobilize communities, 3.1  | 4 mobilization meetings                               | Development officer | Y2                 | MINEE    |            | 400.000           | Council           |
| Supply community generators, 3.2   | 4 generators in mevio, bwanda, Upper Woganjo, Wosenge | Mayor               | Y2 Y3              | MINEE    | Contractor | 40.000.000        | BIP, FEICOM       |
| <b>Sub total: 8</b>  |   |                     |                    |          |            | <b>40,625,000</b> |                   |

| RESULTS/ACTIVITIES<br>9. WATER                             | INDICATORS                | PERSON RESPONSIBLE        | PERIOD<br>Y1/Y2/Y3 | PARTNERS      | MEANS    | COST(FCFA)   | SOURCES OF INCOME |
|--|---------------------------|---------------------------|--------------------|---------------|----------|--------------|-------------------|
| <b>Water cuts/shortages reduced, R1</b>                    |                           |                           |                    |               |          |              |                   |
| Sensitize population on water catchment protection, 1.1    | 16 Sensitization meetings | Development Officer       | Y2 Y3              | MINEE         |          | 3.200.000    | Council           |
| Protect catchment areas, 1.2                               | 16 catchment areas        | Mayor                     | Y2 Y3              | MINFOF, MINEE | Contract | 80.000.000   | BIP, FIECOM, PNDP |
| Create water maintenance committees, 1.2                   | 16 maintenance committees | Mayor/Development officer | Y2 Y3              | MINEE         | MINEE    | 3.200.000    | Council           |
| <b>Contamination of existing water sources reduced, R2</b> |                           |                           |                    |               |          |              |                   |
| Sensitize the population, 2.1                              | 16 sensitization          | Mayor/Development         |                    |               |          | Simultaneous | Council           |

|  |            |            |       |       |                   |                    |                   |
|--|------------|------------|-------|-------|-------------------|--------------------|-------------------|
|  | meetings   | nt officer | Y2 Y3 | MINEE |                   | with 1.1           |                   |
| <i>Extension of pipe borne water in the municipality increased, R3</i> |            |            |       |       |                   |                    |                   |
| Conduct studies, 3.1   | 14 studies | Mayor      |       |       | Consultant /MINEE | 21.000.000         | PNDP              |
| Construct pipe borne water, 3.2  | 14 schemes |            |       |       | Contract          | 70.000.000         | FEICOM, BIP, PNDP |
| <i>Sub total: 9</i>  |            |            |       |       |                   | <i>177,400,000</i> |                   |

| RESULTS/ACTIVITIES   | INDICATORS   | PERSON RESPONSIBLE         | PERIOD<br>Y1/Y2/Y3 | PARTNERS    | MEANS      | COST<br>(FCFA)    | SOURCES OF<br>INCOME        |
|--|--|----------------------------|--------------------|-------------|------------|-------------------|-----------------------------|
| <b>10. LIVESTOCK</b>   |  |                            |                    |             |            |                   |                             |
| <b>Methods of animal and bird production, R1</b>                 |  |                            |                    |             |            |                   |                             |
| Organize trainings on livestock production, 1.1                  | 16 trainings, Buea, Bojongo, Bova, Muea, Maumu, Mapanja, Dibanda | Council, Development agent | Y2 Y3              | D.D MINEPIA | Consultant | 24.000.000        | Council, SOWEDA             |
| <b>Farm sizes increased, R2</b>                                  |  |                            |                    |             |            |                   |                             |
| Support livestock farmers with grant from ACEFA, 2.1             | 50 farmers from selected villages                                | Council, finance agent     | Y2 Y3              | D.D MINEPIA | Consultant | 25.000.000        | ACERFA                      |
| <b>Livestock marketing facilities increased, R3</b>              |  |                            |                    |             |            |                   |                             |
| Renovate slaughter houses, 3.1                                   | 2 slaughter houses, Buea town, Muea                              | Chief of works             | Y2                 | MINTP       | Contractor | 10.000.000        | Council                     |
| Construct adaptable livestock sections in markets, 3.2           | Adaptable livestock stalls constructed in 3 markets              | Chief of works             | Y2 Y3              | MINEPIA     | Contractor | 30.000.000        | MINEPIA, Council, BOT, PPPI |
| <b>Organization of farmers improved, R4</b>                      |  |                            |                    |             |            |                   |                             |
| Sensitize farmers, 4.1   | Organized meetings with farmers & networks                       | Development agent          | Y2 Y3              | MINEPIA     | Consultant | 6.000.000         | Council, MINEPIA            |
| Support the creation of common initiative groups and unions, 4,2 | 20 CIG's, 2 unions (interested farmers from all villages)        | Finance agent              | Y2 Y3              | MINEPIA     | consultant | 500.000           | Council                     |
| <b>Sub Total :10</b>   |  |                            |                    |             |            | <b>95,500,000</b> |                             |

| RESULTS/ACTIVITIES                                    |  |       |                 |   |                                 |                             |   |
|---|--|-------|-----------------|---|---------------------------------|-----------------------------|---|
| <b>11. ARTS &amp; CULTURE</b>                         |  |       |                 |   |                                 |                             |   |
| <b>Annual cultural events increased, R1</b>           |  |       |                 |   |                                 |                             |   |
| Organize cultural events, 1.1                         | 1 grand cultural event (Carnival) in Buea; 6 small events in villages grouped into 6 areas rehearsing & competing for the carnival | Mayor | Y2 Y3           | DD Arts & Culture<br>SOCAM, SOCINADA, companies<br>Traditional rulers, Franco alliance, elites. | Consultant<br>Village community | 100.000.000                 | Council, SOCAM, SOCINADA, MTN, Orange, Brasseries, Guinness, MINAC, chiefs. |
| <b>Documentation of historic cultural events, R2</b>  |  |       |                 |   |                                 |                             |   |
| Document historic cultural events, 2.1                |  | Mayor | Y2 Y3           | DD MINAC, activist, NGOs, Patriarch   | archives                        | 2,000.000                   | PIB, Council, chiefs  |
| <b>Community halls &amp; equipments increased, R3</b> |  |       |                 |   |                                 |                             |   |
| Construct & equip community halls, 3.1                | 1 community hall, Muea & 1 Buea<br><br>supply of equipment at Lysoka community hall  | Mayor | Y2 Y3<br><br>Y1 | village traditional council, Council, elites,<br><br>DD MINAC                                   | contractor                      | 40,000,000<br><br>3,000,000 |   |
| <b>Sub total: 11</b>                                  |  |       |                 |   |                                 | <b>145,000,000</b>          |   |

| Results/Activities   | Indicators                    |       | Period<br>Y2 Y3 | Partner  | Means<br>Human/material           | Cost       | Sources of income            |
|--|-------------------------------|-------|-----------------|--|-----------------------------------|------------|------------------------------|
| <b>12. ENVIRONMENT &amp; NATURE PROTECTION</b>               |                               |       |                 |  |                                   |            |                              |
| <b>Human, household &amp; industrial waste improved., R1</b> |                               |       |                 |  |                                   |            |                              |
| Extend waste management program, 1.1                         | 2 strips (Bojongo, Bonakanda) | Mayor | Y2 Y3           | DD MINEPDED, MINUH, HYSACAM, consultants, village councils       | Consultant                        | 10.000.000 | HYSACAM, PSFE, PNDP, council |
| Construct permanent disposal sites, 1.2                      | 2 sites                       | Mayor | Y2 Y3           | Same above including local communities (traditional authorities) | Consultant, contractors           | 20.000.000 | Same as above                |
| Develop sustainable strategy for waste disposal in the       | 2 meetings ( Buea)            | Mayor | Y2 Y3           | DD MINEPDED, MINUH Consultants                                   | Consultants, DD MINEPDED, council | 2.000.000  | Buea council, HYSACAM        |

|   |                             |       |       |   |   |                   |                               |
|---|-----------------------------|-------|-------|---|---|-------------------|-------------------------------|
| municipality, 1.3   |                             |       |       |   | staff   |                   |                               |
| <b>Application of phyto-chemicals and fertilizers by Agro-industries improved, R2</b> |                             |       |       |   |   |                   |                               |
| Sensitize Agro industries on excessive use of chemicals & application method, 2.1     | 1 sensitization meeting     | Mayor | Y2 Y3 | DD MINADER<br>DD MINEPDED, Council staff, CDC   | Council staff, DD MINADER, DD MINEPDED                          | 200.000           | Buea council, CDC             |
| Promote organic farming, 2.2  | 2 trainings ( Muea, Lisoka) | MAYOR | Y2 Y3 | DD MINADER, consultants, CIG, NGO, traditional authorities                            | Consultants, council staff, chiefs, CIG, NGO                    | 2.000.000         | Buea council, US embassy, FAO |
| <b>Implementation of environmental laws improved, R3</b>                              |                             |       |       |   |   |                   |                               |
| Organize environmental forums, 3.1  | 2 forums (Buea, Muea)       | Mayor | Y3    | DD MINEPDED, consultants, DD FOF. Communication, council staff/ VC, HYSACAM, NGO, CIG | Consultant, DD MINEPDED, DD FOF, council staff, village council | 4.000.000.        | HYSACAM, PSFE, council        |
| Organize control missions, 3.2  | 8 control missions          | Mayor | Y2 Y3 | DD MINEPDED, council staff, DD FOF  | DD MINEP,FOF DED, council staff,                                | 400.000           | PSFE, GIZ, Buea council       |
| <b>Sub total: 12</b>  |                             |       |       |   |   | <b>38,600,000</b> |                               |

| Results/ Activities<br>13. PUBLIC WORKS                 | Indicators  |       | Period<br>Y1 Y2 Y3 | Partner      | Means<br>Human/ material | Cost        | Sources of<br>income |
|---|---|-------|--------------------|--------------|--------------------------|-------------|----------------------|
| <b>Drainage systems improved, R1</b>                    |   |       |                    |              |                          |             |                      |
| Construct culverts covers/slaps, 1.1                    | 4 urban spaces (Buea station, Muea, Molyko, Great Soppo)  | Mayor | Y2 Y3              | Public works | contractor               | 200.000.000 | FEICOM, PIB, PPPI    |
| <b>Rehabilitation/maintenance of roads improved, R2</b> |   |       |                    |              |                          |             |                      |
| Rehabilitate roads, 2.1                                 | Buea- Mapanja<br>Buea- Bwasa-Lykumbe<br>Buea- Lysoka- Maumu<br>4 quarters ,Buea station,<br>Great soppo, Molyko, Muea | Mayor | Y2Y3               | Public works | Contractor               | 90.000.000  | FEICOM PNDP          |

|  |  |                     |       |              |            |             |                         |
|--|--|---------------------|-------|--------------|------------|-------------|-------------------------|
| Conduct studies and construct farm to market roads in various communities, 2.2 | Bojongo -Ekonjo - Bwando<br>Likoko membea-Bokwaongo<br>Bojongo-Mapanja<br>Bova-Bokwai<br>Bonankada-Wonja<br>Wotutu-Wosumbu<br>Wovila-soppo-likoko  | Mayor               | Y1 Y2 | Public works | contractor | 340,000,000 | Council,<br>MINTP, PNDP |
| Conduct studies, Grade Roads & apply seawall, 2.3                              | Old road Mile 18 junction-Muea market;<br>Lysoka Bwile-Ekona;<br>Chief St. Bomaka(main St - Catholic church Junction);<br>Old Chief Street Mile 16- Main Street;<br>Chief St Mile 14-Plantation;<br>Lay private Muea-Upper Bolifamba;<br>Mt Camel St-Lower Muea. | Mayor               | Y1 Y2 | Public works | contractor |             | Council,<br>MINTP, PNDP |
| Construction of bridges & culverts, 2.4  | Construction of bridges & culverts in Mile 16 Bolifarmba, Bulu Native, Wolikawo villages   | Mayor               | Y1 Y2 | Public works | contractor | 40,000,000  | Council,<br>MINTP, PNDP |
| Create road maintenance committee, 2.5   | 9 committees (Mapanja, Bwasa, Lykumbe, Lysoka, Maumu and its urban spaces  | Development officer | Y1Y2  | Public works | consultant | 900.000     | Council                 |
| Train & equip road maintenance committees, 2.6                                 | 1 training and 9 lots of equipment   | Development officer | Y1Y2  | Public works | consultant | 5.000.000   | council                 |
| <b>Exit roads out of towns and villages studied, R3</b>                        |  |                     |       |              |            |             |                         |
| Conduct studies, 3.1   | 2 studies:<br>Buea-sandpit-  | Mayor               | Y1 Y2 | Public works | Consultant | 5.000.000   | Council                 |

|                      |  |  |  |  |  |                    |  |
|----------------------|--|--|--|--|--|--------------------|--|
|                      | Bulu blind (21.5km),<br>Buea town- Muea (14km) |  |  |  |  |                    |  |
| <b>Sub total: 13</b> |  |  |  |  |  | <b>680,900,000</b> |  |

| Results/Activities   | Indicators   | Person responsible | Period<br>Y1 Y2 Y3 | Partner                                | Means<br>Human/material  | Cost      | Sources of<br>income |
|--|--|--------------------|--------------------|--|--|-----------|----------------------|
| <b>14. AGRICULTURE</b>   |  |                    |                    |  |  |           |                      |
| <b>Farming methods improved, R1</b>                                      |  |                    |                    |  |  |           |                      |
| Train farmers, 1.1   | 64 trainings in all the villages   | Mayor              | Y2 Y3              | MINADER<br>SOWEDA, NGOs,<br>CIGs       | Technicians, consultants,<br>NGOs<br>Stationary projectors<br>package budgets            | 6.400.00  | Council              |
| Farm sizes increased<br>Sensitize farmers to increase<br>farm sizes, 1.2 | 67 sensitization<br>meetings in all the<br>villages  | Mayor              | Y2 Y3              | MINADER<br>SOWEDER NGOs<br>Council     | Technician, Consultant<br>NGOs, Budget, packages,<br>stationary, projector for<br>slides | 3.200.000 | council              |
| <b>Use of farm inputs increased, R2</b>                                  |  |                    |                    |  |  |           |                      |
| Sensitize farmers on the use of<br>farm inputs, 2.1                      | 64 sensitization<br>meetings in all the<br>villages  | Mayor              | Y2 Y3              | MINADER<br>SOWEDER NGOs<br>Council     | Technicians, consultants<br>NGOs<br>Stationary projectors<br>package budgets             | 3.200.000 | council              |
| Train farmers on the<br>production and use of organic<br>manure, 2.2     |  | Mayor              | Y2 Y3              | MINADER<br>SOWEDER NGOs<br>Council     | Technicians, consultants<br>NGOs   |           |                      |
| Distribute planting materials to<br>farmers, 2.3                         | Maize = 10.000kg<br>Cassava<br>Cuttings = 200.0000<br>Plantain = 50.000<br>suckers.<br>Yam sets= 100.000 | Mayor              | Y2 Y3              | Elites<br>Council<br>MINADER<br>SOWEDA | Technicians<br>NGOs<br>Elites<br>Budget improved<br>available planting<br>material       | 8.000.000 | council              |
| <b>Organizational capacity of producers improved, R3</b>                 |  |                    |                    |  |  |           |                      |

|  |  |       |      |                                 |   |                   |         |
|--|--|-------|------|---------------------------------|---|-------------------|---------|
| Assist farmers to form common initiative groups, 3.1 | 300 common initiative groups created in all the villages | Mayor | Y2Y3 | MINADER<br>MINEPIA<br>MINAS etc | Technicians<br>Elites<br>NGOs<br>Legal framework<br>Stationary<br>Budgets | 1.000.000         | council |
| Supply equipments for works HIMO, 3.2                |  | Mayor | Y1   | MINADER<br>MINEPIA<br>MINAS etc |   | 2,220,000         | BIP     |
| <b>Sub total: 14</b>                                 |  |       |      |                                 |   | <b>24,020,000</b> |         |

| Results/Activities<br>15. YOUTH & CIVIC<br>EDUCATION                       | INDICATORS  | Person<br>Responsible | Period |       |    | PARTNERS  | Means       |          | Cost/ FCFA        | Source of<br>Income |
|--|---|-----------------------|--------|-------|----|-----------|-------------|----------|-------------------|---------------------|
|  |   |                       | Y1     | Y2    | Y3 |           | Human       | Material |                   |                     |
| <b>Mobilization of youths on income generating activities increased R1</b> |   |                       |        |       |    |           |             |          |                   |                     |
| Sensitize the youths 1.1   | 3 meetings (Buea, Bojongo, Muea)                                | Development Agent     |        | Y2 Y3 |    | DD MINJEC | contractors |          | 1,500,000         | Council             |
| Train youths on income generating activities 1.2                           | 12 trainings (Buea, Bojongo, Muea)                              | Development Agent     |        | Y2 Y3 |    | DD MINJEC | Consultant  |          | 3,000,000         | Council<br>C B Os   |
| <b>Trainers and youth animators increased R2</b>                           |   |                       |        |       |    |           |             |          |                   |                     |
| request for the transfer of youth animators, 2.1                           | 2 staff (regional delegation of youth and civic education Buea) | Mayor                 |        | Y2    |    | DD MINJEC | Consultant  |          | 50,000            | Council             |
| <b>youth empowerment programs increased R3</b>                             |   |                       |        |       |    |           |             |          |                   |                     |
| design and Implement youth empowerment programs, 4.1                       | 5 Programs (Buea, Bojongo and Muea centres)                     | S G Development Agent |        | Y1 Y2 |    | DD MINJEC | Consultant  |          | 20,000,000        | UNESCO Council      |
| <b>Sub total: 15</b>   |   |                       |        |       |    |           |             |          | <b>24,550,000</b> |                     |

| Results/Activities<br>16. EMPLOYMENT & VOCATIONAL<br>TRAINING                                   | INDICATORS                   | Person<br>Responsible | Period |    |    | PARTNERS | Means                   |          | Cost/ FCFA        | Source of<br>Income |
|---|------------------------------|-----------------------|--------|----|----|----------|-------------------------|----------|-------------------|---------------------|
|   |                              |                       | Y1     | Y2 | Y3 |          | Human                   | Material |                   |                     |
| Employment opportunities increased R1   |                              |                       |        |    |    |          |                         |          |                   |                     |
| Sensitize the population on available<br>employment opportunities 1.1                           | 4 sensitization<br>meetings  | Dev't agent           | Y2 Y3  |    |    | MINEFOP  | Consultant<br>& staff   |          | 3,000,000         | Council<br>MINEFOP  |
| Contract business operators, civil<br>society organizations to establish in<br>the municipality | 10 contracts                 | Mayor                 | Y2 Y3  |    |    | MINEFOP  | Consultant<br>and staff |          | 200,000           | Council             |
| <b>Entrepreneurial skills increased R2</b>  |                              |                       |        |    |    |          |                         |          |                   |                     |
| Sensitize the population on vocational<br>training  | 67 sensitization<br>meetings | Dev't agent           | Y2 Y3  |    |    | MINEFOP  | Consultant<br>and staff |          | 5,000,000         | Council<br>MINEFOP  |
| Support training on vocational skills   | 200 persons                  | Finance<br>Agent      | Y3     |    |    | MINEFOP  | Consultant<br>and staff |          | 30,000,000        | NEF                 |
| <b>Entrepreneurship programs in schools increased R3 competitions increased R4</b>              |                              |                       |        |    |    |          |                         |          |                   |                     |
| Organize a meeting with educational<br>authorities  | 1 meeting                    | Development<br>agent  | Y2 Y3  |    |    | MINEFOP  | Consultant<br>& staff   |          | 500,000           | Council             |
| <b>Sub total: 16</b>  |                              |                       |        |    |    |          |                         |          | <b>38,700,000</b> |                     |

| Results/Activities<br>17. TOURISM & LEISURE   | INDICATORS   | Person Responsible | Period |    |    | PARTNERS       | Means                          |          | Cost/ FCFA           | Source of Income   |
|---|--|--------------------|--------|----|----|----------------|--------------------------------|----------|----------------------|--------------------|
|   |  |                    | Y1     | Y2 | Y3 |                | Human                          | Material |                      |                    |
| <i>Touristic potentials increased , R1</i>  |  |                    |        |    |    |                |                                |          |                      |                    |
| Carry out studies for construction of 3 star hotel in the municipality 1.1  | 3 studies: Geotechnical, Topographical & Architectural | Mayor, Works       | Y1     | Y2 | Y3 | MINDUH Council | Consultant, contractor & staff |          | 2,955,000,000        | Council MINDUH BIP |
| Construction of hotel, 1.2  | Construct hotel  |                    |        |    |    |                |                                |          |                      |                    |
| <b>Total MITEF</b>  |  |                    |        |    |    |                |                                |          | <b>6,735,645,000</b> |                    |
| <i>Six billion, seven hundred and thirty –five millions, six hundred and forty-five thousands, francs, cfa./.</i> |  |                    |        |    |    |                |                                |          |                      |                    |



### 6.3 Summary Environmental Management Framework for mid-term investment plan

#### 6.3.1 Potential socio-economic impact (positive and negative) Optimizing and/or Mitigation measures

##### a) Possible Environmental Impacts

| Type of micro projects in the three years investment plan | Possible Negative Environmental Impacts (Environmental Risk)   | Possible Positive Environmental Impacts   | Mitigation measures   |
|---|--|---|---|
| Construction of classrooms                                | <ul style="list-style-type: none"> <li>- Destruction of natural environment.</li> <li>- Change in land &amp; townscape character.</li> <li>- Destruction of flora and fauna.</li> <li>- Deforestation resulting from the need of timber.</li> <li>- Increase in traffic &amp; noise during construction period.</li> <li>- Erosion of top soil.</li> <li>- Poor disposal of Left over waste.</li> <li>- Loss of land in high demand in the area for school &amp; play ground.</li> </ul> | <ul style="list-style-type: none"> <li>- Conducive learning environment and more quality education.</li> <li>- Reduction of humidity in classes.</li> <li>- Classrooms easier to clean.</li> <li>- Exposure to diseases reduced.</li> <li>- Creation of temporal employment for construction workers</li> </ul> | <ul style="list-style-type: none"> <li>- Areas dug should be backfilled and trees planted.</li> <li>- Plant Flowers and grass surrounding school compound to reconstitute flora and fauna.</li> <li>- Fence construction sites while work is in progress.</li> <li>- Landscaping and respect of geographic coordinates &amp; mountain viewing when positioning building. Separate Organic &amp; inorganic waste and dispose following norms.</li> </ul> |
| Construction of water schemes                             | <ul style="list-style-type: none"> <li>- Destruction of soil structure, erosion in areas dug during construction.</li> <li>- Destruction of flora and fauna.</li> <li>- Poor disposal of left over waste.</li> </ul>   | <ul style="list-style-type: none"> <li>- Improvement of hygiene &amp; sanitation.</li> <li>- Reduction of Water Borne Diseases.</li> <li>- Improve access &amp; usage of clean and safe water.</li> </ul>   | <ul style="list-style-type: none"> <li>- Areas dug will be backfilled.</li> <li>- Waste from structures will be directed to soak away pits through the availability of water supply</li> </ul>  |
| Construction of farm to market roads                      | <ul style="list-style-type: none"> <li>- Destruction of flora and fauna</li> <li>- Increase in soil erosion.</li> <li>- Environmental pollution (dust) &amp; health hazards.</li> </ul>  | <ul style="list-style-type: none"> <li>- Reduction in post harvest losses.</li> <li>- Easy movement of people &amp; goods.</li> </ul>   | <ul style="list-style-type: none"> <li>- Planting of trees along the road.</li> <li>- Construction of drainage system.</li> <li>- Watering of road during construction</li> </ul>   |

| Type of micro projects in the three years investment plan  | Possible Negative Environmental Impacts (Environmental Risk)   | Possible Positive Environmental Impacts  | Mitigation measures  |
|--|--|--|--|
|  | <ul style="list-style-type: none"> <li>- Increase speed, accidents due to better roads</li> </ul>  | <ul style="list-style-type: none"> <li>- Creation of temporal employment</li> </ul>  |  |
| <b>Construction of Intergrated Health Centre in Tole and Wotutu Health Unit</b>  | <ul style="list-style-type: none"> <li>- Destruction of natural environment.</li> <li>- Change in land &amp; townscape character.</li> <li>- Destruction of flora and fauna.</li> <li>- Deforestation resulting from the need of timber.</li> <li>- Increase in traffic &amp; noise during construction period.</li> <li>- Erosion of top soil.</li> <li>- Poor disposal of Left over waste.</li> <li>- Loss of land in high demand in the area for school &amp; play ground.</li> </ul> | <ul style="list-style-type: none"> <li>- Improved hygienic and sanitation conditions in the Communities.</li> <li>- Prevalence of diseases reduced.</li> <li>- Increase access to health care services.</li> <li>- Creation of temporal employment for construction workers</li> </ul> | <ul style="list-style-type: none"> <li>- Dumping site for waste will be created and used.</li> <li>- Gabage cans will be installed.</li> <li>- Areas dug should be backfilled and trees planted.</li> <li>- Plant Flowers and grass surrounding compound to restitute flora and fauna.</li> <li>- Fence construction sites while work is in progrss.</li> <li>- Land scaping and respect of geographic coordinates &amp; mountain viewing when possitioning building. Separate Organic &amp; inorganic waste and dispose following norms.</li> </ul> |
| <b>Construction of a warehouse, stalls in Muea market, construction of a gate and supply of fire extinguishers, stand by generators in Buea Market</b> | <ul style="list-style-type: none"> <li>- Destruction of the natural environment (fauna and flora)</li> <li>- Digging of site will increase erosion</li> <li>- Environmental pollution (plastics, bottles, rotten food stuff etc)</li> </ul>  | <ul style="list-style-type: none"> <li>- Reduction of post harvest losses</li> <li>- Improved Hygeine and sanitation</li> <li>- Effective control of fire disasters</li> <li>- Security of markets ensured</li> </ul>  | <ul style="list-style-type: none"> <li>- Planting of trees and flowers.</li> <li>- Installation of gabage cans.</li> <li>- Areas dug should be backfilled, trees &amp; flowers planted surrounding compound to restitute flora and fauna.</li> <li>- Fence construction sites while work is in progrss.</li> <li>- Land scaping and respect of geographic coordinates &amp; mountain viewing when possitioning building. Separate Organic &amp; inorganic waste and dispose following norms.</li> </ul>  |

| Type of micro projects in the three years investment plan | Possible Negative Environmental Impacts (Environmental Risk)   | Possible Positive Environmental Impacts   | Mitigation measures  |
|---|--|---|--|
| <b>Construction of Council Chambers</b>                   | <ul style="list-style-type: none"> <li>- Destruction of natural environment.</li> <li>– Change in land &amp; townscape character.</li> <li>- Destruction of flora and fauna.</li> <li>Deforestation resulting from the need of timber.</li> <li>- Increase in traffic &amp; noise during construction period.</li> <li>- Erosion of top soil.</li> <li>- Poor disposal of Left over waste.</li> <li>- Loss of land in high demand in the area for school &amp; play ground.</li> </ul> | <ul style="list-style-type: none"> <li>- Permanent structure for the Council in the Municipality</li> <li>- Increase Access to Council services in the Municipality</li> </ul>        | <ul style="list-style-type: none"> <li>- Trash Cans will be installed.</li> <li>- Areas dug should be backfilled, grass, trees and flowers planted surrounding compound to retribute flora, fauna and add beauty.</li> <li>- Fence construction sites while work is in progress.</li> <li>Land scaping and respect of geographic coordinates &amp; mountain viewing when positioning building. Separate Organic &amp; inorganic waste and dispose following norms.</li> <li>- Adjacent road and gutters created to ease movement of people, vehicles, waste water and physically challenged</li> </ul>   |
| <b>Construction of new government 3 star hotel</b>        | <ul style="list-style-type: none"> <li>- Destruction of natural environment.</li> <li>– Change in land &amp; townscape character.</li> <li>- Destruction of flora and fauna.</li> <li>Deforestation resulting from the need of timber.</li> <li>- Increase in traffic &amp; noise during construction period.</li> <li>- Erosion of top soil.</li> <li>- Poor disposal of Left over waste.</li> <li>- Loss of land in high demand in the area for school &amp; play ground.</li> </ul> | <ul style="list-style-type: none"> <li>-Touristic, conference &amp; meeting hosting potentials increased.</li> <li>- Modern hotel Infrastructure and facilities increased.</li> </ul> | <ul style="list-style-type: none"> <li>- Trash Cans will be installed.</li> <li>- Areas dug should be backfilled. Trees, flowers &amp; grass planted surrounding compound to retribute flora, fauna and add beauty.</li> <li>- Fence construction sites while work is in progress.</li> <li>Land scaping and respect of geographic coordinates &amp; mountain viewing when positioning building.</li> <li>- Separate Organic &amp; inorganic waste and dispose following norms.</li> <li>- Adequate parking lots created.</li> <li>- Adjacent road and gutters created to ease water circulation.</li> <li>– considerations &amp; special access for physically challenged persons.</li> </ul> |

| Type of micro projects in the three years investment plan | Possible Negative Environmental Impacts (Environmental Risk)          | Possible Positive Environmental Impacts                            | Mitigation measures  |
|---|---|--|--|
| Supply of small equipment for works, HIMO                 | - Environmental pollution (Dust during construction work and digging) | -Easy evacuation of produce.<br>- Reduction of post harvest losses | -Areas dug will be backfilled<br>- Planting of trees<br>-Watering of roads during construction |

#### b) Possible Social Impacts

| Type of micro projects in the three years investment plan | Possible Negative Social Impacts (Social I Risk)  | Possible Positive Social Impacts  | Mitigation measures   |
|---|---|---|---|
| <b>Construction of new classrooms</b>                     | - Reduction in leisure activities due limited land.<br>- Conducive learning environment.<br>- Increased literacy rate | - Better performance in public exams<br>- Some pupils enjoy staying longer in school than homes.<br>-Increase pupil Self esteem & pride.  | - More allocation of land for play ground.  |
| <b>Construction of water schemes</b>                      | - Poor sanitation around water systems.<br>- Poor management of water schemes   | -Reduction of water borne diseases<br>-Intensification and diversification of socio cultural activities due to increase time available.<br>-Children will be more punctual at school leading to better performance.<br>-Improved hygiene and sanitation.<br>-Change in gender roles (more men fetching water since the taps are at their door steps). | - Sensitisation of the population on proper hygiene and sanitation<br>- Management of water schemes |
| <b>Construction of farm to market roads</b>               | -Influx of thieves due to good roads.<br>- High rate of deviant behaviour   | -There will be reduction in travelling hazards & risks.<br>-Poverty reduction<br>-Improved livelihoods<br>-Reduction in transport fares<br>-Communities will notice an increase in traffic  | - High security control<br>- Sensitisation of youths  |

| Type of micro projects in the three years investment plan   | Possible Negative Social Impacts (Social I Risk)   | Possible Positive Social Impacts   | Mitigation measures  |
|---|--|--|--|
|   |  | volume.<br>-Waiting time for traveling will reduce   |  |
| Construction of Intergrated Health Centre in Tole and Wotutu Health Unit  | - Poor management of Health centre   | -Reduction in mobility and mortality rates<br>-Improvement in health status<br>-Increase in labour force and economic activities   | - Creation of a Health Committee   |
| Construction of a warehouse, stalls in Muea market, construction of a gate and supply of fire extinguishers, stand by generators in Buea Market | - Increase in deviant behaviour<br>- Conflict of interests   | -Increase in rate of sales of goods<br>- Increase in the circulation of money<br>-Increase in sanitation<br>-Increase in security of goods<br>-Organised buying and selling of produce<br>-Promiscuity reduced | - Sensitization of the population<br>- Reinforcement of security measures  |
| Construction of Council Chambers  | - Cultural differences<br>- Conflict of interest   | -Enough office space for staff<br>- Spacious Halls for social Events such as marriages , conferences, socio-cultural events etc<br>-Prestigious presentation of the Council                                    | - Sensitize the population<br>- Train staff on team building   |
| Construction of government 3 star hotel   | -Increase Prostitution<br>-consequences of negative foreign cultures and values.<br>-Degradation of cultural values. | -increase accommodation, conference facilities<br>- increase job opportunities & crime reduction.<br>Prestigious presentation and increase of visitors and related benefits to businesses.                     | -Sensitisation against negative imported cultures.<br>-Train, empower cultural groups to annimate guests and sell artifacts. |
| Supply of small equipent for works, HIMO  | - Poor management of equipment   | -Equipment available for use<br>-Employment opportunity for the Youths<br>-Poverty reduction   | - Procedures for management of equipment put in place  |

| Type of micro projects in the three years investment plan | Possible Negative Social Impacts (Social I Risk)   | Possible Positive Social Impacts   | Mitigation measures   |
|---|--|--|---|
|   | - Conflict of interest   | -Increase in per capita income<br>-Reduction in deviant behaviour  |   |
| <b><i>Council Youth volunteer programme</i></b>           | - Antagonism against council by unselected youths.<br>- Increased Ill feelings if program does not yield immediate benefits to participants. | -increase engagement of youths in nation building<br><br>-increase youths with profession skills and means of sustenance | - Supervise, coach, and mentor youths.<br><br>- Application of M & E measures<br><br>- Source for more funding, schedule & Expand program to impact more youths |

#### 6.4 Available resources and periodicity

**RESOURCE MOBILISATION FOR BUEA COUNCIL, 2012** (According to findings, the council resources for the first year are the amount slated on the different projects for the first year. This is done annually.

| TYPE OF RESOURCES<br>(FINANCIAL)  | DONOR                                     | PROJECTS   | AMOUNT      | DISBURSEMENT /<br>SCHEDULE PLAN | DONOR<br>CONDITIONS                                     |
|---|---|--|-------------|---------------------------------|---|
| GRANT   | STATE<br>(DESCENTRA-<br>LIZATION<br>FUND) | Construction of two classrooms at G.S MAUMU  | 16.000.000  | Annually                        | None  |
|   |   | Construction of two classrooms at G.S BOJONGO  | 16.000.000  |                                 |   |
|   |   | Provision of 60 desks at G.S MAUMU   | 1.800.000   |                                 |   |
|   |   | Provision of 60 desks at G.S BOJONGO   | 1.800.000   |                                 |   |
|   |   | Provision of a teacher desk at G.S MAUMU   | 250.000     |                                 |   |
|   |   | Provision of a teacher desk at G.S BOJONGO   | 250.000     |                                 |   |
|   |   | Construction of Integrated Health Unit at TOLE   | 35.000.000  |                                 |   |
|   |   | Construction of WOTUTU Medical Lab   | 50.000.000  |                                 |   |
|   |   | Purchase of equipment at LYSOKA community hall   | 3.000.000   |                                 |   |
|   |   | Purchase of small equipments for works at HIMO   | 2. 220.000  |                                 |   |
| TOTAL FUNDS FROM STATE  |   |  | 126.320.000 |                                 |   |
| LOAN  | FEICOM                                    | Construction of council chambers (First phase)   | 250,000,000 | Annually                        | Reimbursed<br>quarterly through<br>council taxes (CAT). |
| FISCAL REVENUE<br>(Proceeds from:<br>Discharge tax, Business<br>licenses, liquor licenses,<br>Verbal rent, land tax,<br>Additional Council taxes,<br>Local development tax,<br>windscreen license etc | COUNCIL                                   | <b>Execution of Council Projects:</b><br>construction of farm to market road in various<br>communities. (BOJONGO-EKONJO-BWANDO, LIKOKO-<br>MEMBEA-BOKWANGO, BOJONGO-MAPANJA, BOVA-<br>BOKWAI, BONAKANDA-WONJIA, WOTUTU-WOSUMBU,<br>WOVILA-SOPPO-LIKOKO). | 340,000,000 |                                 | None  |
|   |   | Youth volunteer training programme   | 20,000,000  |                                 |   |

|  |         |  |  |   |   |
|--|---------|--|--|---|---|
| INDIRECT TAXES<br>(Proceeds from: Building permit fees, park fees, impounding fees, Hygiene and sanitation, cattle taxes, slaughter fees, Entertainment tax, council stamp duty, revenue from civil statues etc) | COUNCIL | <b>Execution of Council Projects:</b><br>Construction of Bridges and Culverts at:<br>Mile 16 BOLIFAMBA, BULU Native, WOLIKAWO Village.<br><br><b>Maintenance and renovation of Markets:</b><br>BUEA TOWN market (provision of gates and good drainage system, purchase of fire extinguishers and a standby generator).<br>MUEA market (construction of a modern warehouse with storage facilities.)  | 123,500,000  |   | None  |
| GRANT  | PNDP    | <u>Roads grading &amp; seawall application.</u> Bojongo - Ekanjo-Bwando. Old road Mile 18 junction - Muea market. Lysoka Bwile – Ekona. Chief street Bomaka from Main street to catholic church junction. Old chief street Mile 16 – Main street. Cief street Mile 14 - Plantation. Lay private Muea - Upper Bolifamba. Mt Camel Street – Lower Muea.<br><u>Construction of classroom, toilet &amp; water point:</u><br>GS Bwitingi, GS Bwiyeuku & GS Ndongo | Get council contributions from road projects above<br><br><br><br><br><br><br><br><br><br>58,400,000 | Disbursed after validation of CD P by COMES and feasibility studies | Transfer of councils own mobilization into the joint account. |
| <b>GRAND TOTAL</b>   |         |  | <b>898, 220, 000</b>   |   |   |



## 6.5 Annual Investment Plan

| PROJECT   | TASKS                          | INDICATORS   | PERSON RESPONSIBLE   | PARTNERS     | PERIOD  | MEANS | COST        |  |
|---|--------------------------------|--|----------------------|--------------|---|-------|-------------|--|
| <b>Supply equipment for work HIMO</b>                   | Contact supplier               | Supplier contacted   | Mayor                | BIP          | May 1 <sup>st</sup> to May 31 <sup>st</sup>       |       | 2.220.000   |  |
|   | Supply equipment               | Equipment supplied and document signed                               | Reception commission |              | June 1 <sup>st</sup> to June 30 <sup>th</sup>     |       |             |  |
| <b>Purchase equipment for Lysoka community hall</b>     | Contact supplier               | Supplier contacted   | Mayor                | BIP          | March 1 <sup>st</sup> to March 15 <sup>th</sup>   |       | 3.000.000   |  |
|   | Supply equipment               | Equipment’s supplied and documents signed                            | Reception commission |              | March 15 <sup>th</sup> to March 31 <sup>st</sup>  |       |             |  |
| <b>Construct farm to market and inter village roads</b> | Prepare tender documents       | Tender documents in place  | Mayor                | Council PNDP | March 1 <sup>st</sup> to 31st                     |       | 340.000.000 |  |
| Bojongo-Ekonjo-Bwando                                   | Publish tender                 | Tender published and applications received                           |                      |              | April 1 <sup>st</sup> to 30 <sup>th</sup>         |       |             |  |
| Bojongo – Ekona – Bwando                                |                                | Contractor known and contract signed                                 |                      |              | May 1 <sup>st</sup> to 7 <sup>th</sup> May        |       |             |  |
| Old road from mile 18 junction to Muea Market           | Select contractor              | Farm to market roads constructed according to specifications         | Follow-up committee  |              | June 1 <sup>st</sup> to July 31 <sup>st</sup>     |       |             |  |
| Lysoka Bwile - Ekona                                    | Construct farm to market roads |  | Contractor           |              | June 7 <sup>th</sup> - Aug. 5 <sup>th</sup>       |       |             |  |
| Bova-Bokwai, Bonakanda - Wonjia                         | Supervise construction work    | Supervision conducted and recommendation implemented                 | Reception commission |              | August 5 <sup>th</sup> to August 15 <sup>th</sup> |       |             |  |
| Old chief street mile 16 to plantation about 2km        | Receive farm to market roads   | Farm to market and inter village roads received and documents signed |                      |              |   |       |             |  |
| Lay Private Muea -Upper Bolifamba about 5km             |                                |  |                      |              |   |       |             |  |
| Mount Camel Street to Lower Muea about 7km              |                                |  |                      |              |   |       |             |  |
| Old chief street mile 16 -                              |                                |  |                      |              |   |       |             |  |

|  |  |  |       |                 |   |  |             |
|--|--|--|-------|-----------------|---|--|-------------|
| Kumba main road=2km<br>Likoko Membea<br>Bokwaongo about 3km                                |  |  |       |                 |   |  |             |
| Bojongo Mapanja about 5km  |  |  |       |                 |   |  |             |
| Wotutu – Wosumbu about 5km<br>Wovilla Soppo Likoko   |  |  |       |                 |   |  |             |
| <b>Construct bridges and culverts</b>  | Same as above  |  |       |                 |   |  |             |
| Mile 16,Bolifamba,Bulu native, Wolikawo village  |  |  |       |                 |   |  |             |
| <b>Youth volunteer training programme</b>  | Announcement<br>Receive and shortlist applicants<br>Launching ceremony<br>Training volunteers<br>Volunteer placement & follow up |  | Mayor | Council GREMPCO | Aril 1 <sup>st</sup> – September 30 <sup>th</sup> |  | 20,000,000  |
| <b>Construct council chambers</b>  | Prepare tender documents   | Tender documents in place  | Mayor | FEICOM          | April 1 <sup>st</sup> -30 <sup>th</sup>           |  | 250.000.000 |
|  | Publish tender   | Tender published and applications received   |       |                 | May 1 <sup>st</sup> to May 30 <sup>th</sup>       |  |             |
|  | Select contractor  | Contractor known and contract signed   |       |                 | June 1 <sup>st</sup> to June 8 <sup>th</sup>      |  |             |
| <b>Provision of gates, good drainage system, fire extinguishers and stand by generator</b> | Prepare tender documents   | Tender documents in place  | Mayor |                 | April 2 <sup>nd</sup> -May 31st                   |  |             |
|  | Publish tender   | Tender published and applications received<br>Contractor known and contract signed |       |                 |   |  |             |
| Buea town market   | Select   |  |       |                 | June 1 <sup>st</sup> –                            |  |             |

|   |   |   |                      |                   |  |              |             |
|---|---|---|----------------------|-------------------|--|--------------|-------------|
|   | contractor  | Stores, warehouse constructed according to specifications   |                      | Council           | June 30 <sup>th</sup>  |              | 123.500.000 |
| <b>Construction of modern warehouse with storage facilities and 12 new stores Muea market</b> | Construct store, warehouse, provide gates, generator<br><br>Supervises construction work<br><br>Receive the different items | Supervision conducted and recommendations implemented<br>Stores, warehouse, generator, gate received and documents signed | Follow-up committee  |                   | July 2 <sup>nd</sup> to July 7 <sup>th</sup>   |              |             |
|   |   |   | Contractor           |                   | July 23 <sup>rd</sup> to Sept. 22 <sup>nd</sup>  |              |             |
|   |   |   | Reception commission |                   | July 30 <sup>th</sup> -Sept 30 <sup>th</sup>   |              |             |
| <b>Construct classrooms</b>   | Prepare tender Documents  | Tender documents in place   | Mayor                | Council           | March to June  |              | 80.000.000  |
| G.S Bojongo<br>2 classrooms   | Publish tender  | Tender published and applications received<br>Contractor known and contract signed  |                      |                   |  |              |             |
| G.S Maumu<br>2 Classrooms   |   |   |                      | Select contractor | Classrooms/stand taps constructed according to specifications<br>Supervision conducted and recommendation implementation | Council PNDP |             |
| G S Bwitingi<br>2 Classrooms  |   |   |                      |                   |  |              |             |
| G S Bwiyuku<br>2 Classrooms   |   |   |                      |                   |  |              |             |
| G S Ndongo<br>2 classrooms  |   |   |                      |                   |  |              |             |
| <b>Construct toilets &amp; Water points in GS Bwitingi, Bwiyuku, Ndongo</b>                   |   |   |                      | Council PNDP      |  | 10,400,000   |             |
| G.S Bwitingi  |   |   |                      |                   |  |              |             |

|  |   |  |                      |     |                |  |            |
|--|---|--|----------------------|-----|----------------|--|------------|
| G.S Bwiyuku<br>G.S Ndongo                                      |   |  |                      |     |                |  |            |
| <b>Supply teachers desk</b><br>GS Maumu<br>GS Bojongo          | Construct classrm<br>Supervise construction work<br>Receive classroom |  | Follow-up committee  | PIB | July to August |  | 500.000    |
|  |   |  | Contractor           |     |                |  |            |
| <b>Supply School desks</b><br>G.S Bojongo, 60<br>G.S Maumu, 60 |   | Classroom received and document signed | Reception commission |     |                |  | 3.600.000  |
| <b>Construction of Wotutu Medical lab.</b>                     | As Above  | As Above                               |                      |     |                |  | 85.000.000 |
| <b>Construction of Integrated health unit, Tole</b>            |   |  |                      |     |                |  |            |

## 6.6 Contract Award Plan

| Contract Award for Constructions |          |        |                  |                      |                         |                 |                           |                                       |                                   |  |                       |                       |                 |                  |             |
|----------------------------------|----------|--------|------------------|----------------------|-------------------------|-----------------|---------------------------|---------------------------------------|-----------------------------------|--|-----------------------|-----------------------|-----------------|------------------|-------------|
| Contract Award for Constructions |          |        |                  |                      | Technical Specification |                 | OPENING OF BIDS           |                                       | TENDER/AWARD                      |  |                       | Execution of Contract |                 |                  | Observation |
| Description                      | quantity | Number | Estimated Amount | Means of Realisation | Responsible             | Date of deposit | Date of OPENING BY TENDER | Date of SUBMISSION OF ANALYSIS REPORT | Date of SELECTION BY TENDER BOARD | PROPOSED DATE OF ATTRIBUTION BY TENDER BOARD | PUBLICATION OF RESULT | Amount of Contract    | Date of Signing | Date of Delivery |             |

|  |   |   |   |            |               |       |                    |          |                    |          |         |         |                    |                    |   |
|--|---|---|---|------------|---------------|-------|--------------------|----------|--------------------|----------|---------|---------|--------------------|--------------------|---|
|  | Construction of classrooms in Maumu, Bojongo Bwitingi, Ndongo & Bwiyuku   | 2 | 5 | 80,000,000 | Contract      | Mayor | 1/03/12<br>30/3/12 | 02/04/12 | 22/4/12<br>29/4/12 | 30/04/12 | 2/05/12 | 9/5/12  | 80,000,000         | 20/11/12           | Job well done or poorly done +ve or -ve |
|  | Construction of toilets in Bwitingi, Ndongo, Bwiyuku  | 1 | 3 | 6,000,000  | Same as above |       |                    |          |                    |          |         |         | 6,000,000          | 10/5/12<br>16/5/12 |   |
|  | Supply of drinkable water & construction of stand tap in GS Bwiyuku, Ndongo, Bwitingi                                 | 3 | 3 | 7,500,000  |               |       |                    |          |                    |          |         |         | 7,500,000          |                    |   |
|  | construction of health center in Wotutu   | 1 | 1 | 85,000,000 | Contract      | Mayor | 11/4/12<br>11/5/12 | 14/5/12  | 15/5/12<br>21/5/12 | 22/5/12  | 28/5/12 | 1/6/12  | 85,000,000         | 28/12/12           |   |
|  | Construction of integrated health center in Tole.   | 1 | 1 |            | Contract      | Mayor | 11/4/12<br>11/5/12 | 14/5/12  | 15/5/12<br>21/5/12 | 22/5/12  | 28/5/12 | 1/6/12  | 85,000,000         | 28/12/12           |   |
|  | <b>construction of gates, good drainage system, fire extinguishers and a stand by generator for Buea town market.</b> | 1 |   |            | contract      | Mayor | 2/04/12<br>31/5/12 | 1/06/12  | 8/6/12<br>15/6/12  | 18/6/12  | 18/6/12 | 25/6/12 | <b>123,500,000</b> | 27/12/12           |   |

|  |   |   |             |          |       |                   |        |                   |         |         |         |             |                    |         |  |
|--|---|---|-------------|----------|-------|-------------------|--------|-------------------|---------|---------|---------|-------------|--------------------|---------|--|
| Construction of farm to market roads:<br><br>Bonjongo/ekonjo/ewongo<br><br>Likokomembea/bokwango<br><br>Bonjongo/mapanja/lower bolifamba<br><br>Wotutu/wosumbo/wovila/soppo likoko<br><br>Bova/bokwai/bonakanda /wonjia<br><br>Old road mile 18 junction–muea market<br><br>Lysoka bwile-ekona<br><br>Chief street bomaka<br><br>Old chief street mile 16<br><br>Lay private muea-upper bolifamba<br><br>Mount camel street-lower Muea | 5 | 5 | 340,000,000 | contract | Mayor | 1/3/12<br>31/3/12 | 2/4/12 | 3/4/12<br>12/4/12 | 13/4/12 | 13/4/12 | 20/4/12 | 340,000,000 | 23/4/12<br>30/4/12 | 15/8/12 |  |
| Construction of bridges and culver in Mile 16, Bolifamba, Bulu native, wolikao villages  |   |   |             | contract | mayor | 1/3/12<br>31/3/12 | 2/4/12 | 3/4/12<br>12/4/12 | 13/4/12 | 13/4/12 | 20/4/12 |             | 23/4/12<br>30/4/12 | 15/8/12 |  |

|  |                                  |   |   |             |          |       |                   |        |                  |         |         |         |             |                    |          |  |
|--|----------------------------------|---|---|-------------|----------|-------|-------------------|--------|------------------|---------|---------|---------|-------------|--------------------|----------|--|
|  | Construction of council chambers | 1 | 1 | 250,000,000 | contract | mayor | 1/4/12<br>30/4/12 | 2/5/12 | 3/5/12<br>9/5/12 | 10/5/12 | 10/5/12 | 15/5/12 | 250,000,000 | 16/5/12<br>22/5/12 | 21/12/12 |  |
|--|----------------------------------|---|---|-------------|----------|-------|-------------------|--------|------------------|---------|---------|---------|-------------|--------------------|----------|--|

| Contract Award for Supplies & provision of services |          |        |                  |                      | Technical Specification |                 | OPENING OF BIDS            |                                       | TENDER/AWARD                      |  |                       | Execution of Contract |                 |                  | Observation |
|---|----------|--------|------------------|----------------------|-------------------------|-----------------|----------------------------|---------------------------------------|-----------------------------------|--|-----------------------|-----------------------|-----------------|------------------|-------------|
| Description   | quantity | Number | Estimated Amount | Means of Realisation | Responsible             | Date of deposit | Date of OPENNING BY TENDER | Date of SUBMISSION OF ANALYSIS REPORT | Date of SELECTION BY TENDER BOARD | PROPOSED DATE OF ATTRIBUTION BY TENDER BOARD | PUBLICATION OF RESULT | Amount of Contract    | Date of Signing | Date of Delivery |             |
| Supply Desks  | -        | -      | -                | -                    | -                       | -               | -                          | -                                     | -                                 | -  | -                     | 4,000,000             | -               | -                |             |
| Supply small equipments for work                    | -        | -      | -                | -                    | -                       | -               | -                          | -                                     | -                                 | -  | -                     | 2.220,000             | -               | -                |             |
| Supply small equipments for work                    | -        | -      | -                | -                    | -                       | -               | -                          | -                                     | -                                 | -  | -                     | 2.220,000             | -               | -                |             |
| Supply Desks  | -        | -      | -                | -                    | -                       | -               | -                          | -                                     | -                                 | -  | -                     | 4,000,000             | -               | -                |             |
|   |          |        |                  |                      |                         |                 |                            |                                       |                                   |  |                       |                       |                 |                  |             |
| Youth volunteer program                             |          |        | 20,000,000       |                      | Mayor                   |                 |                            |                                       |                                   |  |                       |                       |                 |                  |             |
|   |          |        |                  |                      |                         |                 |                            |                                       |                                   |  |                       |                       |                 |                  |             |

## **7.0 MONITORING AND EVALUATION MECHANISM**

### **7.1 Composition and functions of the committee in charge of monitoring and evaluation of the CDP.**

At the end of the elaboration of the CDP, a Follow-Up Committee was put in place to replace the Steering Committee and a Municipal Order signed by the mayor and the SDO published to give legitimacy to the committee. Below are functions which were assigned to the Committee:

#### **The Committee in charge of M & E (Follow up Committee) will have to:**

- Follow up work done by selected contractors as per the specifications on the contract award document,
- Carry out random field visit to ascertain that work is been effectively executed
- Inform the different persons / structures responsible for implementing the activities about the council administrative procedures to obtain the necessary funds for the activity.
- Conduct periodic reviews of the AIP in collaboration with the council executives
- Ensure strict implementation of the social and environmental management plan by all stakeholders;
- Produce quarterly reports for level of realisation of micro projects and committee activities to the council;
- Work in close collaboration with the council executive.

In addition, Village Development Committees were created in villages where they were non existent except for difficult villages. They VDC will ensure supervision and maintenance of micro projects to ensure sustainability and appropriation of projects in their various villages.

#### **The Council Development Agent**

The Follow-Up Committee will work in close collaboration with the Council Development Agent recruited by PNDP. He/She will also carry out backstopping of the AIP for the interest of the council.

#### **LSO (GREMPCO):**

As the partner facilitating the process, GREMPCO will provide technical support to the Follow UP Committee and the Council.



Composition of the Follow-Up Committee of the council:

| S/n | Name                     | Role              | Function          | Phone Number      |
|-----|--------------------------|-------------------|-------------------|-------------------|
| 1   | Hon. Ekema Monono        | Chairman          | Councilor         | 99996679/77837155 |
| 2   | Enjema Etimbe Luma       | Secretary General | Development Agent | 77 61 89 17       |
| 3   | Hon. Chief Njie Mandenge | Member            | Councilor         | 99914815          |
| 4   | Hon. Susan Nan Mbua      | Member            | Councilor         | 77 79 67 33       |
| 5   | Hon. Vefonge Esombi      | Member            | Councilor         | 77 48 21 57       |
| 6   | Hon. Mbanda Fongo        | Member            | Councilor         | 75 53 35 40       |
| 7   | Hon. Lem Ntemi Magdalene | Member            | Councilor         | 77 73 91 79       |

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

| Micro project                       |                    |                    |                           |                             |  |  |
|-------------------------------------|--------------------|--------------------|---------------------------|-----------------------------|--|--|
| Strategic Action to be accomplished |                    |                    |                           |                             |  |  |
| Date of Monitoring and Evaluation   |                    |                    |                           |                             |  |  |
| What was planned to be done         | Person Responsible | What has been done | What still has to be done | When should it be completed | What will be there to show that it has been done | Comments and reaction of the M&E committee |
| Activity 1                          |                    |                    |                           |                             |  |  |
| Activity 2                          |                    |                    |                           |                             |  |  |
| Activity 3                          |                    |                    |                           |                             |  |  |
| Activity 4                          |                    |                    |                           |                             |  |  |
| Activity 5                          |                    |                    |                           |                             |  |  |
| Activity 6                          |                    |                    |                           |                             |  |  |

## 7.3 Tools and frequency of Reporting

- Monthly follow up visits and production of progress reports
- Quarterly Monitoring and Evaluation and quarterly reporting

Programme Objective.....

Period of report.....To.....

| Specific Objective(s) | Results | Activities Realised | Activities not Realised | Challenges | Observations/Suggestions |
|-----------------------|---------|---------------------|-------------------------|------------|--------------------------|
|                       |         |                     |                         |            |                          |
|                       |         |                     |                         |            |                          |
|                       |         |                     |                         |            |                          |

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

At the end of each year, the M&E committee will carry out an end of year evaluation of projects in the annual investment plan. Projects not realised will be replanned with those for next year. At the end of three year, the CDP will be reviewed and priority projects selected. A programming for the next three years and an investment plan will be done.

The Buea Council should organise periodic reviews of the AIP to ascertain the rate of realisation of the plan and also to correct gaps. At the end of the year, there should be an evaluation of planned activities vis a vis its realisation. The evaluation exercise should inform the council on the various lapses and thereby enable them improve their performance for the next AIP.

At the end of every year, a new AIP should be elaborated taking into consideration the gaps and best practices of the previous plan. The council should be current with information on new orientations and emerging issues that could work to their advantage which should be exploited and integrated in the new AIP.

The services of competent development actors of the municipality should be sought, with the technical expertise of PNDP during the elaboration of the new plan.

#### 8.0 COMMUNICATION PLAN OF THE CDP

The communication plan is a tool which will inform the council on best possible ways to make the broadest publicity about its CDP to the public and to technical and financial partners.

The council will have to produce such plan every time they are elaborating an Annual Investment Plan.

| <b>ACTION</b>   | <b>TIMEFRAME</b>                       | <b>PERSONS RESPONSIBLE</b>                 |
|---|--|--|
| Produce leaflets with major objectives, activities and circulate in all villages in the Municipality  | 5th -10th July 2012                    | Mayor /SG                                  |
| Organize Restitution Meetings at Council level involving Councilors, Chiefs, Village Development Associations, CIGs, Elite, EIGs Heads of Government Technical Services and Civil Society Organisations, members of the follow-up committee | 19th – 24th July 2012                  | Mayor, Deputies/SG                         |
| Organize Restitution Meetings at village level involving all represented ethnies, sensitivities and Village Development Associations including Elites.  | 10th – 14th July 2012                  | Mayor, Deputies/SG & Follow-up committee   |
| Carryout Radio Programs   | 3 times a year starting from July 2012 | Mayor /SG                                  |
| Organize contact visits to relevant Organizations and Ministries : E.g. PNDP, SOWEDA, FEICOM, ADDAX, KOSMOS, GLENCORE, MINADER, MINEPIA, MINEPAT, MINBASE, MINSEC, MINSANTE, MINEE, MINTRANSPORT, MINTP, Elites and Embassies etc           | Start in August 2012                   | Mayor, Deputies and Committee Chairpersons |

|  |                      |   |
|--|----------------------|---|
| Organise information Day and distribute AIP to potential funders/partnes (like; PNDP, SOWEDA, Rumpi Electrification Project, FEICOM, ADDAX, KOSMOS, GLENCORE, etc...)      | Start in August 2012 | Mayor, Deputies/ SG and President of Follow Up Committee    |
| Create a link Website and Post the plan for easy access by public and update website regularly   | September 2012       | Mayor, SG and GREMPCO                                       |
| Organise contact Missions abroad to communicate Plan , improve resource mobilisation and seek partnerships with other councils and funding bodies as well as elites abroad | From November2012    | Mayor, SG, president of the Follow Up Committee and GREMPCO |

## 9.0 CONCLUSION

The Buea Council has successfully completed the elaboration of its development and investment plan for 2012. Several stakeholders from all the Sixty seven villages in the municipality were consulted and their aspirations have been captured in the plan. The entire process entailed a highly participatory approach which involved all the stakeholders with a participatory identification of needs in all the 28 sectors. There is now a strategic plan elaborated for all the sectors for a long term implementation.

The council has identified several potential partners who could be solicited for assistance. The Follow-Up Committee which was put in place should be enabled to accomplish their task to the best of their capacity for the success of this plan. They should be provided with adequate training to meet up with the task which lies ahead of them. It is incumbent on the management of the Council to immensely commit themselves in fostering the implementation of the CDP by making available the necessary funds for monitoring of planned activities.

Finally, the Buea Council Development Plan should henceforth serve as a tool for development which should be exploited by all the main stakeholders; communities, Government technical services, Civil Society Organisations, financial partners, collaborators, elites and economic operators. Above all, the needs identified should systematically guide the council's work in a non-partisan manner, for the interest of its entire population

## 10.0 ANNEXES

### 10.1 Project presentation sheet for Annual Investment Plan (AIP)

Below is a summarised micro project template for identified needs and prioritised sectors at village level in the Buea Council area.

#### Micro Project Profile

| Sector                       | Public Health   |
|------------------------------|---|
| Micro project name           | Construction of Wotutu Health unit<br>Construction of Integrated health unit Tole |
| Objective (Impact on client) | -Access to quality health services increased                                      |
| Location                     | Wotutu and Tole   |
| Technical partners           | BIP   |
| Time to complete project     | As soon as funds are made available   |
| Beneficiaries                | Entire communities listed above   |
| Estimated cost of Project    | 85,000,000  |
| Environmental Impact         | Improved hygienic and sanitation conditions in the health centers and hospitals   |
| Social Impact                | - Reduction in mobility and mortality rates<br>- Improvement in health status     |
| Maintenance Cost             | 8,500,000   |
| Execution time               | 28/12/12  |

| Sector                       | Commerce  |
|------------------------------|---|
| Micro project name           | Provision of gates, good drainage system, fire extinguishers and stand by generator<br>Construction of modern warehouse with storage facilities and 12 new stores |
| Objective (Impact on client) | Promote the growth of commercial activities by reducing poverty and improving the living conditions of the populations  |
| Location                     | Buea Town Market and Muea market  |
| Technical partners           | Delegation of Commerce, Council   |
| Time to complete project     | As soon as funds are made available   |
| Beneficiaries                | Population of Buea Town and Muea as primary beneficiaries<br>Entire municipality as secondary beneficiaries   |
| Estimated cost of Project    | 23,500,000Fr  |
| Environmental Impact         | - Planting of trees in the market premises<br>- Reduction of waste management   |
| Social Impact                | - Reduction of distances to market<br>- Availability of goods at the disposal of the communities<br>- Increased in standard of living                             |

|                         |           |
|-------------------------|-----------|
| <b>Maintenance Cost</b> | 2,350,000 |
| <b>Execution time</b>   | 27/12/12  |

|                                     |  |
|-------------------------------------|--|
| <b>Sector</b>                       | <b>Public works</b>  |
| <b>Micro project name</b>           | Construct farm to market roads<br>Construct bridges and culverts   |
| <b>Objective (Impact on client)</b> | Increase transportation of goods from farms to markets   |
| <b>Location</b>                     | Bojongo-Ekonjo-Bwando<br>Likoko-Membea-Bokwaongo<br>Bojongo-Mapanja-Lower Bolifamba<br>Wotutu-Wosumbu,Wovila-Soppo-Likoko<br>Bova-Bokwai,Bonakanda –Wonjia<br>Mile 16,Bolifamba,Bulu native, Wolikawo village<br>Old road mile 18 junction-muea market<br>Lysoka bwile-ekona<br>Chief street bomaka from main street- catholic church<br>Old chief street mile 16<br>Lay private muea-upper bolifamba<br>Mount camel street-lower muea |
| <b>Technical partners</b>           | Council  |
| <b>Time to complete project</b>     | As soon as the funds are available   |
| <b>Beneficiaries</b>                | Entire population of communities listed above  |
| <b>Estimated cost of Project</b>    | 340.000.000  |
| <b>Environmental Impact</b>         | Increase access to communities and increase transportation of goods from farms to markets  |
| <b>Social Impact</b>                | Post harvest losses will witness a reduction   |
| <b>Maintenance Cost</b>             | 3,400,000  |
| <b>Execution time</b>               | 15/8/12  |

|                                     |  |
|-------------------------------------|--|
| <b>Sector</b>                       | <b>Buea Council</b>  |
| <b>Micro project name</b>           | Construction of the Buea Council Chambers  |
| <b>Objective (Impact on client)</b> | Access to council services and facilities increased  |
| <b>Location</b>                     | Buea   |
| <b>Technical partners</b>           | FEICOM and Council   |
| <b>Time to complete project</b>     | As soon as funds are made available  |
| <b>Beneficiaries</b>                | Entire municipality  |
| <b>Estimated cost of Project</b>    | 250.000.000 Frs  |
| <b>Environmental Impact</b>         | - Permanent structure for the Council n the Municipality<br>- Increase Access to Council services in the Municipality                |
| <b>Social Impact</b>                | - Enough office space for staff<br>- Spacious Halls for social Events such as marriages ,<br>conferences, socio-culturall events etc |
| <b>Maintenance Cost</b>             | 2,500,000  |

|                                     |   |
|-------------------------------------|---|
| <b>Execution time</b>               | 21/12/12  |
| <b>Sector</b>                       | <b>Basic Education</b>  |
| <b>Micro project name</b>           | Construct classrooms,toilets and stand taps   |
| <b>Objective (Impact on client)</b> | Access to Quality Basic Educational facilities increased  |
| <b>Location</b>                     | GS Bojongo, GS Maumu,GS Bwitingi,GS Bwiyuku,GS Ndongo   |
| <b>Technical partners</b>           | BIP/PNDP/Council  |
| <b>Time to complete project</b>     | As soon as funds are made available   |
| <b>Beneficiaries</b>                | Pupils in the two municipality above especially those in the mentioned schools as primary beneficiaries<br>The entire communities of Bojongo and Maumu as secondary beneficiaries |
| <b>Estimated cost of Project</b>    | 93.500.000 Frs  |
| <b>Environmental Impact</b>         | - Good environment for studies  |
| <b>Social Impact</b>                | - Increase literacy rate  |
| <b>Maintenance Cost</b>             | 2,700,000   |
| <b>Execution time</b>               | 20/11/12  |

|                                     |  |
|-------------------------------------|--|
| <b>Sector</b>                       | <b>Water</b>   |
| <b>Micro project name</b>           | Maintain water schemes   |
| <b>Objective (Impact on client)</b> | Increase access to quality water supply  |
| <b>Location</b>                     | Lower Bokova<br>Wonya- emongo<br>Mokunda,Musaka<br>Boando,Maumu,<br>Bolifamba,Ekande,<br>Ewongo, Wotutu,<br>Bojongo, Wosinge<br>Mapanja, Wovila,<br>Bwiyuku, Mevio,<br>Likombe, Bwassa,<br>Lower Wolikawo<br>Woteke, Woganga |
| <b>Technical partners</b>           | PNDP/Council   |
| <b>Time to complete project</b>     | As soon as the funds are made available  |
| <b>Beneficiaries</b>                | Entire population of communities listed above  |
| <b>Estimated cost of Project</b>    | 58.400.000   |
| <b>Environmental Impact</b>         | -Improvement of hygiene and sanitation   |
| <b>Social Impact</b>                | Reduction of Water Borne Diseases  |
| <b>Maintenance Cost</b>             | 5,840,000  |
| <b>Execution time</b>               | <b>21/12/12</b>  |

## 10.2: STAFF LIST, CATEGORY & AGES

| NO  | NAMES                   | POST OF RESPONSIBILITY                       | BIRTH |
|---|-------------------------|--|-------|
| <b>A. SECOND COLLEGE FROM CATEGORY 7-12</b> |                         |  |       |
| 1   | NJIE EWOME JOSEPH       | SECRETARY GENERAL                            | 1960  |
| 2   | SAMMY NGANDA MOKAKE     | CHIEF OF SERVICE- GENERAL AFFAIRS            | 1961  |
| 3   | MONONO HANS MANGA       | CHIEF OF SERVICE: YOUTHS, EDUCATION & SPORTS | 1982  |
| 4   | MUNONGO ALMA BOKENGE    | HUMAN RESOURCE                               | 1985  |
| 5   | SALLY NAMONDO TOME      | CO-OPERATION AND LOCAL PARTNERSHIP           | 1979  |
| 6   | SAMUEL OTTE ESUKA       | MAYOR'S CABINET                              | 1986  |
| 7   | DOREEN EBOT NZO-NGUTY   | LAISON OFFICER HYSACAM/COUNCIL               | 1986  |
| 8   | ROSE LIMUNGA EWOME      | SOCIAL ACTIONS OFFICER                       | 1978  |
| 9   | MBELLA MAKIA MAMOR      | LEGAL AFFAIRS OFFICER                        | 1979  |
| 10  | MARTHA MAKIA MAMOR      | CHIEF OF ACCOUNT                             | 1979  |
| 11  | WOTANY MARTIN FONGO     | FINANCE OFFICER                              | 1984  |
| 12  | JOSIAH MOKOSSO LIFAFI   | TECHNICAL SERVICE OFFICER                    | 1984  |
| 13  | EPOSI MOLUA MO-JOMBE    | (ON TRAINING ) CEFAM                         | 1978  |
| 14  | LYDIA NANYONGO IKOME    | EXPENDITURE OFFICER                          | 1974  |
| 15  | TANGWA NGUJIO TERESA    | EXECUTIVE SECRETARY                          | 1974  |
| 16  | GODLOVE MEOTO NJIE      | STORE ACCOUNTANT                             | 1967  |
| 17  | KANDEM REGINA AYAMBA    | ASSISTANT TREASURER                          | 1968  |
| 18  | FANNY LYONGA NANYONGO   | (ON TRAINING) CEFAM                          | 1964  |
| 19  | ELINGE NGOMBA ZACHEUS   | RECOVERY OFFICER                             | 1968  |
| 20  | HANNAH LYENGU LYONGA    | COMPUTER HEAD                                | 1962  |
| 21  | ELINGE LYONGA EMMANUEL  | TOWN PLANNING OFFICER                        | 1972  |
| 22  | NGOMBA ANDREW MWAMBO    | ENVIRONMENT OFFICER                          | 1979  |
| 23  | MWAMBO JOHN WOLOA       | HEAD OF FOOD ROYALTIES & ANIMAL RAID         | 1979  |
| <b>FROM CATEGORY 1-6</b>                    |                         |  |       |
| 1.  | TAKU ABAH CHRISTIAN     | CLERICAL WORKER                              | 1954  |
| 2.  | GLADYS NDUMA MOKAKE     | CAHIER                                       | 1972  |
| 3.  | NAEKE VAVA AMOS         | SUB CAHIER                                   | 1977  |
| 4.  | BARNABAS MOKA NJIE      | COURT CLERK BONJONGO                         | 1970  |
| 5.  | MBANDA ANASTHASIA       | SECRETARY                                    | 1966  |
| 6.  | MOFA JOHN LYONGA        | WORK SUPERVISOR                              | 1968  |
| 7.  | EKONGOLO LYOMBE JOSEPH  | BRICKLAYER                                   | 1968  |
| 8.  | JOHN NDIVE MOKAKE       | COURT CLERK MUEA                             | 1977  |
| 9.  | MBONDE NDUKA DANIEL     | CLERICAL WORKER                              | 1965  |
| 10.   | NDIVE NJILLA ADDREAS    | DRIVER                                       | 1956  |
| 11.   | KARINE NEMONDO          | RECETIONIST                                  | 1982  |
| 12.   | ANN LIMUNGA WOLETA      | CLERICAL WORKER                              | 1987  |
| 13.   | NTUI HUMHERY            | CLERICAL WORKER                              | 1974  |
| 14.   | HARY LYGONGA EKEMA      | CLERICAL WORKER                              | 1968  |
| 15.   | SARAH NAMONDO NJIE      | CLERICAL WORKER                              | 1978  |
| 16.   | LYONGA JONES MEANGWA    | SANITARY AGENT                               | 1972  |
| 17.   | NGEMBO EWOKOLO          | SANITARY AGENT                               | 1980  |
| 18.   | GEORGE MICHEAL AWAFAISE | SANITARY AGENT                               | 1981  |
| 19.   | JANE IMBOLO MOSOK       | SANITARY AGENT                               | 1981  |
| 20.   | HANANH MOJOKO           | SANITARY AGENT                               | 1979  |
| 21.   | MATHA EFETIN NALIONGE   | SANITARY AGENT                               | 1982  |
| 22.   | JOSEH JOMIA NGWA        | ON TRAINING IN CEFAM                         | 1969  |
| 23.   | ALBERT NGUNGE NDIVE     | CLERICAL WORKER                              | 1979  |
| 24.   | DICKSON TANYI           | CLERICAL WORKER                              | 1977  |
| 25.   | JOHN NDIVE MBELLA       | CLERICAL WORKER                              | 1977  |
| 26.   | MEOTO CHRISTINA MAMUA   | ECO-TOURISM                                  | 1969  |
| 27.   | ELISABETH NGOWO MBUA    | INSURANCE CLERK                              | 1960  |
| 28.   | MBUA TUE DANIEL         | MAYORS DRIVER                                | 1962  |

|     |                            |                      |       |
|-----|----------------------------|----------------------|-------|
| 29. | NGANJE ELVIS SAMUEL        | REVENUE CLERK        | 1960  |
| 30. | JOSEHINE NOLOWA            | CLERICAL WORKER      | 1961  |
| 31. | ENANGA NGUVE ANASTESIA     | CLERICAL WORKER      | 1969  |
| 32. | LDIA EFE MONIKA            | STAM AGENT D/O       | 1964  |
| 33. | BECKY NDIVE EOSI           | CIVIL STATUS         | 1965  |
| 34. | NATHANIEL NJUMA            | GENERAL LABOUR       | 1968  |
| 35. | ELINGE MOVELA AUL          | GARAGE HEAD          | 1974  |
| 36. | EWOME FUTEH ANDREW         | CORRESPONDANCE CLERK | 1973  |
| 37. | CARHEINE EFWSOA            | CLERICAL WORKER      | 1979  |
| 38. | VEVANJE MOJOKO             | SANITARY AGENT       | 1973  |
| 39. | MAFANY DANIEL EKEMA        | SANITARY AGENT       | 1976  |
| 40. | SAMUEL MOKUBE MAKIA        | ELECTRICIEN          | 1974  |
| 41. | ETUTU LIFAFE MATHIAS       | ON TRAINING IN CEFAM |       |
| 42. | IKUNDE ELISBETH ETONDI     | MARKET HEAD          | 1962  |
| 43. | MOKOMGO CATHERIN EFETI     | MARKET HEAD          | 1966  |
| 44. | JAMES WOTANY MALIVA        | GENERAL LABOUR       | 1966  |
| 45. | NJUMBE PETER SAKO          | GENERAL LABOUR       | 1957  |
| 46. | REGINA KOMBE ENJEMA        | MARKET HEAD          | 1968  |
| 47. | THERESIA EWOKOLO KINGE     | TOLL COLLECTOR       | 1964  |
| 48. | ETER MOSSOKE EFEMA         | COURT MESSENGER      | 1981  |
| 49. | LYONHA IKEMA LEO           | COURT MESSENGER      | 1952  |
| 50. | LYONGA NELSON MBUA         | CLEANER              | 1985  |
| 51. | JOAN MUFI                  | TOLL COLLECTOR       | 1965  |
| 52. | AWASOME IMMACULATE         | TOLL COLLECTOR       | 1972  |
| 53. | MARY MALAFA EOSI           | TOLL COLLECTOR       | 1979  |
| 54. | ROSE FONCHA                | TOLL COLLECTOR       | 1968  |
| 55. | EMILIA LIKOWO MWAMBO       | TOLL COLLECTOR       | 1973  |
| 56. | MARY IKOME                 | TOLL COLLECTOR       | 1969  |
| 57. | KANG MARTIN                | TOLL COLLECTOR       | 1961  |
| 58. | HARRIET EFETI NDIVE        | TOLL COLLECTOR       | 1980  |
| 59. | LYDIA NWAMBO               | TOLL COLLECTOR       | 1966  |
| 60. | SARAH EVEDE                | TOLL COLLECTOR       | 19687 |
| 61. | LYDIA IMBOLO BILLE         | TOLL COLLECTOR       | 1974  |
| 62. | MAGERATE BISONG            | TOLL COLLECTOR       | 1973  |
| 63. | ELIMBI ENANGA CATHERINE    | TOLL COLLECTOR       | 1965  |
| 64. | EKAMBI MARTHA NALOVA       | TOLL COLLECTOR       | 1965  |
| 65. | MARY NGAKAM NJEBA          | TOLL COLLECTOR       | 1962  |
| 66. | NWAMBO MARY EMBELLE        | TOLL COLLECTOR       | 1970  |
| 67. | HANS NDIVE WOSE            | TOLL COLLECTOR       | 1973  |
| 68. | KOFFI THOMAS KOFFI         | TOLL COLLECTOR       | 1973  |
| 69. | NJIE MARTIN EVAKISE        | TOLL COLLECTOR       | 1978  |
| 70. | NANYONGO MOKOME            | TOLL COLLECTOR       | 1962  |
| 71. | NGANJE ANTHONY             | GENERAL LABOUR       | 1971  |
| 72. | MALIVA THOMAS LYONGA       | GENERAL LABOUR       | 1972  |
| 73. | LYONGA NGOMBE EDWARD       | GENERAL LABOUR       | 1963  |
| 74. | MONONO GOERGE              | GENERAL LABOUR       | 1977  |
| 75. | NGALE MALACH MALANGE       | GENERAL LABOUR       | 1966  |
| 76. | FENDE NGALE MAURICE        | GENERAL LABOUR       | 1973  |
| 77. | NDUMBE SIMON NGALE         | GENERAL LABOUR       | 1971  |
| 78. | MBELLA DANIEL EKOMBE       | GENERAL LABOUR       | 1966  |
| 79. | MBOME ISAAC LYONGA         | GENERAL LABOUR       | 1980  |
| 80. | FERDINARD EKELLE MBUA      | GENERAL LABOUR       | 1978  |
| 81. | AUL LIMALI EKO             | GENERAL LABOUR       | 1956  |
| 82. | LIKOKO THOMAS WOSE         | GENERAL LABOUR       | 1983  |
| 83. | ARICK EKOSE                | GENERAL LABOUR       | 1971  |
| 84. | ELISABETH NAMONDO LYONBEBE | COOK                 | 1978  |
| 85. | DAVID MUFI BABILA          | DRIVER               | 1978  |



|     |                           |                   |      |
|-----|---------------------------|-------------------|------|
| 86  | IKOME JOHN MOSIMA         | SECURITY GUARD    | 1979 |
| 87  | FENDE ZACHEUS NGOMBA      | SECURITY GUARD    | 1965 |
| 88  | AKA MARTHIAS              | SECURITY GUARD    | 1973 |
| 89  | JOEYS MOTOMBY             | SECURITY GUARD    | 1989 |
| 90  | MERLIN ETUGE KOTO         | SECURITY GUARD    | 1978 |
| 91  | DANIEL NDUMBE MOSENGE     | SECURITY GUARD    | 1978 |
| 92  | EKWA JOHN MICHEAL         | SECURITY GUARD    | 1979 |
| 93  | JONES MWAMBO MBELLA       | PLUMBER           | 1984 |
| 94  | EFOKWA DANIEL LYONGA      | GENERAL LABOURER  | 1968 |
| 95  | DAVID NGOU KALDJEB BILONG | GENERAL LABOURER  | 1970 |
| 96  | EKO MOKI                  | DRIVER            | 1963 |
| 97  | HANS LIKOKO LIKAFI        | DRIVER            | 1973 |
| 98  | EKUKA SAMUEL MOKAKE       | DRIVER            | 1980 |
| 99  | MOKI CHARLES TONI         | DRIVER            | 1973 |
| 100 | JOHN EKEMA FENDE          | INTERVENTION UNIT | 1974 |
| 101 | NJOH STANLEY NJOH         | INTERVENTION UNIT | 1978 |
| 102 | IKOME DANIEL LYONGA       | GENERAL LABOURER  | -    |
| 123 | NDUMBE NWAFAISE ROBINSON  | GENERAL LABOURER  | -    |
| 104 | EKEMA HANS MBUA           | GENERAL LABOURER  | -    |
| 105 | EMMA NGOWO LUMA           | GENERAL LABOURER  | -    |

### 10.3: Summary table financial resources (2008-2010)

| Summary table 2008 - 2010 |                                |             |             |             |
|---------------------------|--------------------------------|-------------|-------------|-------------|
|                           | GENERAL SITUATION              | 2008        | 2009        | 2010        |
| I                         | REVENUE                        | 308,317,091 | 298,339,737 | 366,618,807 |
| II                        | EXPENDITURES                   | 307,511,578 | 297,232,411 | 361,369,767 |
| III                       | SURPLUS                        | 805,513     | 1,107,326   | 5,249,040   |
|                           | OPERATING REVENUE              | 308,317,091 | 298,339,737 | 366,618,807 |
|                           | INVESTMENT REVENUE             | 0           | 0           | 0           |
|                           | EXTERNAL REVENUE               | 196,268,404 | 193,213,991 | 218,585,070 |
|                           | INTERNAL REVENUE               | 104,353,731 | 104,515,734 | 146,274,815 |
|                           | ADDITIONAL COUNCIL TAX         | 87,644,243  | 59,061,833  | 140,911,137 |
|                           | FISCAL REVENUE                 | 52,624,161  | 105,126,408 | 77,673,933  |
|                           | DIRECT COUNCIL TAX             | 196,268,404 | 193,213,991 | 218,585,070 |
|                           | INDIRECT COUNCIL TAX           | 104,353,731 | 104,515,734 | 146,274,815 |
|                           | TOTALREVENUE PER CAPITAL       | 308,317,091 | 298,339,737 | 366,618,807 |
|                           | FUNCTIONAL EXPENDITURE         | 235,093,238 | 219,148,911 | 290,658,329 |
|                           | INVESTMENT EXPENDITURE         | 72,418,340  | 78,083,500  | 70,711,438  |
|                           | FUNCTIONAL EXPENDITURE PER CAP | 235,093,238 | 219,148,911 | 290,658,329 |
|                           | INVESTMENT EXPENDITURE PER CAP | 72,418,340  | 78,083,500  | 70,711,438  |
|                           | PERSONNEL EXPENSES             | 123,844,675 | 105,576,369 | 102,887,347 |
|                           | EXPENDITURES ON EQUIPMENTS     |             |             |             |
|                           | HOUSEHOLD EQUIP                | 2,398,264   | 1,775,487   | 24,355,484  |

|  |                               |            |            |            |
|--|-------------------------------|------------|------------|------------|
|  | COMPUTERS                     | 687,107    | 1,501,475  | 830,688    |
|  | OFFICE EQUIPMENT              |            | 2,360,842  |            |
|  | COUNCIL BUILDING              |            | 11,211,900 |            |
|  | COMMERCIAL BUILDINGS          | 4,756,278  | 7,578,347  |            |
|  | REPAIRS AND MAINTENANCE       |            |            |            |
|  | EQUIPMENTS                    | 16,831,831 | 14,748,599 | 16,534,658 |
|  | WATER AND ELECTRICITY NETWORK | 30,000     | 488,087    | 222,000    |
|  | BUILDING                      | 2,104,395  | 694,194    |            |
|  | ROADS                         | 3,266,715  |            | 5,267,959  |
|  | MAYORS RESIDENCE              | 2,520,000  |            | 3,827,500  |
|  | OTHER SERVICES                | 4,092,887  | 1,671,369  | 6,901,038  |
|  |                               |            |            |            |
|  | CONSTRUCTION                  | 39,263,902 | 30,704,330 | 2,360,400  |
|  | CONCILLORS SESSION            | 3,700,000  | 3,700,000  | 17,995,477 |
|  | SUBSIDIES                     | 450,000    | 3,185,000  | 12,110,000 |
|  | DEV. OF GARTEN                | 5,747,041  | 8,202,520  |            |
|  | HOUSEHOLD DISPOSABLE EQUIPT.  |            | 1,775,487  | 24,355,484 |

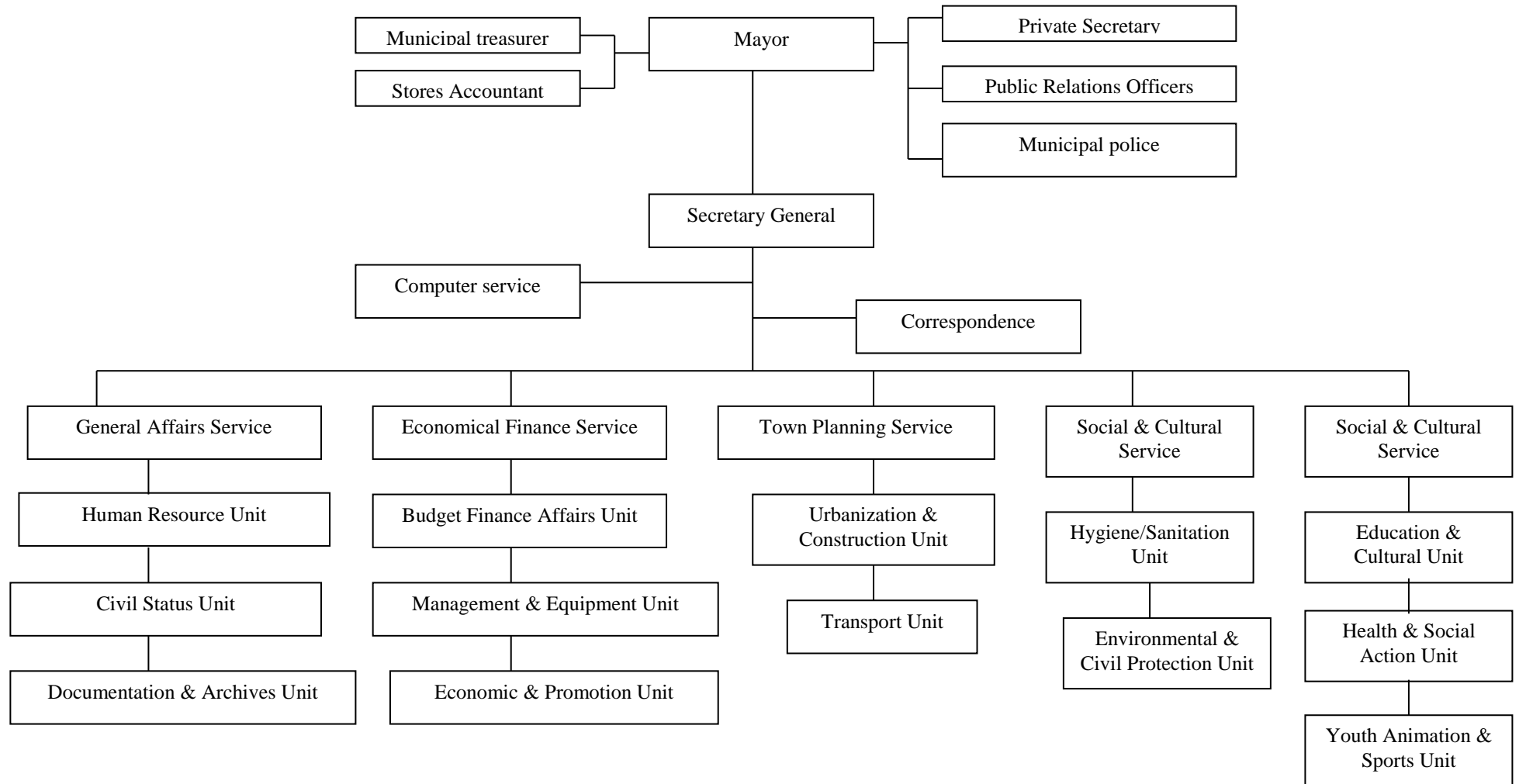
#### 10.4: LIST OF BUEA COUNCIL ASSETS

| USAGE              | DATE ACQUIRED  | PURCHASE VALUE | CURRENT VALUE         | CURRENT STATE | SOURCE OF FINANCE | DATE OF USAGE | OWNER-SHIP   | PART-NERSHIP | MAINTENANCE | REMARKS         |
|--------------------|--|----------------|-----------------------|---------------|-------------------|---------------|--------------|--------------|-------------|-----------------|
| <b>LAND</b>        | The Buea Council has land but without land title and no document showing the number of lands |                |                       |               |                   |               |              |              |             |                 |
| Infrastructures    |  |                | No Depreciation value |               |                   |               | Buea Council |              |             |                 |
| Buea town market   | 2010   | 170.000.000    |                       | functioning   | Council Revenue   | 2010          |              | BOT          | -           | -               |
| Muea market        | 1996   | 74.381.333     |                       | functioning   |                   | 1996          |              | -            | -           | -               |
| Lysoka market      | 2004   | 10.000.000     |                       | functioning   |                   | 2004          |              | -            | -           | -               |
| mile 16 market     | 2000/2001  | 9.556.570      |                       | functioning   |                   | 2000/2001     |              | -            | -           | Need renovation |
| Mile 17            | 2004   | 37.800.000     |                       | functioning   |                   | 2004          |              | M 17 D.U     | -           | -               |
| Bojongo market     | 2004   | 19.717.872     |                       | functioning   |                   | 2004          |              | -            | -           | -               |
| Likoko membea      | 2003   | 10.000.000     |                       | functioning   |                   | 2003          |              | -            | -           | -               |
| Gt. Soppo market   | 2000/2001  | 19.989.080     |                       | functioning   |                   | 2000/2001     |              | -            | -           | -               |
| Small soppo market | -  | -              | No Depreciation       | -             | Council Revenue   | -             | Buea Council | -            | -           | To be developed |
| <b>BUILDINGS</b>   |  |                |                       |               |                   |               |              |              |             |                 |

|                                 |               |            |                             |             |                    |               |                 |   |                                 |                                 |
|---------------------------------|---------------|------------|-----------------------------|-------------|--------------------|---------------|-----------------|---|---------------------------------|---------------------------------|
| Admin. block Buea town          | 1964          | 4.000.000  | No<br>Depreciation<br>value | functioning | Council<br>Revenue | 1964          | Buea<br>Council | - | -                               | -                               |
| Civil statues Buea town         | 1991/<br>1992 | 2.985.625  |                             | functioning |                    | 1991/<br>1992 |                 | - | -                               |                                 |
| Municipal treasury Buea town    | 1995/<br>1996 | 16.000.000 |                             | functioning |                    | 1995/<br>1996 |                 | - | Renovated by French Corporation |                                 |
| Accounts section Buea T.        | 1959          | 1.000.000  |                             | functioning |                    | 159           |                 | - | -                               |                                 |
| Staff quarters (Triplets)       | 1988          | 15.000.000 |                             | functioning |                    | 1988          |                 | - | -                               | -                               |
| Staff quarter duplex I B Town   | 1959          | 1.000.000  |                             | functioning |                    | 1959          |                 | - | -                               | -                               |
| Staff quarter duplex II Buea T. | 1961          | 300.000    | No<br>Depreciation<br>value | functioning | Council<br>Revenue | 1961          | Buea<br>Council | - | Need renovation                 |                                 |
| Staff quarter duplex II Buea T. | 1961          | 500.000    |                             | functioning |                    | 1961          |                 | - | -                               | Needs renovation                |
| Staff quarter single Buea T.    | 1961          | 300.000    |                             | functioning |                    | 1961          |                 | - | -                               | Needs renovation                |
| Canteen Buea town               | 2000/<br>2001 | 15.000.000 |                             | functioning |                    | 2000/<br>2001 |                 | - | -                               | Needs renovation                |
| Court hall Buea town            | 2000/<br>2001 | 61.687.538 |                             | functioning |                    | 2000/<br>2001 |                 | - | -                               | Not yet completed under dispute |
|                                 |               |            |                             |             |                    |               |                 |   |                                 |                                 |
| Slaughter house Buea T.         | 1998/<br>1999 | 10.000.000 |                             | functioning |                    | 1998/<br>1999 |                 | - | -                               | -                               |
| Ecotourism office Buea T.       | 1996/<br>1997 | 9.810.090  | No<br>Depreciation<br>value | functioning | Council<br>Revenue | 1996/<br>1997 | Buea<br>Council | - | -                               | Needs renovation                |
| Pro-pharmacy Buea T.            | 1973          | 500.000    |                             | functioning |                    | 1973          |                 | - | -                               | -                               |
| Pound house Buea T.             | 1980/<br>1981 | 100.000    |                             | functioning |                    | 1980/<br>1981 |                 | - | -                               | Needs renovations               |
| Public toilet mile 17           | 2008          | 16.006.402 |                             | functioning |                    | 2008          |                 | - | -                               | To be completed                 |
| Meat slab clerk's quarter       | 1999/<br>2000 | 19.717.872 |                             | functioning |                    | 1999/<br>2000 |                 | - | -                               | -                               |

|                           |            |            |                       |                       |                 |             |              |                 |               |               |
|---------------------------|------------|------------|-----------------------|-----------------------|-----------------|-------------|--------------|-----------------|---------------|---------------|
| Court hall Bojongo        | 1983       | 2. 000.000 |                       | functioning           |                 | 1983        |              | -               | -             | -             |
| Staff quarter Bojongo     | 1930       | 200.000    |                       | functioning           |                 | 1930        |              | -               | -             | Needs repairs |
|                           |            |            |                       |                       |                 |             |              |                 |               |               |
| Market toilets Bojongo    | 2008       | 2.632.742  |                       | functioning           |                 | 2008        |              | -               | -             | -             |
| Slaughter house Muea      | 1991/ 1992 | 1.000.000  | No Depreciation value | functioning           | Council Revenue | 1991/ 1992  | Buea Council | -               | -             | -             |
| Court hall Muea           | 1940       | 15.000.000 |                       | functioning           |                 | 1940        |              | -               | -             | -             |
| meat slab Muea            | 1999/ 2000 | 12.000.000 |                       | functioning           |                 | 1999/ 2000  |              | -               | -             | -             |
| Health centre ext. Bova   | 1992       | 5.000.000  |                       | functioning           |                 | 1992        |              | -               | -             | -             |
| VEHICLES                  |            |            |                       |                       |                 |             |              |                 |               |               |
| Tractor Massan            | 1984       | 13.725.000 |                       | functioning           |                 | 1984        |              | -               | -             | Needs repairs |
| Tipper land master        | 1984       | 16.000.000 |                       | functioning           |                 | 1984        |              | -               | -             | -             |
| Peugeot pick-up diesel    | 1995       | 10.000.000 |                       | functioning           |                 | 1995        |              | -               | -             | Need repairs  |
| Peugeot 504               | 1994       | 9.339.000  |                       | functioning           |                 | 1994        |              | -               | -             | Needs repairs |
| Toyota hilux double cabin | 1998       | 12.500.000 |                       | No depreciation value |                 | functioning |              | Council Revenue | 1998          | Buea Council  |
| Terano IT 2.7             | 2003       | 15.000.000 | functioning           |                       | 2003            | -           | -            |                 | -             |               |
| Mercedes benz truck 2628  | 2003       | 25.000.000 | functioning           |                       | 2003            | -           | -            |                 | Needs repairs |               |
| M.A.N Diesel 1827         | 2004       | 22.000.000 | functioning           |                       | 2004            | -           | -            |                 | Needs repairs |               |
| Hanonag AG 550            | 2004       | 40.000.000 | functioning           |                       | 2004            | -           | -            |                 | Needs repairs |               |

**FIGURE 6: BUEA COUNCIL ORGANIGRAMME**  
**Ref. Ministerial Arrête No. 00136 of 24<sup>th</sup> August 2009**



| VILLAGE DEVELOPMENT COMMITTEES(VDC)<br>September 2011  |  |
|--|--|
| Almost all villages in the municipality have traditional councils. These traditional councils play the role of development organs for a majority of the villages and development activities are effectively handled by these council members. Few villages have separate organs with entirely different persons acting as members, though some members play intermittent roles. Two important development associations recognized by administrative authorities were identified to be acting as umbrella development instruments to some villages. The Bojongo court area for example uses the BACDA (Bojongo Cultural & Development Association) as an umbrella development association for its 16 villages. While, BONAVADA plays a similar role to about 13 villages. Attempts to create or strengthen existing VDC in some of the villages were met with resistance for various reasons. |  |
| VILLAGES   | MEMBERS (S)  |
| Bokoko   | Chief Nganje Isaac; KULU VEFONGE Jacob; Sammy EKE WOLETE<br>MOTOMBI MBOME Emmanuel; LYONGA Edward; SITCHUI Jean                      |
| Bokwaongo  | Chief MOLUA MESE; NJIE MUAMBO John; MOSIO NGOMBA Max; Cecilia<br>LIKOKO; ALICE ELALI; NEKO MOKOKO                                    |
| Small Soppo Wunganga   | Chief MUSENGE Humphrey; VEFONGE TAMBIA Charles; NJOH Godfred<br>MATUTE; Councilor ESOMBI VEFONGE Joseph                              |
| Small Soppo Woteke   | Chief Albert Monoko  |
| Wovila<br>Reorganized  | Chair: WOTANI Charles; MAFANY Peter KANGE; KANGE David; METOKO<br>Joseph; Councilor MOKONYA Joseph Williams                          |
| Bonakanda<br>Active VDC  | Chair: Daniel MBUA; MUAMBO NDIVE; Paul EWOME; Francis MBUA; John<br>NGUVE; BONAVADA  |
| Wotolo<br>Functional   | Chief MUAMBO Emmanuel MOLOMBE; MOKAKE Samuel MOLOMBE;<br>Rose LIBECCA; William NJUME   |
| Bova I<br>Traditional role of VDC  | Chief Robert MBELLA EFUNGANI; EMBOLA NGANJO Hans; Oscar ELINGE;<br>NGOMBA NASOA; EMBOLA LYONGA; Rudolf ELINGE; BONAVADA              |
| Bova II<br>Traditional council role of VDC   | Chief ISUWE NYOKI<br>LYONGA NGUNDE; BONAVADA   |
| Bulu   | MOLINGE TONGE Ruben; LUTE Thomas; John MOLI  |
| Bwassa<br>traditional council role of VDC  | William NELONGE; LINONGE Julius; MBUA EFOE; NJIE John KOFI<br>NJOH Peter MUAMBO, TEKE  |
| Ewonda<br>Traditional council role of VDC  | Chief NJIE MOTUTU THOMAS<br>MESOMBA NJIE; AMOS MOKWA; JOAN LYONGA;SAMUEL MOLUA<br>IKOME KALLE EMMANUEL; BONAVADA.                    |
| Likombe  | Chief NJIE Paul LUMA, MOTOME Paul MAKOTE; NDELI NDIVE MOSUKA;<br>Hans MAKOKO, EFEME Lydia  |
| Wolikawo<br>Functional   | Chair: Marcus MOTOVE ETONGE<br>S.ect. MAFANY NJIE; Vice Sect. ETONGE Martin<br>VEKIMA ETONGE; NGANJE PETER; Chief William ENI MAFANI |
| Mevio<br>Traditional council role of VDC   | Chief George EKO LEKIE<br>Emmanuel MBONDE; Martha LIKIE  |
| Vesoa<br>Traditional council role of VDC   | Chief Simon MEKEVE MOLUA; Lucas MOLUA; ELOME MEKEVE Daniel<br>BACDA  |
| Boanda   | Chief PENUTE MUSENJA; BACDA  |
| Bokwai<br>Village council role of VDC  | Chief KAKA ESOWE; OBEN Locas; NGUNGE NGIME<br>BONAVADA   |
| Bomaka   | Councilor Mbanda Joseph; Pr Victor Julius NGOH   |
| Bonduma  | Chief elect.; Councilor Derrick Chungong NEBA  |
| Bwiteva  | Chief Francis Kingue Linonge,  |

|   |  |
|---|--|
| Strengthened  | BONAVADA   |
| Bwitingi<br>Functional  | Peter Lysongo & Ekumbe<br>Chief Mokosa, BONAVADA   |
| Dibanda<br>Functional & very active   | Chief IKOME NGALE,<br>EKO MBOME, MBUA NGALE  |
| Ekande  | Chief NJAKO MOVENI   |
| Lyongo  | Chief NJIE Martin MAFANY   |
| Lower Bokova  | Chief EWOLE Thomas; BONAVADA   |
| Lysoka Bwielei<br>Traditional Council role of VDC   | Chief peter IKOME MESOSO<br>MOTUMBA Joanness   |
| Lysoka Wombaki & LYSOKA<br>MOLIWE:<br>Both villages agree to have<br>one active dev't organ | Chief William MBANDA<br>Chief EVAKISE Paul<br>Joseph MOGOMBE<br>MONGOMBE Aaron   |
| Maumu   | Chief LITEKE<br>Councilor ASOKWI ENDUM Martin  |
| Upper Wonganjo<br>Trad. Council role of VDC.  | Chief LYSONGE Peter<br>LYSONGE Lydia; KALE MOKONDO   |
| Wokaka<br>Separate active organ   | Chair Njie Benjamin ELINGE<br>Sect. Lysinge Ewole; ELINGE LYONGA; LYONGA Nicholas; MOLOMBE<br>Ernerst; Chief Njoke Johnson   |
| Woakea<br>Traditional council as VDC  | Chief IKOME Philip MOKWA; IKOME Herbert; Mathias NDUMBE;<br>NJIE IKOME   |
| Wokulu<br>Traditional council as VDC  | Chief Joseph WOLUA<br>MBUA Martin  |
| Wonjia<br>Functional, separate active<br>organ  | Chair: Hans Monono Wofuna<br>Sect. Mbella Elive; Treasurer: Rose Njoh; Adviser: Dr Ngongi Namanga;<br>LYONGA MANDENGUE; JOKE Elvis; John MANDE   |
| Ekonjo<br>Traditional council for VDC   | Chief EVIOLE NGANDO<br>MBONDE MOLIWA; NJEMBA EKULE; MOLIWA MBONDE MOSES<br>EPOSI EKO ANNA; BACDA   |
| Boando  | BACDA  |
| Bonjongo  | BACDA  |
| Wanjava   | Chief EKOKE Patrick MOLI; BACDA  |
| Wosenge (Wosinge)<br>Traditional council as VDC   | Chief NGOMBE ETONI; Matile EFOE; TONDE LIFANJE; Samuel MEKOTE;<br>Samuel EFOE; Stephen EFAMBA; BACDA   |
| Boana<br>Traditional council for VDC  | Chief MATUTE MNAKE; Sarah MBOLE; ETONDE NGOMBA; ONEKE Francis;<br>Councilor EKUMENI BOANA Simon; BACDA   |
| Bojoke<br>Traditional council for VDC   | Chief EKO MBULE<br>Theodore EKO; Joseph MBOLO; EPOSI MBOLE; ROSE MBOLE; BACDA  |
| Ewongo<br>Traditional council playing role<br>of VDC  | Chief KAMA ESIMBOE<br>Prince ESIMBOE Germain; Hans NJIE MOSUKA; ESSIMBOE Samuel<br>Councilor LEM NTEMI Magdalin; BACDA   |
| Wongala<br>Very functional  | Chair: Musoko Edward; Sect. Ngomba Williams; Treasurer; Mbake<br>Elizabeth; BACDA  |
| Wotutu  | Chair: LEEKSON IKOME; Pa MBOME MBOANJE; David ELOSUA<br>Prince KINGE Martin; Princess Mary KINGE; FOUA NJINA; Godwill EDEN;<br>Celine NGOMBA; Manje MEBOKA; Councilor EFOE ESIMBOE Samuel<br>BACDA |

|  |  |
|--|--|
| Mapanja<br>Functional                              | BACDA; Chief EKEMA John; ENANGA Anastasia; EKOSE Alfred; LIFANJE NGONGE Martin; Moneka ELIAS; Tondo Elive, Wotani Wongama Councilor Mbanda Joseph Fongo, BACDA   |
| Sasse  | NDIVE ASSAM; LOWE Francis JULIUS; MBUA TEKE JOSEPH Ernest LITIA MOLUA; Peter TEKE  |
| Bwiyuku<br>Active VDC                              | Chief LIFAKA NGANJE; MOANGA MOKOKO Emmanuel; EWI Jerome; NDUMBE Joseph; NGOMBA George  |
| Na'anga  | Chief NJOH FRITZ ESAKA   |
| Buea Town  | Chief SML Endeley; Councilor ENDELEY NDEMBA MBELLA; Councilor LYONGA Cecilia LIMUNGA; Councilor OJONKPOT OBEN Comfort; ESUKA Reginald; Hon MEOTO Paul NJIE; GOBINA Paul; LIFAFI KALE Julius;                                       |
| Lower Wonganjo<br>Traditional council, role of VDC | Chief ELIVE N. Williams<br>WOKAM N. Edward; NDIVE ELIVE Leonel; MOKA Daniel<br>ESOMBI Samuel; NDUMBE Joseph MONONO   |
| Mwangai<br>Traditional Council role of VDC         | Chief KOMBE ELONGO; EKAMBI NDONGE Peter; Simon NGALLE EKAMBI; IKOME Ebenezer NDIVE, BONAVIDA   |
| Upper Bokova<br>Very Functional                    | Chair: Alias MAKOKO<br>MANGO EWOME; Simon VEKUMBE; BONAVIDA  |
| Soppo Likoko                                       | Chair: Ndumbe Joseph MONONO; Vice Chair; ESOMBI Samuel<br>Advisers: NDIVE Joseph NDUMBE; NGALE LEONGA Edward & Samuel LIFONGO  |
| Musaka   | Vacant chief   |
| Upper Bolifamba<br>Traditional council             | Chief MOLOMBE MUAMBO<br>KOFI LYONGA; Mary WOLETE, BONAVIDA   |
| Lower Bolifamba                                    | Chief KOMBE MONYONGE<br>Jason LUMA; LYONGA Moses<br>Councilor Stephen NGANJE NALIONGE  |
| Wonya Mavio<br>Functional                          | Nyoki Ndumbe   |
| Busumbu<br>Traditional council role of VDC         | Chief FLORETEKE IKOME; GOBINA Peter MOKAKE; Michael MOFUA; SAYANI Erick; EKEMA Robinson; BACDA   |
| Upper Boando<br>Traditional council role of VDC    | MBOME EKUE<br>NGALLA MBAKE; Michael NGALLA; Paul NGANJE; BACDA   |
| Great Soppo<br>Functional                          | Chief Etina Monono; SG: Councillor Ekema Monono<br>Councillor AGBOR Kingsly AYUK; Mathias BIANGA(Quarter 16)<br>MATANGA MONONO(Quarter 1); John NGANDO LUMA(Quarter 2)<br>LABAN NGALE MOKI(PALA PALA field); Rev. Dr AMABIBI Henry |
| Molyko   | Chief ESUKA Mathias; Councilor ATABONG Nee AWUNG Josephine; TABE Jackson(quarter head); AZONG WARA Pauline; EBAKO Grace EWANG; NGANJE LYONGA; NGANDO Micheal   |
| Wokoko-Molyko                                      | Chief Emelson MBUA; IKOME MBUA KOTO; Mathias NGALE; NJINGO Thomas; MBOME EKO; MESAPE Gideon  |
| Upper Muea   | Chief David Ikome Molige   |
| Lower Muea   | Chief Musenja  |
| WOTEVA(BOTEVA)<br>Traditional council role of VDC  | Chief Peter LYSONGO<br>NGALLE Daniel; NDONG John; VEKIMA Samuel; Bernard WOLOLA  |
| LIKOKO Membea                                      | Chief FENDE NGEKE, Mayor MBELLA MOKI Charles, Mr Bernard EKO   |



| CDP STEERING COMMITTEE MEMBERS |                     |             |   |
|--------------------------------|---------------------|-------------|---|
| #                              | NAMES               | POSITION    | OTHER INFORMATION                                     |
| 1                              | EKEMA SAMMY MONONO  | CHAIRPERSON | COUNCILLOR, Chairperson (Ethics & Social committee)   |
| 2                              | SUSAN NAH MBUA      | SECRETARY   | COUNCILLOR, Secretary (Works & Development Committee) |
| 3                              | ATABONG JOSOPHINE   | MEMBER      | COUNCILLOR,   |
| 4                              | SAMMY NGANDA MOKAKE | MEMBER      | Chief of Service General Administration               |
| 5                              | MISS ALMA MUNONGO   | MEMBER      | Human Resource Officer                                |
| 6                              | ELINGE LYONGA       | MEMBER      | WORKS Department, HND Development Studies (PAID-WA)   |



**A. Dilapidating G.S, roof blown off by storm.**



**B. G S with temporal classes at a church center**



**C. G S Ndongu**

**Figure 6: ( A, B, C) State of some educational infrastructures**



**A. Mud, potholes & Ditches**



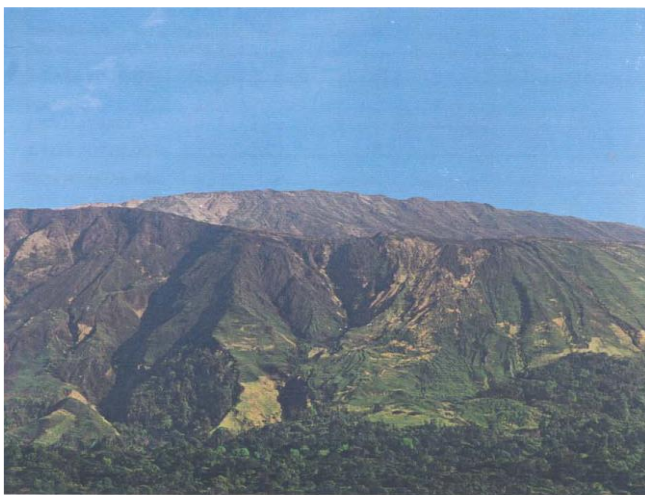
**B. grass on rocky stony roads**

**Fig. 8 State of some roads in the Municipality (A & B)**





***Fig 9: battle for water at aged sources***



**Fig 10: change in vegetation with altitude (Forest to savannah)**



**Fig 11: Bi weekly markets**





**Fig 12: Banana plantation**



**Fig 13: Small holders' plantations**



**Fig 14: Tea & Fuel plantations**



**Fig 15: Councilors & Administrative officers**

## CDP FACILITATION TEAM

| #  | NAMES   | DESIGNATION  |
|--|---|--------------|
| 1  | EYONG EYONG Thaddeus  | Coordinator  |
| 2<br>3<br>4<br>5   | ALUNGAMOH Edwin<br>Mme AKO Irene<br>George MOFOR<br>EKWOGE Gladys   | Team Leaders |
| 6<br>7<br>8<br>9<br>10<br>11<br>12<br>13<br>14<br>15<br>16<br>17 | NAYONGO AGNES MEDIKI<br>YVONNE Germandze<br>WARREN BONGO<br>Derrick EWUMBWE<br>ASHU Melvis OBI<br>EYOLE MONONO<br>ASONGANYI Melvis<br>NDIFOR TIZI<br>Judith LAWONG<br>Juliana JOSO KOMBE<br>NJIMAPE Terence<br>EPIE NZELLE Nadege | Facilitators |
| 18<br>19   | OKENYYE Patrick<br>DERRICK ETEBE NANGO.   | GPS GIS Unit |
| 20<br>21   | TABE AFUEMBE<br>Susana PEDE NZEMELE   | Secretariat  |