



Bureau international du Travail



International Labour Office

PROJECT ON POVERTY REDUCTION WITHIN COMMUNITIES VULNERABLE TO CHILD  
TRAFFICKING THROUGH THE PROMOTION OF DECENT WORK IN CAMEROON

TC-RAM



**TRAINING OF MEMBERS OF THE ALERT AND OBSERVATION SYSTEMS IN  
KUMBO, BALI AND WUM COUNCILS ON:  
STRATEGIES TO FIGHT AGAINST CHILD LABOUR AND CHILD  
TRAFFICKING AT THE VILLAGE LEVEL**

OCTOBER 2009

## List of acronyms

- AOS: Alert and Observation System
- BERIKIDS: Beri Kindness for Individual and development services
- C138: Minimum Age of employment convention, 1973
- C182: Worst forms of child labour convention, 1999
- CATTU: Cameroon Teachers Trade Union
- CIG: Common Initiative Group
- CRS: Catholic Relief service
- CT: Child Trafficking
- CTA: Chief Technical Advisor
- FSLC: First School Leaving Certificate
- GWEN: Government, Workers organizations, Employers organizations, and NGO
- IDF: Integrated Development Foundation
- ILO: International Labour Organization
- MBOSCUDA: Mbororos Social and Cultural Development Association
- MFI: Micro Finance Institution
- MINAS: Ministère des affaires Sociales
- MINEDUB: Ministère de l'Education de Base
- MINESEC: Ministère des Educations secondaires
- NFF: Nkumu Fed Fed
- NGO: Non Governmental Organization
- PTA: Parent Teacher Association
- SHUMAS: Strategic Humanitarian Services in Cameroon
- TC-RAM: Technical Cooperation Re-Allocation Mechanism

## TABLE OF CONTENT

List of acronyms-----	4
Introduction-----	5
Workshop preparation-----	7
<u>Session 1</u> : Basic concepts related to Child trafficking, Child labour, and Child exploitation	
- Outline presentation-----	8
- Group exercise on risk factors-----	9
- Cases studies-----	12
- Comments-----	14
Session 2: Results of the diagnostic and survey on child labor/trafficking in the council	
- Outline presentation-----	15
- Comments -----	15
Session 3: Institutional frame at international and national levels	
- Outline presentation-----	17
- Comments / observations-----	17
Session 4: Prevention and /or protection	
- Outline presentation-----	19
- Group exercise on the role of the Alert and Observation System (AOS)-----	19
- Group exercise on: Do's and Don't-----	20

- Comments -----	21
Session 5: Main actions carried out by the TC-RAM project to fight against child	
- Direct assistance to children-----	23
- Entrepreneurship programme-----	23
- Birth certificate campaign-----	23
- Support to women leaving with HIV/AIDS-----	23
Session 6: Action Plans	
- Result per council areas -----	25
Session 7: Workshop Evaluation	
- Results per council areas -----	37
Lessons learnt, recommendations and general comments per council areas ----	49
Annexes	
1. Content Session 0: Workshop introduction -----	53
2. Content Session 1-----	57
3. Content session 2 -----	63
4. Content session 3 -----	68
5. Content session 4 -----	73
6. Content session 5 -----	82
7. List of participants per council areas -----	86
8. Some pictures of the three workshops -----	91

## Introduction

Child trafficking is a very serious problem in the North West region. The region is the main catchment centre where many children are trafficked to other parts of the country and even abroad. Taking into consideration the fact that the economy of the region is highly agrarian and above two thirds of the population live below the poverty line, many families find it difficult to satisfy the basic needs of their large family sizes as they are not engaged in any paid employment. Many who engage in agriculture do so at the subsistence level with no major surplus to sell and meet their family needs.

Gender discrimination also plays a part as when families are faced with limited resources, the boys are sent to school while the girls are left at home, exposed to the whims and caprices of traffickers who come with false promises of giving them a better life. It is worth noting that girls and women from this part of the country are considered to be very humble, submissive and hard working. It is for this reason that many people from all over the country will come to look for house helps and baby sitters from Bamenda.

Many children who are victims of trafficking are usually forced into prostitution against their wish. They are sold, purchased, threatened, live and work in slavery-like conditions, tortured, abused and raped. In an attempt to flee from these inhuman and degrading living conditions, these women and children find themselves in strange towns and cities and are forced to prostitute to make ends meet. In doing this, these women and young girls are exposed to contracting sexually transmissible diseases and HIV/AIDS which lead to a high mortality rate for women and young girls.

Situation of child labour / trafficking in the three council areas:

Base on the knowledge of that phenomenon, the Project on Poverty reduction within communities vulnerable to child trafficking through the promotion of decent work in Cameroon, called TC-RAM project selected three councils in the North West Region as main beneficiaries of his interventions. Since October 2008, at the beginning of this project, a special attention has been pay on the situation of trafficked children, vulnerable children to trafficking, and vulnerable families.

That is why a diagnosis was made in January 2009 to enable the team have a good understanding of that thematic and identify strategies to fight against child trafficking/labour in the three sites. The results gave a profile of victims and vulnerable children to labour/traffic:

- Both sexes are involved
- 9 children are involved between 9 to 14 years and
- 20 children are involved between 15 – 18 years
- 89.70% are of primary level and the rest 10.30% at secondary level
- Roman Catholics take the lead and Christian religions dominate with 89.65%
- 48% of the children come from married families while 30% of them already have their parents deceased.
- That come mostly from the periphery or rural areas

The stakeholder analysis shows the readiness of the following bodies to play various roles in the event of an appropriate mechanism of monitoring.

- The administration (Divisional and Sub divisional levels),
- State technical services both at the Regional, Divisional and Sub divisional levels)
- Security (Police, gendarmerie, etc)
- Justice (court)
- Local authority (Bali, Wum, Kumbo councils)
- Members of Parliament
- Traditional authorities
- NGOs/Associations
- Religious bodies,

A three level model of mechanisms of integration of strategies in the fight against child labour/trafficking have been identified:

1. At the level of the village with the traditional leaders at the helm;
2. At the council level with the council being the centre of gravity;
3. At the regional level with the Governor or Region being at the top.

An agreement was researched with the local consultative committees to create an Alert and Observation Systems to fight against that phenomenon in the most vulnerable villages in the three council areas. That was done during the first council workshops with a good involvement of councilors leaving in the periphery villages, which constitute the source areas of trafficked children. The development of the Alert and Observation System is in response to the increase in demand of North West children. It has been done in accordance with the National Law n° 2005/015 of 29 December 2005 relating to the fight against child trafficking and slavery promulgated by the Cameroon Head of State to identify appropriate initiatives to protect children.

The TC-RAM project team drafted a proposal for the development of a local and regional child labour and child trafficking alert system which is primarily designed to reduce the window period within which a child can be safely returned to his/her family after being trafficked. Members of that system needed to acquire tools that can enable them to act like social workers in their communities to sensitize and advice their peer, also to serve as relay with the council, the local consultative committee and the TC-RAM Project on all child trafficking issues.

Three training workshops were organized during the month of September 2009 to improve the skills of the members of the Alert and Observation System in the 15 selected villages in the three council areas:

- Bali council: from the 15<sup>th</sup> to 17<sup>th</sup> September 2009
- Kumbo council: from the 23<sup>rd</sup> to 25<sup>th</sup> September 2009
- Wum council: from the 28<sup>th</sup> to 30<sup>th</sup> September 2009

## Workshops preparation

### Pedagogic preparation

The preparation of these workshops started by the selection of the trainers. Partners who participated in the Turin training on “The Labour dimension of trafficking in Children” on June 2009 were selected to be the trainers: Mr. Sali Django, the Coordinator of MBOSCUDA, and Mme Delphine Dusuinyuy the Director of BERIKIDS NGO, under the supervision of Mme Evelyne Ndipondjou Tiague, national expert of the fighting against child trafficking in the TC-RAM Project.

Base on the knowledge acquire during that training in Turin, they had two main preparatory meetings. The first one took place on the 28 August in the TC-RAM office. The result of that meeting was to identify the list of materials for the workshops, the main content of the workshops, the objectives of each session and to share the responsibility of the development of the sessions among the team. A planning of the three council workshops was also done that day, while waiting for the agreement of the TC-RAM CTA and Mayors of the three councils. It was agreed at that meeting that each trainer will send his content before the 10 September to the National expert, so she will finalize it and send back to all the team members.

A second meeting was organized on the 14<sup>th</sup> September 2009 with all the trainers to discuss about the harmonization of the contents, finalize the tools selected and verify the power points slides for each trainer.

### Logistic preparation

At the end of the second preparatory meeting, the final version of the modules were ready and given to the TC-RAM Assistant for the preparation of photocopies for participants.

All the material was bought, based on the list of material given before all the workshops, and a set of hand outs also.

Base on the budget of that activity and on the fact that Mr. Sali Django was fasting at that period, it was decided that the three trainers will conduct the first training workshop in Bali, and the two other will be handled by Delphine Dusuinyuy and Evelyne Ndipondjou.

It was also planned that during the workshop, the project will provide one coffee break in the morning and one lunch, then at the end of the workshop each participant will receive a total amount of 7 500 Fcfa per day for the disbursement of his transport fees, that means 2 500 Fcfa per day per participant. The venue of the three workshops was the three council halls.

## Session 1: BASIC CONCEPTS RELATED TO CHILD TRAFFICKING, CHILD LABOUR, AND CHILD EXPLOITATION

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Objective: Participants have a common understanding of the concepts of child trafficking, Child labour, and child exploitation

Outline presentation

- I. CHILD TRAFFICKING IS A CRIME
  - 1.1 Minimum Age of Employment Convention, 1973 (C138)
  - 1.2 Worst forms of child labour convention, 1999 (C182)
  - 1.3 Main difference between Child work and Child labour
  
- II. ELEMENTS OF CHILD TRAFFICKING
  
- III. HOW TRAFFICKING IS DEFINED IN INTERNATIONAL LAW
  - 3.1 Short Definition as the “Palermo Protocol”<sup>2</sup> defines trafficking of human beings
  - 3.2 End Result of child trafficking
  - 3.3 Various forms of Exploitation
  
- IV. UNDERSTANDING ROOT CAUSES, RISK FACTORS, VULNERABILITY AND ALSO INCLUDING GENDER DISCRIMINATION;
  - 4.1 Poverty Plus:
  - 4.2 Risk factors: group exercise
    - Individual child risk factor
    - Family risk factors
    - Community risk factors
    - History of migration.
    - Institutional risk factors
  - 4.3 Results of the exercises in the three council areas:
  
- V. WHO ARE THE TRAFFICKERS, WHERE AND HOW DO THEY OPERATE?
  - 5.1 Who is involved?
  - 5.2 Smuggling versus Trafficking
  - 5.3 Migration versus Trafficking
  
- VI. Cases studies
  
- VII. Comments

### Group Exercise on risk factors :

Following the list of risk factors above, participants were divided into five groups to list and elaborate the risk factors common in their communities:

#### 4.3 Results of the exercises in the three council areas:

##### **INDIVIDUAL RISK FACTORS.**

- SEX: Boys as well as girls are victims to child trafficking, 85% for girls and 15% for boys.
- AGE: Children below 18 years cannot reason wisely, so they are easily trafficked.
- ETHNIC GROUPING: Large ethnic groups which are poor cannot satisfy the needs of their children. Thus this gives way for children to move out for greener pastures.
- SEPARATION FROM FAMILIES (Broken homes): Some children will follow their mother and others their father. In this case both the father and mother have their own rules and regulations which are unique. It is very difficult for a single parent to bring up a child correctly. Hence the children are victims of child trafficking/labour.
- DISABILITY: If the parents are handicapped, this makes it difficult for them to sponsor their children. Hence, they are ready to give out their children to well to do persons to help the children. Thus this leads to trafficking of the children. The children themselves when handicapped have to do otherwise to help their needs.
- EDUCATION OR SKILL LEVEL: When the child does not do well in school and even refuses to attend school. Traffickers will come with lofty ideas that give the child to help him or her learn a trade but they do not keep to their promises.
- POSITION WITHIN THE FAMILY HIERARCHY: A richer family relative comes and takes away the child to help him or her be educated. At times he/she exploits the child. In this case there is child trafficking/labour.
- IGNORANCE OF LIFE OUTSIDE THE FAMILY COMMUNITY: Both the child and the parents think that life in the town /city is better than life in the village. So when any one comes and ask them to give a child to go and live with him in the city they willingly give. This may lead to child trafficking/labour.
- EXPOSURE TO NEGATIVE PEER PRESURE: When they join bad peer groups, they are forced to match to the tune of the group.
- MARRIAGES AND JOB OPPUTUNITIES: False promises are made by the traffickers and in the end the child becomes wanting. This leads to trafficking because the child is frustrated.
- INSUFFICIENTS BASIC NEEDS OF THE CHILD: If the child is not given his/her basic needs, this will make him or her to abandon the home and look for means of having them somewhere.

## FAMILY RISK FACTORS

- SINGLE PARENTS FAMILY: may result to dislike of the child living with them, unable to handle or take care of the child, economically, socially, morally etc.
- SINGLE MOTHERS: This is when the child is got out of wedlock and the mother is unable to provide the basic needs of the child.
- LARGE FAMILY SIZE: This is caused by polygamous homes where by the father is unable to provide for the basic needs the children. Discrimination of children from particular mothers in the family.
- INSUFFICIENT INCOME: This is when the parents are not earning up what can sustain the family.
- ETHNIC GROUPING CASTE: The minors are more vulnerable to child trafficking/labour.
- ILLNESS OR DEATH OF FAMILY: This results to orphans and makes them more vulnerable and subject to trafficking.
- WEALTHIER FAMILY RELATION: People who are rich in the families misuse the other children from poor families, making them baby sitters, house girls and house boys.
- PREFERENCE FOR MALE/FEMALE CHILD: Female children are considered economic access, while the male are send to school. This is more proving that the female are open to trafficking than the males.
- FAMILY VIOLENCE: When there is violence in the family especially the mother and father the children are bond to leave the home and are expose to trafficking.
- DEBTS: Parents give out their children to others as payment to their debts.
- CULTURAL PRACTICES: Early marriages, inheritance send the children away to some cases.
- TRADITION OF MAGRATION: This may be caused by broken homes when the children do not enjoy parenthood.
- ILLEGAL MARRIAGES: This renders the children to become vulnerable and open to trafficking/labour.

## COMMUNITY RISK FACTORS:

- YOUTH UNEMPLOYMENT: Lack of local industries, micro income generating activities, and finance inability of functional government youth structures.
- COMMUNITY VIOLENCE: Forceful giving of young girls to marriages e.g. Fons, tribal conflicts might cause the weaker side to migrate.
- ACCESSIBILITY TO SCHOOLS AND TRAINING CENTERS: Distances covered ends up with poor results that leads to drop out, They migrate to stay with relatives who end up exploiting them;
- LACK OF Training Centers lead to many unskilled youths that leads to mean jobs which are exploitative;
- COMMUNITY LEADERSHIP AND POWER STRUCTURE, that is lack of confidence in the leaders such directorial leader;
- ENTERTAINMENT OUT LET AND COMMUNITY CENTERS: no recreation centers in the local villages for youths;
- SOCIAL TABOOS: social stigma ( witchcraft, negative notion of boy/girl friend)

## HISTORY OF MIGRATION:

- UNSUPERVISED HIRING OF WORKERS, some middlemen go to the cities or meet individuals who own plantations get money come back home and lure jobless youths, take them to these cities at very low cost. The activities of these unscrupulous men are uncontrolled there by leading to high rate of youth migration, trafficking and child labour.
- POOR LABOUR PROTECTION AND LIMITED REACH OF LABOUR LAWS: none existence of job opportunities makes youths migrate to where they can get jobs at any cost.
- PUBLIC TOLERANCE OF PROSTITUTION AND BEGGING. Since prostitution is not punishable youths think that they can use it as a way of life for the source of income. They practice it and migrate to where they can find solace, same apply to begging.
- WORK PLACE RISK FACTORS AT DESTINATION: In the cities youths get but odd jobs with terrible risk and are paid lower.
- LACK OF TRADE UNIONS IN OUR LOCALITIES: the rights of workers are unprotected; they become disgruntled they are bound to migrate to where conditions are favorable.
- HIGH LABOUR DEMAND: fewer jobs opportunities most societies have many certificate holders, job opportunities are very few.
- DISCRIMINATION: some families are looked upon as underprivileged; also example of discrimination common in our societies is done especially to children born out of wedlock, and HIV/AIDS infected parents and other illness render children of victims vulnerable
- STRENGTH OF LEGAL FRAME WORK: the non enforcement of existing laws, and also ignorant of the law or regulation protecting children against child trafficking, child labour and child exploitation.
- LEVEL OF CORRUPTION: officers in charge of control are very corrupt, they depend on the tips given them or demanded without proper control on the road, and at the border crossing. Some of them are ignorant thereby jeopardizing the protectors of children.

## INSTITUTIONAL RISK FACTORS:

- NATURAL DISASTER, for example what took place at Lake Nyos (Wum council) where lots of lives were lost, the surviving children were left vulnerable, this led to child trafficking, child labour and they had no access to basic services such as education health care etc,
- Another example is the landslide that just occurred in Bamenda, also in places where they often experience flood at the raining season, make people to live to other strange land.
- PEACE AND CONFLICT STATUS: in our communities there are some times inter-tribal war. Sometimes parents are killed leaving the children vulnerable.
- ECONOMIC. The poor economic situation of an area may force the inhabitants to leave to other places to earn a living,
- Social service Regime, lack of poor education facilities, short of social center to cater for delinquent children.

## VI. Cases studies

Participants were divided into three groups; each group has to work on one of the three followed cases

### Case 1:

BB is a 12 year old girl school dropout, living with the mother and five younger once from the village of Mbah, during Christmas holyday, a 17years girl called Dany returned from the city to spend the Christmas holydays, the city girl looks so clean and put on nice dresses looking so different in all her out fit. BB admired her so much and felt that life will be better with her if she go to the city. She met the city girl and asked to go with her; the city girl accepted and said she was going to talk with her mistress before she comes. BB was worried on how to get the feedback and transportation if she is accepted to come. The city girl told her not to worry (just give me your picture to show my mistress) because she has someone in the village who can arrange for you to come. The city girl told her mistress about BB desire to come to the city and presented BB photograph and the mistress contacted her friend in the village instructing her to pay the bus for the child. BB arrive the city and met the city girls. Their job was to serve as bar mid and accept offers from men who come to drink.

1. Is BB a victim of trafficking? If yes, on what grounds? If no, why not?
2. Is dany a trafficker? If yes, on what ground? If no, why not?
3. Who are the traffickers in this situation? Why?

#### GROUP ANSWER:

1. Yes BB is a victim, because there are elements of trafficking such as transportation from where she was living and also exploitation.
2. Yes Dany is a trafficker, because she facilitated the arrangement.
3. Dany, BB parents, bus driver may be concern if he had an idea, the mistress and her friend in the village. Because they all toke part in the trafficking chain.

### Case 2:

A stranger came to Kumbo for a funeral, she raise a point that she needed a baby sitter and that the girl should be between 8-11years because older girl become stubborn. A lady among them said they are many young girls of that age doing nothing in most local communities of Kumbo; she further said she could be of help when she is ready. The stranger made arrangement with her, gave her some money including the transport for the child. They both exchange contacts, the lady from Kumbo left for a local community in Kumbo met a single mother with many children. Promise that she wanted to sent her child to baby sit in the city after which she will learn a trade of her choice. The mother gave her daughter Cory (11 years) hoping that the child has left for a better future. After three years the child return pregnant, investigations latter proves that the father where the girl was baby sitting is responsible for the pregnancy.

1. Is Cory a victim of trafficking? If yes, on what grounds? If no, Why not?
2. How many traffickers can you identify in this case study? Why?
3. How many kind of child abuse can you identify in this case study?
4. Would it make a difference if Cory was sent to school, completed her education and start working in a company?

GROUP ANSWERS:

1. Yes, Cory is a victim of child trafficking, because:  
She was below 18 years. (11yrs).  
She did not learn a trade nor went to school.  
She was sexually abused.
2. Four persons can be identifying as traffickers.  
The stranger woman, middle lady, Cory's mother and the father of the house who abuse her sexually.  
The stranger woman had the intension to exploit the child.  
The middle lady facilitated the transaction.  
Cory's mother consented to the action.
3. Child trafficking, sexual abuse, abuses her right to education.
4. Yes, because the education she would have could compensated her for the services rendered. Also education could help her in her future

Case 3:

Pamela, a young girl of 15 years old from Wum grows up in a large family where most of the children manage to finish primary school. She thought life can be better if she move to join her aunt in Gabon in a bigger city to look for anything to do. The aunt facilitated her illegal migration and recruitment by a family that needed a house help and she offered to work for them with a salary of 15.000 FRS monthly. She saw that life was better in that country and sent for her younger sister to give to a neighbor to serve also as a house help. They latter saw that 15.000 FRS could not supply their need and help the rest of the family in Nigeria. They both left their jobs and join some other young girls in the city to look for more income. They achieved this through prostitution. One got pregnant and left for Nigeria; the other one felt sick, left for their country and was tested HIV positive.

1. Is Pamela a victim of trafficking? If yes, on what ground? If no, why?
2. Is there any trafficker in this case? Can you identify them?
3. What put Pamela and the sister in that situation?
4. Does it make a difference that Pamela and her sister migrated illegally?
5. Would it make a difference if the two girls had been aged 18 when they migrated? Why?

GROUP ANSWERS:

1. Yes, Pamela is a victim because she is below 18 years
2. Yes there are many traffickers: Pamela, Pamela's aunt, Pamela's parents and the people in Gabon to whom Pamela and sister lived together.
3. The large family conditions and the ignorant of live outside their country
4. No, because they were below decision making age
5. Yes, because they are no more children

Comments:

This session give to participants the opportunity to understand the whole concept of child trafficking, and also why it is punishable at the international and national levels. Their main worry was the fact that, they as parents usually give their children to people in towns, hoping that they will have a better future, by continuing their schooling, by learning a trade (usual promises of traffickers), or by earning a salary that can give them opportunity to help their family and grow. For them that is very important to know, because they never allow people to traffic their children.

But the explanation the trainers gave them is that, it is not because they were not willing to traffic their children that they as parents are not responsible or part of the traffic chain. They never ask key questions to people willing to take their children. Also after giving their children they never follow up. In fact, most of them don't even ask what kind of work the child will carry out and in what conditions. Most of the parents have never visited their child in the town to understand what kind of life they are living, what their difficulties are, and how they can help them.

It was also very difficult for participants to understand that, by giving their child to learn a trade in a workshop without training fees, they were exposing the child to a kind of traffic or exploitation. Because the employer will not see any interest to train a child for free, when himself have pay to acquire that skill. Then he will seize any opportunity to gain money on the top of the child.

The group exercise on the cases studies was a very good occasion to learn more about how the traffic starts and evolve in those communities. Case studies have been identifying during the identification of vulnerable families, then they are true stories which have been adapted for the exercise, and names have been also change. All the groups gave very good results of the interpretation of the group work. They were forgetting parents as one of the traffickers in all the cases. And also drivers (informed or not), and corrupt officials who in many cases play key role in the traffic process. They have a better understanding of the agreement of the child which is irrelevant, even if the child is the one who have initiated the traffic process.

It was understood that it is sometimes very difficult to identify the traffickers, because it is an underground activity. People don't expose themselves as recruiters, intermediaries, and others. The traffic chain can start with the child's friend, with a neighbor, a relative who has never been involved in any kind of traffic, and it is base on the needs and demands of employers and families.

## Session 2: Results of the Diagnostic and Survey on Child labour/trafficking in the Councils

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Objective: Participants are better informed about the situation in their area base on the results of the diagnostic and the survey carried out in their specific council area.

### OUTLINE PRESENTATION

- I. Situation Analysis: main results of the diagnosis on Child trafficking (content in annex 4)
  - 1.1 Reasons and risks factors which create vulnerability to child labour/trafficking
  - 1.2 Main problems identified
  - 1.3 The forms of child labour in Bali, Kumbo and Wum
  - 1.4 The profile of children trafficked and vulnerable children is known
  
- II. Summary of the Results of the survey of families victim or vulnerable to child trafficking(content in annex 4)
  - 2.1 The profile of victims/vulnerable families
  - 2.2 Families' perception of child trafficking
  - 2.3 Gender and Child trafficking
  - 2.4 The core of the problem
  - 2.5 Effect of child trafficking/child labour in the community
  - 2.6 The community suggestion on how to stop child labour.

#### I. Comments

The restitution of those results was very well appreciated by participants who recognized the realities of their communities. It gave them an opportunity to analyze their community with new lenses. Many of them took the floor and share their own experiences about that phenomenon.

Many socio-cultural factors for child trafficking were identified.

In Kumbo, the Fon Palace use to take young boys (9-12 years) in different families, keep them in the palace to learn traditional issues till their until their majority, and then install them as Worthies of the Fon. During that period, in the past they were not allowed to go to school, nor participate in their family's meetings. Nowadays, they go to school, but cannot meet their mothers till she is dead. And they cannot participate in community's activities, they go out always mask and accompanied by ten people to protect them.

In Wum, they identify their matrilineal system as one of the main factors encouraging child labour/trafficking and Gender inequality. That system makes fathers to become very irresponsible towards their children, because only their nephew will inherit for them. In fact "in Wum, women are not supposed to inherit, but on the contrary, are to be inherited by a brother in-law in the event of the death of their spouse. The property left by a deceased husband is controlled by his successor who traditionally is either his son or brother. Even in situations where the woman inherits her husbands property (as in legal marriages),traditionally, she is still expected to consult and get approval from her sons and brother –in-laws before taking any

major decisions on the inherited property, like selling or carrying out huge/long term development projects (e.g. opening a plantation). Due to their matrilineal succession pattern, women suffer a lot more marginalisation following the death of their spouse. Not only are these women expected to marry their husbands' heirs, but they also have to go through the trauma of having children with heirs as young as their sons (some of whom have even lived with them and treated as sons when their husbands were still living) or face chastisement from the community. Also, in Wum men do not care about their children's welfare. This is because traditionally they are considered as the woman's children, since they are heirs to their mothers' brothers and not their fathers. Consequently, women solely bare the responsibility of educating, feeding, clothing, providing health care etc for their children. The men prefer taking care of their sisters' children than their own children"<sup>1</sup>.



A Group work in Bali Workshop

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<sup>1</sup> Diagnosis of the zone of intervention on Gender and HIV/AIDS, ILO/TC-RAM Project, March 2009.

### Session 3: Institutional frame at international and national levels

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Objective: Participants have a better understanding of the fact that child labour/trafficking is a crime against humanity and how it is punishable at international and national levels.

Only relevant articles of conventions 182 and 138 below were discussed in details with the workshops participants. Chapters 1 and 2 of the Cameroon National Law N° 2005/015 Of 29<sup>th</sup> Dec 2005 were discussed with the workshop participants. Chapter 3 was not discussed as it was seen not to be too relevant during the workshops.

However, each workshop participant was given the complete photocopies of the two conventions (C182 and C138) and the Cameroon National Legislation.

#### Outline presentation

- I. ILO CONVENTIONS ON CHILD LABOUR/TRAFFICKING AND OTHER CHILD PROTECTION CONVENTIONS:
  - 1.1 Convention 182: Worst Forms of Child Labour Convention.
  - 1.2 Convention 138: Minimum Age Convention
- II. National Law N° 2005/015 Of 29<sup>th</sup> Dec 2005 “Relating to the fight against child trafficking and slavery.”
- III. Comments/observations

Participants were very active by asking questions as they were been exposed for the first time on the two conventions and the Cameroon National Legislation.

3.1 cultural practices that promote child trafficking/labour: Members of the Alert and the Observatory System in the three Council Areas of Kumbo, Bali and Wum expressed that most of their cultural practices promotes child trafficking and child labour.

The workshop participants actually acknowledged these cultural practices are violations of conventions 182 and 138 and the Cameroon law relating to the fight against child trafficking and slavery thus endangering many persons if the application of the law was very strict.

3.2 Sanctions against child trafficking/labour: They were impressed and surprise on the fact that a parents (mother or father), or a relative is doubly punished if he/she traffic his child.

They were informed that the law and the state doesn't allow a parent to do what he want with his child, because when a child is born, he become the Nation child, not only the child of the family, and then have to benefit to all measures put in place at international and national levels to protect his/her rights as a child.

3.3 Collaboration with forces of law and order: one of their main fears was the collaboration with forces of law and order. For them, many police stations are too far from their villages, and then it will be very cost effective to report cases of child trafficking. Also, they are afraid of how the policemen will use the information given by them, because they don't want to be accused as traitors of their relatives. They even don't have confidence on policemen who are too much corrupt and will then not play their role objectively.

The trainers explained the role of each individual member inside of the Alert and Observation System. In case of any child trafficking situation it is recommended to first sensitize the trafficker on the risks he is facing. If this one doesn't understand or is not willing to cooperate, then report the case to the quarter chief, to the Fon, or to any councilor present in that community. They will now find the solution at either traditional level or at the council level. Because information coming from the Palace or from the council will be more considered at the police station than from any common individual.

3.4 Contribution of forces of law and order: Forces of law and order were very active in the three workshops. They helped to clarify many issues on the application of the law on the field and they have also elaborated their own action plan. Their main concern and worry was also the collaboration with the communities. According to them, because they usually come from outside of the communities, they are considered as strangers and many people don't want to involve them in communities' issues. Most of them don't speak English or the local language, and then there are difficulties in communication. Also, all of them are considered as corrupt people, there is no confidence in the way they will handle an issue.

In fact there is a real need to reinstitute confidence among the community members and the forces of order.



A policeman presenting the result of their group work in Kumbo workshop

## Session 4: PREVENTION AND/OR PROTECTION

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Objectives: participants acquire skills to be able to handle trafficking cases

Outline presentation

- I. Recognizing trafficking and traffickers
  - 1.1 Victims assistance,
  - 1.2 Assessment of needs,
  - 1.3 Other means of prevention
  - 1.4 Intervention at school level
  - 1.5 Child Participation
- II. Rehabilitation
  - 2.1 Education in life skills training,
  - 2.2 Girls transition to decent work,
  - 2.3 Youth employment
  - 2.4 Livelihood strategies,
  - 2.5 Employments initiatives,
  - 2.6 The role of GWEN
  - 2.7 Safe migration and decent work for children of minimum working age
  - 2.8 Group exercise

Group exercise Terms of reference: Following the presentation of GWEN, where does the Alert and Observation Team falls, and what is their role?

Participants were divided in five groups following the villages to present their roles as the Alert and Observation team.

Summary of Group Answers:

It is wonderful to discover that most of the villages have participants from the whole of GWEN. This means the alert and observation team had members from the government, workers, employers and NGO's.

The Alert then specified their roles as follows:

- Carry out sensitization programs in the various communities on the CT, its effects/ consequences.

- Discourage uncle inheritance that make parents to run away from responsibilities
- Discourage excursive expenditure on drinks and women
- Identify possible victims
- Report to the appropriate quarters
- Offer victim assistance such as counseling, shelter, feeding, rehabilitation, and reintegration
- Monitoring and follow up.

### III. Case management

- 3.1 How to manage a child trafficking case at local level
- 3.2 Assessment of individual needs,
- 3.3 Location of family
- 3.4 The case management team,
- 3.5 Reintegration,
- 3.6 Finalization of the protection measures
- 3.7 Dispatch of relevant information
- 3.8 Reintegration in the family/community
- 3.9 monitoring and follow-up post-integration and closing the case management

### IV. Group exercises: Do's and Don't

Participants were divided into groups to discuss about the Do's and Don'ts during victim assistance.

Summary of Groups Answers:

Do's	Don'ts
Protect the victim identity	Expose the victim's identity
Look for the best method to contact the victim	Not contact the traffickers
Involve the victim in sensitive discursion	Victimized the victim/traumatized/intimidate
Ensure victims security	Not immediately withdraw the victim from the trafficker
Report to the police, or council, or social affairs	Give unnecessary promises
Get a witness in case far from the police station to see the situation of the victim	Shelter the victim if you are not able to care for his/her needs
Medical care if necessary	Take the role of the law enforcement officials
Satisfy basic needs	Force the victim to a trade of your choice

Follow legal procedures	Exploit the victim/abuse
Take all records of the victim situation	House the victim for long without reporting
Inform the victim of his or her human rights	Repatriate the victim without visiting the family
Sensitive visit	Speak strange language to the victim
Social and psychological counseling	Hand victim to an illegal person or institution
Rehabilitate the victim	Inform the traffickers
Locate the victims family/check the economic situation	Traffic the victim
Use language understand by the victim	Harass the victim
Sensitive to age and sex during interviews	

V. Opportunities for traffickers in our communities

VI. Comments

Some participants on the spot withdrew their children from trafficking. In Bali, one woman came the last day with her son who was trafficked to Bamenda, she decide to send him back to a vocational training center. In Kumbo, after the identification of vulnerable families' one man withdrew two of his daughters trafficked to Yaoundé and Ebolowa, because he didn't want to re-traffic them, he took them to BERIKIDS rehabilitation center. Delphine is organizing herself to send them back to school. In fact, BERIKIDS has promised to sponsor the victims in school.

#### Financial problems:

Many participants at the end of this session were uncomfortable with the implicit cost involved in child assistance. They thought that as member of the alert team, they have to carry out all activities presented in this session when there is a case of child trafficking in their community. Many police stations are situated very far from their communities and the Council office too. They ask for transport money for reporting. Again, to handle a case they need to have enough money to feed the child, pay his/her hospital fees (if relevant), and take care of other problems.

The trainers told them that sometimes they will not need to go directly to the police station or to the council to report. They have to use the local authorities leaving in their communities: the Quarter Heads, Councilors and Fons who can easily refer the informations to the council and the police stations. Also they have to take into consideration their financial situation and not carry out activities that are not under their financial means. It was suggested that they can shelter the child in their house if they have lodging conditions, they can feed the child with what they are eating themselves. But if they are not able to do that, they have to send the child to social services who will take the child to a social center or an orphanage if there is any around.

Logistics problems:

Some participants in all the Councils ask for badges or any document that they could use on the field to show that they were mandated and trained to fight against child trafficking in their communities, because people will be reluctant to give them informations, or will not consider the work they are doing in that field. The need was considered to be relevant and the TC-RAM representative discussed it with all the three Councils who agreed to sign an identification badge to be used by each Alert and Observatory System member to facilitate their work.



Active participation of the Mbororo community in Bali workshop



1<sup>st</sup> and 2<sup>nd</sup> Deputy Mayors during Wum workshop

## Session 5: Main actions carried out by the TC-RAM project to fight against child trafficking in the three council areas

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Objective: Participants have a common understanding on the purpose of the TC-RAM project, what has been done so far and what are the next activities.

### I. Direct assistance to vulnerable/victim children and families

Following the survey on the identification of vulnerable families, the TC-RAM project selected 213 children in the three council areas to benefit from the fund for direct assistance to continue their education or to learn a trade for those above 14 years. The projects has financed their school or training fees, text books, exercise books, uniform, training materials, and register them in mutual health organizations, to ensure that they will have access to good health care during the year.

### II. Entrepreneurship programme

Also, to ensure that those children will continue their education after the closing of the project, 180 parents and young persons (18 years and above) were selected to participate in a training on entrepreneurship that the TC-RAM project is organizing during the months of October and November 2009. At the end of the training process, those who will have successfully elaborate their business plan will be mentored by local business experts then will be supported to present their projects to Micro finance Institutions (MFI) to ask for loans to start or improve on their businesses activities.

### III. Birth certificate campaign.

During the strategic planning of the TC-RAM project in April 2009, and also following the results of the survey for the identification of vulnerable families, it was noticed that many children are dropped out of school because of lack of birth certificates. In the North West Region, the population doesn't have the habit to systematically register their children after they are born. When they reach the last primary class where they have to be registered for First School Leaving certificate (FSLC) and Common entrance examinations, many of them are forced to stop their education because of the cost and lack of knowledge of the administrative process to acquire a birth certificate. The TC-RAM project will help 1350 children within the three council areas to have their birth certificates. That will give them the opportunity to have a legal existence and to facilitate their life at the level of access to education, health facilities, rights of citizen, and decent jobs in the future.

### IV. Support to Women leaving with HIV/AIDS

The North West Region since 2004 has been the Region with the highest prevalence rate on HIV/AIDS in Cameroon<sup>2</sup>. Within the region, Kumbo, Wum and Bali are among the highly hit communities, with Bali topping the list in the region. This situation is however being enhanced in

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<sup>2</sup> Diagnosis of the zone of intervention of the TC-RAM Project on Gender and HIV/AIDS, March 2009.

these communities through their adherence to certain socio-cultural practices that increases the vulnerability of the population to the pandemic. The impacts of these socio-cultural practices are more on women than men, since most of them are discriminatory in nature. Also, the high level of gender inequality existing in these communities has a huge effect on women's empowerment. The TC-RAM project has set up a micro credit scheme, in partnership with the ILO/SIDACoop Project to facilitate access to loans to women infected or affected by that pandemic.

V. The observation and alert system at the village level (see annex 6)



The Mayor of Kumbo during his opening speech



Preparation of action plans in Wum workshop

## SESSION 6: ACTION PLANS

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Objective: Base on the knowledge acquire during the workshop, participants formulate an action plan to enable them address issues of child trafficking/labour in their communities.

At the end of the training workshop, it was important for the participants to agree on what they will carry out in the field individually and together as members of the alert team and also what support they need. That exercise was done inside their group per village, so they were able to discuss together base on their local realities. The results for the group work per Council Area are presented in the following tables:

Activities	Difficulties	Possible solutions	Time frame	Responsible	Collaborators

Results per council areas :

### BALI ACTION PLAN

#### Njingong III and IV

Activities	Difficulties	Possible solutions	Time frame	Respon sible	Collaborators
1 <sup>st</sup> contact visits	-Receptivity - Means of transportation	Cordial conversations	20/09/09 30/10/09	Alert & Observatory System (AOS)	-Council -NGO
Identification of target families	-Hide information -Hide victim	-Continuous visits to get in contact with victims -Ask neighbors	1/11/09 15/12/09	AOS	-Council -NGO
Carry out sensitization	-Transport -Hand outs	Look for finances and hand outs	16/12/09 16/02/10	AOS	-Council -NGO -TC-RAM
Carry out	Transport	Look for	17/02/10	AOS	-Council

Monitoring		finances	20/03/10		-NGO
Carry out Evaluation	Finances	Look for money from the council	21/03/10 28/03/10	AOS	-Council -NGO
Reporting	No Finances	Look for money from the council	15/04/10	AOS	-Council -NGO

### Wosing/Naka

Activities	Difficulties	Possible solutions	Time frame	Responsible	Collaborators
Sensitization among societies in Wosing/Naka	Transport cost	Assistance from ILO	Sept.09 to feb. 10	Alert team	-Quarter head -Gendarmerie
Monitoring and identification of victims	-Transport cost -Rain coats, Umbrella and rain boats	Assistance from ILO	Sept.09 to feb. 10	Alert team	-Quarter head -Nkumu Fed Fed (NFF)
Contacting victims families			Sept. 09 to April 10	Alert team	-Quarter head -Social welfare -Public security
Reporting	Financial costs	Seek for assistance from Bali council and Nkumu Fed Fed	Sept. 09 to April 10	Alert team	Law officials
Supply of basic needs to identified victims	Lack of basic needs	Solicit support from Nkumu Fed Fed	Sept. 09 to April 10	Alert team	Nkumu Fed Fed
Rehabilitation and integration of identified victims	Financial costs	Support from Bali council	Sept. 09 to April 10	Alert team	Nkumu Fed Fed Public security Bali council Social welfare
Evaluation	Financial costs	Support from Bali council	April 10	Alert team	
Final report	Financial costs	Support from Bali council	April 10	Alert team	

Ngungong/Bossa

Activities	Difficulties	Possible solutions	Time frame	Responsible	Collaborators
Sensitization visits of Youths, Women and Njangi groups, PTA meetings and Churches	-Transportation means -Bad roads	Appeal for funds Councils	01-15 Dec 2009	Alert team	-Quarter heads -Pastors and priests
Identify victims	Lack of collaboration from some family members	Educate family members	Sept 2009 to April 2010	Alert team	-Council -NGOs
Follow up and counseling of victims and parents	Lack of collaboration from some family members	-Seek for support from Mayor and NGOs	Sept 2009 to April 2010	Alert team	-Heads of educational institutions -Quarter heads -Group presidents -Pastors and Priests
Evaluation and Reporting	Lack of writing materials	Appeal to the council	Sept 2009 to April 2010	Alert team	-Law enforcement officers -Council -NGOs

Koppin/Mbufong

The members from this group could not produce a comprehensive table of their activities as other groups did. However, they accepted that they did not really understand their assignment and were glad to learn from others during the plenary presentation. They were advised to use the learning to produce the action plan that will be checked during the field visits by supervising authority (Council).

Activities:

On reaching the crowd we greet and introduce our self and reasons for being there. You then tell them about child trafficking/labour. The effect on the child and how the family and the child can be helped. How to bring him back home and trying to solve their problems (feeding, health, etc.)

Difficulties:

Some may not like to listen to us or trying to send us out of their houses. So we will try to be patient and speak to them in a good way. Some will not like to explain the problems to us.

The other problem is finances, because people will like to have something in their caps before they listen to us.

Time frame

We can just start to work on Sunday the 20 September 2009. We will give our report at the end of the month, for four months, which is the 20<sup>th</sup> jan. 10.

After our visits and discussions, we have to go to meeting groups, churches, school, PTA meetings, farming groups meetings, etc.

Collaborators:

If there is any victim we meet the law officials or any legal official and make the report. We also meet the Fon, Chiefs, churches leaders, quarter heads, etc.

We the alert team will carry out all the activities.

### Bawock/Mantum

Activities	Difficulties	Time frame	Responsible	Collaborators
Sensitization Visits to Churches, Schools, Women groups, Njangies groups, Fon and Market places	-Transport -Photocopy -Writing material -Feeding -Basic needs	18.09.09 to 18.10.09	AOS	-Churches -Schools principals -Fon
Identification and monitoring of victims	-Transport -Feeding	18.10.09 to 18.11.09	AOS	-Parents -Victims -Police -Gendarmerie -MINAS
Reporting	Writing material	18.11.09 to 18.12.09	AOS	-Social workers -Law enforcement
Report to the appropriate quarters	Transport Feeding	19.12.09 to 19.01.10	AOS	-Police -Social welfare -Gendarmerie -Council -Judicial Department
Final Evaluation and reporting		20.03.10	AOS	ILO, Council

## Kumbo Action Plans

### Kitiwum/Kishy Action Plan

	Activities	Difficulties	Possible Solutions	Timeframe	Collaborator
1	sensitisation/education of the villagers - men's group - women's groups - youth groups	- mobilisation - awakening awareness - resources to create economic activities for targeted youths groups	- work with opinion holders / other authorities in the village appeal through the council to ILO to finance identified projects for the youth/target groups	October 2009 to February 2010	- village council - church leadership - opinion holders - KUC - ILO
2	Identification of traffickers and victims, child labour promoters and victims	movement	Motivation lobbying	On going	- police - council - NGO - ILO
3	Investigation / interview	Cooperation of victim and perpetrators	motivations	On going	- neighbour - counsellors - council - NGO - ILO
4	Sheltering the victim	- collaboration - lack of resources	Resources (food, clothing, medication, special personnel)	On going	- neighbour - police - council - NGO - ILO
5	Reporting	Movement materials (stationeries) communication	Motivation provision of materials	On going	- villagers - council - police - NGO - ILO - victims - perpetrators

### Kingomen/Bamendzeng

Activities	Difficulties	Possible Solutions	Responsibility	Timeframe	Collaborator
1 sensitisation of of the population on child trafficking/labour	How to bring the population together	Meet the people in market places, njangi houses, quarter meetings	alert/observatory team	26 <sup>th</sup> Sept - 30 <sup>th</sup> Oct 2009	- village council
2 Formation of a committee which involves church leaders, school teachers, traditional council youth leaders, women groups, CIGs, maryong etc.	- Means of transportation from village to village - how to identify the alert/observatory team - communication tools	Trekking trough short distances - provision of badges - provision of cell phones and airtime credit	- Church leaders headmaster - village head - traditional council - village counsellor	30 <sup>th</sup> Oct - 30 <sup>th</sup> Nov 2009	- law officials - SHUMAS - court - ILO - medical officials
3 Identify traffickers and victims of trafficking in Kiyana-Bandzeng			- women group leadership- youth groups leaders	30 <sup>th</sup> Nov - 30 <sup>th</sup> Dec 2009	Alert team
4 Mobilize the committee in (2) above to the nearest villages like Mkwu, Mbohtong				30 <sup>th</sup> Dec - 15 <sup>th</sup> Feb 2010	Alert team
5 Monitoring, evaluation, reporting					

### MBAH / NDZEEN action plan

Activities	Difficulties	Possible Solutions	Responsibility	Timeframe	Collaborator
1 Creation of contacts e.g. local authorities and leaders concerned	-Transportation problems - lack or inadequate motivations	Self commitment and sacrifices	alert/observatory team	27 <sup>th</sup> Sept - 5 <sup>th</sup> Oct	- Fon/Ardo - village/ quarter heads - leaders of Njangi and

					manjong group - Ngwerong, Ngiri etc.	
2	General sensitisation: - visit of Njangi, seref places e.g. Ngwerong/Ngiri societies - churches etc. - Mainstreaming sensitisation in other gathering e.g. D.A., PTA meeting etc.	- Lack or inadequate posters - inadequate handouts - inadequate financial support - unnecessary resistance from some group members	- create a case and demonstrate examples - organize donations - lobby for assistance e.g. from TC-Ram, Council - volunteers etc.	alert/observatory team	10 <sup>th</sup> Oct to 9 <sup>th</sup> Nov 2009	
3	Household and individual sensitization - door to door reporting / monitoring in general	- lack of personal assistance to vulnerable families		Alert observatory and watch-dog committees	12 <sup>th</sup> Nov to 12 <sup>th</sup> march	Police and other service that are appropriate
4	Meetings after each phase of activity	- time constraint				

### Meluf / Tadu Action Plan

	Activities	Difficulties	Possible Solutions	Responsibility	Timeframe	Collaborator
1	Meeting of ALERT team	Coordination, transportation	Traditional council, personal sacrifices	Counsellor / quarter head	Oct 2009	Alert team
2	sensitisation	transportation	Personal sacrifices, free will donations, financial help from NGOs etc.	Alert team	Oct 2009 to march 2010 and on going	Religious groups, CIGs, social groups
3	Identification of the vulnerable / traffickers	Locating the victims, communication	Personal sacrifices, free will donations, financial help from NGOs etc.	Alert team, quarter heads	Oct 2009 to march 2010 and on going	community
4	rehabilitation	Financial problems,	Assistance from TC-Ram project;	Alert * TC-Ram, council, related	Nov 2009 to march 2010	Community, P.T.A.,

		psychosocial support; the centre for rehabilitation	NGOs and related ministries	ministries	and on going	employers, workers, NGOs, related ministries, council, religious bodies
5	Monitoring and reporting	communication	Assistance from TC-Ram	Alert team	Nov 2009 to march 2010 and on going	Community, P.T.A., employers, workers, NGOs, related ministries, council, religious bodies
6	logistics	How to get posters, badges, office, communication tools	Assistance from TC-Ram project; NGOs, council, self sacrifices, etc.	Alert team	Nov 2009 to march 2010 and on going	Community, P.T.A., employers, workers, NGOs, related ministries, council, religious bodies

### Kikaikom action plan

	Activities	Difficulties	Possible Solutions	Responsibility	Time frame	Collaborator
1	Initiate some vocational trainings for youths / victims	Material and finance	Write projects and look for sponsors	Vocational trainees	Oct 09 – dec 09	Village council, council
2	Provide them with some modern ways of agricultural technique	Technical know-how and documents	Visit public libraries make appeal to ILO and some NGOs around	Agricultural technician	Oct 09 – jan 2010	Quarter head, council
3	Sensitize them to make maximum use of their knowledge to generate wealth	No capital to take off (handouts) transport	Improve means of communication lobbying for funds	Alert observer	Oct 09	Village council, NGO, ILO

4	To mentally emancipate them on the virtues found in their localities / victims	Unwillingness to listen	Explain the theory to be used / consequences	Psychologist, sociologist and counsellors	Oct 09 – march 2010	Village heads, council, NGO
5	Identify traffickers and stop them	Means of communication	Set check posts	Village council, messengers / alert observers	Oct 09 – march 2010	Legal authorities, council, ILO
6	Evaluation / reporting	No finance	lobbying	Council, ILO	On going	NGO, ILO, council

### Action Plan for Law Enforcement officials

Activities	Difficulties	Possible Solutions	Responsibility	Timeframe	Collaborator
1 Identify areas of child labour / trafficking	Communication with individual	Contact village heads	Forces of law	Sept 2009 to April 2010	-ILO -Traditional authorities
2 Carry out surveillance visits to get Information	Language barrier	Contact alert members	Forces of law	Sept 2009 to April 2010	-ILO -Traditional authorities
3 Carry out investigation on reported cases	Lack of collaboration from population	Sensitisation of population	Forces of law	Sept 2009 to April 2010	Council / alert com.
4 Control at check points	Limited personnel	Request for more personnel	Forces of law	Sept 2009 to April 2010	Council

### **WUM COUNCIL AREA**

#### THE FON'S ACTION PLAN

ACTIVITIES	DIFFICULTIES	POSSIBVLE SOLUTIONS	TIME FRAME	RESPON SIBILITY	COLLABORATO RS
Convince and educate members of the village council	Too many activities of the council will reduce the rate of	Such meetings could be organized on country	01 <sup>st</sup> Oct to 30 <sup>th</sup> Oct.	The Fon	Town criers and Quarter heads.

	attention	Sundays.			
Convocation of all heads of village groups.	Sensitization	Circular, Announcements in churches and njangi groups, Radio and markets.	01 <sup>st</sup> Dec to 30 <sup>th</sup> 2010	The Fon	Churches, Njangi groups.
Attend and present a talk on Child trafficking during village development meetings	Materials	ILO and Council	01 <sup>st</sup> Oct to 30 <sup>th</sup> 2010.	Fon	President of village development meetings.
Ensure that unmarried women declare the biological fathers of their children.	Lack of cooperation from mothers/uncles of the children	Education of the parents	30 <sup>th</sup> Oct to 30 <sup>th</sup> March 2010.	Fon	Parents, uncles, grandparents, Social workers.
Closure of all video clubs from 6.AM to 3PM	Resistance from video club perpetrators.	Use the law and force order	30 <sup>th</sup> Dec to 30 <sup>th</sup> March 2010	Fon	Police, Gendarmes, kwinfons.
Allocation of farm lands to youths.	Resistance from land lords	Palace order.	1 <sup>st</sup> Dec to 30 <sup>th</sup> March 2010	Fon	Local land commission, land tenure and property department
Organize campaigns to encourage children to go school or learn a trade	Drug addict, banditry and prostitution	Counselling	30 <sup>th</sup> Oct to 30 <sup>th</sup> March.	Fon	Parents, teachers, grand parents
Modification of traditional marriage laws.	Resistance from beneficiaries	Education	01 <sup>st</sup> Nov to 30 <sup>th</sup> 2010	Fon	Counselors, kwifon, social workers.

Modernizing rural agriculture	Ignorance of the farmers on modern agriculture	Education	30 <sup>th</sup> Oct to 30 <sup>th</sup> March	Fon	Agric workers, Veterinary workers, cooperatives.
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### Summary Action Plan of Wum Council Area Alert and Observatory System

ACTIVITIES	DIFFICULTIES	POSSIBLE SOLUTIONS	TIME FRAME	RESPONSIBILITY	COLLABORATORS
Sensitize members of the Village Councils	Too many activities may distract members from attending sensitization meetings	Such meetings could be organized on "Country Sundays".	1-30 Oct. 2009	Alert & Observatory System members	-Fon -Quarter heads.
Sensitize all heads of village groups	Ability of members to carry out sensitization is limited	Use the media especially the radio, churches and njangi groups	Dec 2009 to April 2010	Alert & Observatory System members	-Church Authorities -Njangi groups leader. -The Fons
Attend and present a talk on Child trafficking during village development meetings	-Lack of materials to carry out sensitization	Ask for support from ILO and Wum Council	Dec 2009 to April 2010	Alert & Observatory System members	-Presidents of Village Development Meetings. -The Fons
Carry out monitoring of all video clubs to identify victims and perpetrators	Resistance from video club managers		30 <sup>th</sup> Dec 2009 to 30 <sup>th</sup> March 2010	Alert & Observatory System members	-Police -Gendames -Kwinfons.
Organize campaigns to encourage children to go to school or learn a trade	Drug addiction, banditry and prostitution may hinder others to cooperate with the Alert & Observatory	Counselling of individuals will be done	30 <sup>th</sup> Oct 2009 to 30 <sup>th</sup> March 2010.	Alert & Observatory System members	-MINAS -MINESEC -MINEDUB

	System members				
Identification of traffickers and victims	- Limited means of movement.	-Lobbying for support from Councils	Sept 2009 to April 2010	Members of Alert and Observatory System	- Police - Council -ILO -MINAS



Very active participation of women during the workshops



## Session 7: Workshop Evaluation

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Objective: participants give their appreciation on the whole workshop issues, and identify things needed to be improved upon

Tool: the ILO format for workshop evaluation

Evaluation of:

- The content
- The moderation
- The participation
- The logistics (feeding, hall, etc)

Results per council areas

### Bali summary results

Number: 29

<p>Keep it – what I liked</p> <p>The officiating officers for knowing their subject and presenting them with materials, very well, let alone their good responses to all questions posed by participants</p> <p>The trainers spoke in the way all could understand</p> <p>I love when we discuss in group or make actions</p> <p>Recognizing trafficking and traffickers</p> <p>The trainers has trained us well</p> <p>The program, the organization, the presentation</p> <p>The hand outs</p> <p>Pictures, time and period</p> <p>Many new information on child trafficking</p> <p>The language used</p> <p>Facilities, methods and lecturing, length of sessions. And provision of material were very good</p> <p>The relevance of the topic to my community</p> <p>Careful and detail presentation of matters</p> <p>Good illustration</p>	<p>Change it – things I did not find useful</p> <p>I did not like sitting down for long</p> <p>Speeches without actions</p> <p>There was no prayers</p> <p>Some people were sleeping during the workshop</p> <p>Non participants will be send out at the beginning of the workshop</p> <p>Others stakeholders were not involved like social welfare</p> <p>Lot of noise among participants</p> <p>Time was short</p>
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<p>Relation to local reality</p> <p>Time respect</p> <p>Useful handouts</p> <p>The general objective of the alert and observation system</p> <p>The methodology used</p> <p>The communication tools like language and presentations were simple and down to earth</p> <p>Participants were very lively</p> <p>Distribution of didactic materials like pens writing pads eased the workshop</p> <p>How to advice all my community</p> <p>The number of quarters should be increased</p>	
<p>What I will remember – list key learning points</p> <p>Songs, animations and the legislation on child trafficking in Cameroon</p> <p>How to identify a child in problem</p> <p>How to interview him</p> <p>What to do to help</p> <p>Where to go for report</p> <p>The way to come with a solution</p> <p>How to keep confidentiality</p> <p>How to manage a case</p> <p>How to withdraw a victim</p> <p>Prevention and protection</p> <p>Promotion of law against child trafficking</p> <p>The meaning of a convention and treaty, the ILO conventions and Cameroon law</p> <p>The duty of the alert team</p> <p>Rehabilitation of victims</p> <p>To be very careful and confidential during the management of a case of trafficking</p> <p>The worst form of child labour</p>	<p>Add it – suggestions for improvement</p> <p>Increase the duration of the seminar on such sensitive issues</p> <p>Open and close seminars with prayers</p> <p>We should make little play or drama on the issue</p> <p>Food was not enough</p> <p>Finances to assist the alert team</p> <p>Add duration of the seminar</p> <p>Give education to my village mostly in meeting houses and also improve for my transport</p> <p>Number of participants should increase</p> <p>I suggest that child trafficking is stopped</p> <p>Increase the length of the seminar</p>

Rank and comment on the following

	Ranking
	1: Poor      5: Excellent
Facilities	1: 0 2: 1 3: 2 4: 12 5: 13
Length of session	1:0 2:0 3.6 4.7 5: 15
Facilitation	1:0 2:0 3.1 4.9 5: 17
Course materials	1:0 2:0 3.5 4.5 5: 17
Training methodology	1:0 2:0 3.2 4.9 5: 17
Relevance to my work	1:0 2:0 3.2

	4.5 5: 20
Overall ranking	1:0 2:1 3.2 4.10 5: 15

Other comments on the workshop

<p>Appoint a time keeper in future workshops</p> <p>Maintain the gastronomic presentation as present workshop</p> <p>After all, I enjoyed it very much for I achieved a lot from it</p> <p>Many thanks</p> <p>We need two workshops per year</p> <p>Improve on incentives</p> <p>Need to device means for sustainability of the project</p> <p>All the trainers were collaborative and friendly</p> <p>The project need to come back for follow up</p> <p>This is one of the best workshop I have attended in Bali, but it will take time for us to deliver this good news to others because of bad roads and whether</p>
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Kumbo summary results

Numbers of participants: 34

<p>Keep it – what I liked</p> <p>Good presentations</p> <p>All the topics</p> <p>Room given to everyone to express themselves</p> <p>More about traffickers</p> <p>Hand outs and language used (pidgin-English)</p> <p>Meals</p> <p>Duration of each presentation</p> <p>Projection on slides</p> <p>Simplicity of the ILO representatives</p> <p>Feeding of participants</p> <p>Provision of transport to participants</p> <p>Interaction amongst the participants</p> <p>The facilitators were very professional</p> <p>Hard work and good case studies</p> <p>All the activities were followed strictly and therefore all were within reach</p> <p>Facilitation, feeding, hand outs</p> <p>Facilitators approach was very participatory</p> <p>The way materials was presented and the distribution of hand outs</p> <p>Everything the work</p> <p>All the information given is of value</p> <p>Well written hand outs</p> <p>Main message carried on through all the modules</p> <p>Smooth linkage through the modules</p>	<p>Change it – things I did not find useful</p> <p>Too much rooms on unnecessary comments</p> <p>The motivation was not very encouraging</p> <p>The closing time of the workshop was too late</p> <p>Some participants were illiterates and felt inferior as such may not be able to carry out the information to their communities properly</p> <p>A lot of unnecessary questions from some participants</p> <p>The closing time was late</p> <p>Some presentations by some village groups on issue which are not of their level</p>
<p>What I will remember – list key learning points</p> <p>Stop child trafficking</p> <p>Victim assistance</p>	<p>Add it – suggestions for improvement</p> <p>Include the whole communities if means are available</p> <p>Financial assistance on the field</p>

<p>Assist my village to stop child trafficking</p> <p>It is not good to give out our children</p> <p>Parents are the first exploiters</p> <p>BERIKIDS with her good initiative to invites ILO to sponsor this seminar</p> <p>The way our youths working in quarries were approached and a hand of assistance extended to them</p> <p>Always sensitize your community</p> <p>Tell the community the consequences of child trafficking</p> <p>Identification of vulnerable situations</p> <p>Call for witnessing documentation</p> <p>Objectives of the workshop</p> <p>How to interact with the population in villagers and victims of trafficking</p> <p>to be open when ask to useful information</p> <p>how to identify child trafficking cases</p> <p>what to do</p> <p>how to contact a trafficked child</p> <p>the presentation, the language used and the handouts</p> <p>this workshop makes parents understand children rights</p> <p>it make the environment understand the</p> <p>How to fight against child trafficking/labour benefit of its pupils</p> <p>Sending children out of their environment is bad</p> <p>There are groups of NGO to aid vulnerable children</p> <p>Skills for approaching trafficked children</p> <p>Basic concepts related to child labour, child trafficking, child work, and child exploitation</p>	<p>The invitation should have extend to religious leaders</p> <p>Only those who can read / write should be invited</p> <p>This project should intensify inside the council and extent to other councils</p> <p>I hope that other places where youths are working will be visited in the future (baby sitting, bread baking and mechanics)</p> <p>Extend the number of days</p> <p>More seminars be organized</p> <p>Add training days and substitute closing time</p> <p>Workshop to be organized twice a year and possibly in bigger villages</p> <p>Workshop for Mbororo communities</p> <p>Workshop for drivers and achaba boys (transporter on bike)</p> <p>Distribution of more hand outs, especially the legal rules</p>
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Rank and comment on the following

	Ranking	
	1: Poor	5: Excellent
Facilities	1:0 2:0 3:3 4:16 5:15	
Length of session	1:0 2:4 3:9 4:10 5:11	
Facilitation	1:0 2:0 3:2 4:16 5:16	
Course materials	1:0 2:0 3:5 4:9 5:20	
Training methodology	1:0 2:0 3:4 4:11 5:17	
Relevance to my work	1:0 2:0 3:5	

	4:8 5:21
Overall ranking	1:0 2:0 3:0 4:13 5:21

#### Other comments on the workshop

Take serious actions after the training

Monitor the AOS to ensure that the work is carried out

We have high hopes in March 2010, we need enough finances in the discharge of this exercise

Energy cuts make things difficult

The food was very good

Some participants were not following fully the workshop

The workshop was well organized and the facilitation team did their best, but only that the closing time was late as compared to the participants' distances

Extend this seminar in other council areas

Though it was boring because we sit down for some hours but interesting that we learn that child trafficking is a crime

We also reach our destination very late but we are happy and sure that child labour and trafficking be stopped from our communities

This workshop is indeed superb and highly appreciated,

Time has been managed properly in spite of frequent electricity cuts and long distances of participants

Wum summary results

26 participants

<p>Keep it – what I liked</p> <p>The teaching was very good</p> <p>The presentation by facilitators</p> <p>Eliminated much ignorance about the welfare of children</p> <p>Frank participation</p> <p>To keep the same fashion to teach</p> <p>I love the way you were putting the work</p> <p>Provision of writing materials</p> <p>Feeding of participants</p> <p>Punctuality of resource persons and participants</p> <p>Conducive environment</p> <p>Interaction of resource persons and participants</p> <p>The language used by facilitators was well understood</p> <p>Facilitators were so friendly</p> <p>The presentation of work was orderly</p> <p>I like the facilitations</p> <p>Time was good</p> <p>I like the feeding</p> <p>I like the way facilitators and participants co-operate</p> <p>Language used, I like</p> <p>All the lectures and discussions during the workshop</p> <p>Participation was good</p> <p>The facilitators mastered the official languages, even pidgin, they listen very carefully and incited participants to contribute actively</p> <p>Questions were well answered</p>	<p>Change it – things I did not find useful</p> <p>Gender imbalance: more men than women</p> <p>Three days over short</p> <p>Those preparing food</p> <p>The use of cell phones during the workshop</p>
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<p>What I will remember – list key learning points</p> <p>Strategies to fight child labour/trafficking</p> <p>Slavery/serfdom</p> <p>The dangers involved in child trafficking</p> <p>People don't need to be afraid to come report to police against who is out of the law</p> <p>I will almost remember about child labour/trafficking</p> <p>Parents are the main accused in child trafficking/labour</p> <p>Child trafficking/labour are detrimental to a child, the family, the community, the Nation and mankind</p> <p>Many people are involved in child trafficking</p> <p>Child trafficking/labour can be stopped</p> <p>Convention 182</p> <p>The National law on child trafficking</p> <p>Child trafficking/labour</p> <p>How to carry out the action plan to reduce child labour/trafficking in my area</p> <p>Prevent and protect the victims</p> <p>Risks factors of child trafficking</p> <p>Who a child is, the identification of a victim</p> <p>The different partners involved in the fight against child trafficking at different levels</p> <p>The AOS terms of reference, what I, as an alert person should do in my community</p> <p>Methods of rehabilitating victims of child trafficking and how to carry out counselling</p>	<p>Add it – suggestions for improvement</p> <p>Add more days for the workshop</p> <p>Insufficient transport fare</p> <p>Lodging for people from far villages</p> <p>This workshop could come right to our villages</p> <p>To add the number of days to the workshop</p> <p>Improve on time management</p> <p>Language should be a bit simplify</p> <p>More material should be added</p> <p>Time and other facilities should be added to such subsequence workshops</p> <p>All cell phones be put off or put on vibration</p> <p>Organizers of these seminars should do so yearly, look for time for follow up what is ongoing on the field in our communities</p> <p>Men and women should be made facilitators</p> <p>Reinforcement of the alert team till child trafficking/labour is disappeared</p>
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Rank and comment on the following

	<p>Ranking</p> <p>1: Poor            5: Excellent</p>
Facilities	<p>1:0</p> <p>2:0</p> <p>3:5</p>

	4:6 5:15
Length of session	1:0 2:1 3:9 4:9 5:6
Facilitation	1:0 2:0 3:2 4:8 5:15
Course materials	1:0 2:0 3:2 4:7 5:17
Training methodology	1:0 2:0 3:1 4:11 5:13
Relevance to my work	1:0 2:0 3:2 4:6 5:18
Overall ranking	1:0 2:0 3:2 4:10 5:14

## Other comments on the workshop

Frequency of workshop should be increased

Generally it is OK and we need more of these workshops to broaden our knowledge on this concept of child trafficking

In this workshop I am very happy because I have highly improve

You all are too good in all content

Since child labour and trafficking is a serious problem, more communities in Wum should be involved into this programme

I want to comment that workshop like this should be organized periodically for at least one week, practical or field work should be carried out

Such vital seminars should involve more participants. This will go a long way to curb the societal ills of child trafficking/labour

The organization of this workshop is a wonderful initiative. It should be organized yearly if possible this will help to eradicate this problem of child trafficking in our area.

## Lessons learnt, recommendations and general comments per council area

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### I. Lessons learnt:

1.1 The workshop participants are very enthusiastic to take up their responsibilities as members of the Alert and Observatory System but materially and to some extent technically and financially they are poorly equipped.

1.2 Gender representation was fairly taken into consideration when constituting the Alert and Observatory System members in each of the Council Areas but the overall literacy level of the women is lower than their men folk in the committees of the three Council Areas. Participants appreciated the using of Pidgin-English for the training that enables many of them to participate fully into discussions.

1.3 The number of participants invited was 35 per council workshop, but in Bali they were more than 50 and 38 in Kumbo. That makes sometimes handouts not enough for the number of participants, and the payment of transport fees was also not easy. It is important to be strict on the organization of the workshops, because conflicts can merge between the two partners involve; the project and the Council.

### II. Recommendations:

2.1 Councils need to integrate the activities of the Alert and Observatory System (AOS) into their budgets so as to provide the basic minimum financial support to enable the committees to function.

2.2 The Alert and Observatory System committee need to be assisted by regular follow up at the initial stages so that they can develop the courage and culture of addressing the issues on child trafficking and child labour.

2.3 The AOS members need to receive badges or other identification document that prove they have the knowledge and have been designated by the council to fight against CT in their communities. It was very useful to conduct that activity with the high support of the councils, who selected the participants of all the AOS and invited them to attain the training workshop.

2.4 It is important to train all the communities in the council area, because traffickers will change their area and will only target those communities who are not informed.

2.5 For similar activities, it will be very important to involve more forces of orders and judiciary staffs to enable them know more about the law and how to apply it on the field. Also more traditional leaders need to be trained, because the population of the North West region has a strong relationship with their traditions. Any information that they receive through their traditional leaders is well respected.

### III. General comments per council area

#### Bali:

Participation : 52 participants

Key results :

- 3.1 Bali being the first council to host the workshops on child trafficking, the team of three facilitators tested the content of the training, modified where necessary and adapted tools according to the needs of the participants. The working language was pidgin due to the level of education of a majority of participants.
- 3.2 The forces of law and order (Police, gendarmerie and investigative brigade) were very active throughout the workshop and very willing to share their experiences on matters relating to child trafficking as well as the arresting of traffickers.
- 3.3 One of the participants at the session decided to protect her son from vulnerability to trafficking. Aged only 18, he took the decision to stop school though his parents were willing to pay for his education and began doing all sorts of odd jobs that came his way. Thanks to the advice of the three facilitators, he rethought his decision and now changed to learning a trade in a vocational centre. The participant who is the boy's mother expressed her gratitude to the team of facilitators.

#### Kumbo :

Participation : 38 participants

Key results :

- 3.4 The Mayor was very active throughout the training workshop. His message to the participants: Kumbo is a major supplier of children to the big cities in Cameroon within and even within the central African sub-region and all participants here present should contribute so that the phenomenon is immediately arrested. The children who work in the quarries (worst form of child labour) will henceforth be involved in holiday jobs organized by the council to assist vulnerable families.
- 3.5 One of the participants withdrew his two trafficked daughters from Yaoundé and Ebolowa. To avoid re - trafficking them, he sent them to BERIKIDS, Kumbo.
- 3.6 During the workshop, there was a case of child kidnapping in Kumbo. The case was monitored by a gendarme who was a participant at the workshop and he gave daily updates on the matter in plenary. The child was found three days later after the payment of a ransom of 1,500,000 CFACF by the parents to the kidnappers. With the active presence of the forces of law and order, this child was found okay in one of the forests around Kumbo.
- 3.7 Excellent participation of the forces of law and order during the workshop.

Wum :

Participation : 30 participants

Key results :

- 3.8 The permanent and active presence of three Fons amongst whom the paramount Fon of Aghem, the Fon of Bangwe and the Fon of Attue. They explained in detail the cases of child trafficking witnessed everyday in their communities as well as the socio-cultural factors that favor trafficking. Furthermore, they presented a well-structured action plan of what they shall do to wipe out some of the traditional obstacles as a result of their matrilineal system which makes men irresponsible towards their children knowing that their successors will be chosen from among those of his sisters. They all decried the wrong consequences of such a system and resolved to sensitize their communities to adopt better attitudes towards their offspring.
- 3.9 The massive contributions of schools headmasters brought out relevant elements that help in detecting cases of trafficking as well as relevant strategies to combat this phenomenon in their schools.
- 3.10 One of the participants works for the Catholic Relief Service (CRS), denominational organization which is involved in fighting for the rights of vulnerable persons. She was of invaluable assistance during the analysis of existing practices as well as best practices already capitalized by CRS.



The Paramount Fon of Aghem (Wum) during the workshop

# **ANNEXES**

## Annex 1

### Session 0: Workshop introduction

Objective: working conditions are share among the group.

Activity	Time	Person in charge	Comment
Opening speeches <ul style="list-style-type: none"><li>- the welcome speech by the Mayor or his Deputy</li><li>- the welcome speech of the Rep of TC-RAM</li></ul>	3 min 3 min	The Mayor or Deputy Evelyne Ndipondjou	
Participants introduction: that will be done in a group of 2 persons, each participant will introduce himself to his partner by giving: <ul style="list-style-type: none"><li>- his name</li><li>- the institution</li><li>- the village /community</li><li>- 1 expectation for the workshop</li><li>- 1 fear</li></ul> At the end, each partner will present the other person	5 min	Evelyne	The material for visualization need to be ready.  At the end we need to have a board full of the names of participants that will be put on the wall for the three days
Expectations and fears: <ul style="list-style-type: none"><li>- Revision of the participants expectations and fears</li><li>- Clarifications by trainers</li></ul>	15 min	Evelyne	The programme will help to verify if the content fit with participants expectations
objectives of the workshop:  The General objective: the members of the alert and observation system are better informed and well equipped to handle issues of child trafficking/child labour, in order to be able to achieve a community free of child trafficking/labour.	3 min	Evelyne	

<p>The specific objectives: At the end of the workshop, participants will have acquire skills on how:</p> <ul style="list-style-type: none"> <li>- to create a thorough understanding of how child trafficking/labour works and how it evolves, which poor children are most at risk of child trafficking, what puts them at risk, and how can it be prevented;</li> <li>- to identify and manage cases of child labour/trafficking</li> <li>- to apply the laws related to actors involve in child trafficking in the different council areas;</li> <li>- to relate to relevant stakeholders responsible for addressing matters of child trafficking.</li> </ul>	5 min		
<p>Workshop program:</p> <ul style="list-style-type: none"> <li>- Session 0: Workshop introduction</li> <li>- Session 1: Basic concepts related to Child trafficking, Child labour, and child exploitation</li> <li>- Session 2: results of the diagnostic and survey on child labor/trafficking in the council</li> <li>- Session 3: Institutional frame at international and national levels</li> <li>- Session 4: Prevention and/or protection</li> <li>- Session 5: Main actions carried out by the TC-RAM project to figth against child trafficking in the three council areas</li> <li>- Session 6: action plan</li> <li>- Session 7: workshop evaluation</li> </ul>	5 min	Delphine	
<p>Time table:</p> <ul style="list-style-type: none"> <li>- 8h30 – 10h30: 1<sup>st</sup> working session</li> <li>- 10h30 – 10h45: coffee break</li> <li>- 10h45 – 12h45: 2<sup>nd</sup> working session</li> <li>- 12h45 – 13h45: lunch break</li> <li>- 13h45 – 15h30: 3<sup>rd</sup> working session</li> <li>- 15h30 – 15h45: break</li> <li>- 15h45 – 17h00: 4<sup>th</sup> working session</li> </ul>	5 min	Sali	During the afternoon break, Muslim participants can also pray
<p>workshop rules</p> <ul style="list-style-type: none"> <li>- What are the conditions we have to</li> </ul>	10 min	Delphine	Brainstorming session

respect to ensure that our workshop will be a success? - Summary of the rules proposed - Conclusion			
Logistic information  The administrative arrangement: - each participant will take care of the lodging - The project will reimburse the transport fees: 2500 Fcfa par day, 1 coffee break in the morning and 1 lunch	2 min	Evelyne	

Summary or Expectations and Fears:

After introducing per pairs, participants presented their fears and expectations as follows:

#### EXPECTATIONS:

- I expect that we should try to stop child labour and exploitation in our villages,
- Possible solutions to child trafficking /labour,
- Knowing how to care for my children and others around, the strategies to stop child trafficking/labour,
- The seminar should help our children, child trafficking /labour and they will grow well due to this training, proper control at various villages and honesty,
- To stop sending the children to towns /cities, to know what child trafficking/labour means,
- How to identify it, fight it and make lasting solutions for it,
- To learn and go back with information to my people
- To teach my people in the village about child trafficking which we are suffering today in our country,
- To teach my community and expect that child trafficking will be reduced,
- To gain knowledge on other aspects of living in the community
- To educate other villages to stop sending their children out
- To know exactly how to approach the people who send children out to stop them and possible means if they do that for financial purposes.

#### FEARS

- I don't fear anything because God takes care of His people.
- My fear is that the parents of the children concern may not cooperate with the alert term.
- Weather condition, recalcitrant behavior from youths in some communities, my daily plan of work.
- I have no fear.
- The seminal may be long and boring.
- Electricity may disturb.
- The rain may disturb participants from attaining.

- Many people like to see their children work in big towns/cities as well as others are divided and feel that they are poor and lack the means and may not cooperate.
- Due to poverty some villages may not join the fight because they believe their children are a source of income.
- My fear is the fight of corruption and abuse of confidence.
- Other official may drag in and out of the seminar and lack of commitment.
- Interruption from place of work.
- May not fully participate because of other duties in school.



Energizers .....



Access to Wum council during the rainy season

Annex 2

Session 1: BASIC CONCEPTS RELATED TO CHILD TRAFFICKING, CHILD LABOUR, AND CHILD EXPLOITATION

Objective: Participants have a common understanding of the concepts of child trafficking, Child labour, and child exploitation

I. CHILD TRAFFICKING IS A CRIME

All children in the world should enjoy an education, have time to play, and live their lives in freedom. Unfortunately, this is not the case for millions of children who are victims of child labour. Many of these children, particularly those in the worst forms of child labour, are trafficked from one place to another to work for others.

Child trafficking is a crime under international law and a violation of children’s rights. It reduces victims to mere “commodities” to be bought, sold, transported and resold. Trafficked children may end up working as domestic servants, street beggars, agricultural labourers, at the quarries, or may be sent to work on construction sites, or entertainment places.

The United Nations Convention on the Rights of the Child (1989) reminds us that every child “without discrimination of any kind, irrespective of the child’s or his or her parent’s or legal guardian’s race, colour, sex, language, religion, political or other opinion national, ethnic or social origin, property, disability, birth or other status” is born with the same rights.

When we focus on child trafficking we tend to look most closely at the child’s rights to be free from exploitation and not to be trafficked (i.e. Articles 32, 34 and 35). While understandable, we should recognize nevertheless that all children should be enjoying all the rights in the Convention, and put the child at the centre of our efforts, or in other words, take a rights-based approach. Article 3 (1) of the Convention states in this context:

“In all actions concerning children, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities or legislative bodies, the best interests of the child shall be a primary consideration”.

1.1. Minimum Age of Employment Convention, 1973 (C138)

Covers ‘employment’ and ‘work’ more broadly

<ul style="list-style-type: none"><li>■ Children under 15</li><li>● Minimum age for work: 15 years</li><li>● Laws may permit light work for children of 13 and 14</li><li style="padding-left: 40px;">But work may not be harmful for their development</li><li>● Exemptions may be made in exceptional cases e.g. Performing arts</li></ul>	<ul style="list-style-type: none"><li>■ Children 15-17</li><li>● Law may not allow them to do work</li><li>● which is likely to jeopardize their health, development etc.</li></ul>
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### 1.2 Worst forms of child labour convention, 1999 (C182)

- Commercial sexual exploitation
- All forms of slavery or practices similar to slavery
  - Bonded labour
  - Child trafficking
- Using of children in illegal activities
  - Drug trafficking
  - Housebreaking gangs
- Children in very hazardous activities
  - “Usual” production methods may be hazardous to children
    - Because of their higher vulnerability

### 1.3 Main difference between Child work and Child labour

Child work	Child labour
<p>is work that is not bad for a child's health, schooling or development</p> <p>Example: reasonable household chores that do not affect schooling</p>	<p>is work by a child that is:</p> <ul style="list-style-type: none"> <li>■ exploitative, hazardous or otherwise inappropriate for the child's age;</li> <li>■ detrimental to the child's schooling;</li> <li>■ Detrimental to the child's social, physical, mental, spiritual or moral development.</li> </ul>

### II. Elements of Child Trafficking

<ul style="list-style-type: none"> <li>■ A child is a person under the age of 18 years</li> </ul>	<ul style="list-style-type: none"> <li>■ Organised movement of a child               <ul style="list-style-type: none"> <li>⊕ someone has organised the movement of a child - a transaction is involved</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>■ Movement that renders the child vulnerable               <ul style="list-style-type: none"> <li>● may be across international borders or within a country and where the movement has rendered the child vulnerable, and the vulnerability was planned to be exploited.</li> <li>● do not have close relatives at their destination, do not have money or means to return home,</li> <li>● cannot speak the language, are disadvantaged by their legal status,</li> <li>● suffer a lack of access to basic services (education and health care),</li> <li>● or do not know the environment</li> </ul> </li> </ul>	

### III. HOW TRAFFICKING IS DEFINED IN INTERNATIONAL LAW

International instruments on trafficking of human beings provide the underlying concepts for defining child trafficking.

3.1. Short Definition: A child has been trafficked if the child has been moved within a country, or across borders, whether by force or not, with the purpose of exploitation

The UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (2000), also known as the “Palermo Protocol”<sup>2</sup> defines trafficking of human beings as

“the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation”.

In the case of children (i.e. under 18 years of age) the Protocol further specifies, “the recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered “trafficking in persons”

Occasionally a child of working age may decide to leave home and move away to find work or a better life and will approach someone s/he knows can arrange transport and who promises help with finding a job at the destination. In such cases, the child may be lured by the perception s/he has formed of life in other places – this perception may be right or wrong and may come from the media, from talking to friends or in other ways, for example from the Internet. Remember that, even if a child initiates the move her/himself, this is still a case of trafficking if the child is exploited by a third person at any time during the move or at the destination point.

#### 3.2. End Result of child trafficking

Children who have been trafficked are by definition exploited when they arrive at their destination. This Exploitation can take many forms, depending on the gender of the person, their age, the nature of the labour market into which they have been trafficked, and the level of their skills, as well as their vulnerability.

#### 3.3. Various forms of Exploitation

- ⊙ CSEC,
- ⊙ Agricultural,
- ⊙ Quarries,
- ⊙ Organized begging,
- ⊙ Domestic labour

UNDERSTANDING ROOT CAUSES, RISK FACTORS, VULNERABILITY AND ALSO INCLUDING GENDER DISCRIMINATION:

3.4 Poverty Plus:

What are the causes of child trafficking in our communities?
Why are some families more at risk of CT than others?
Why girls in most cases are at risk?

Trafficking is not a single act but a series of events that may take place in the child's home, community, at transit points and at final destinations. Each of these may involve a different individual or organization, or the whole series may be run by one person or a group.

Thus the risk factor comprises of the Push and Pull Factor.

The push factors are the immediate risk factors at the source level

The pull factors are the risk factors at destination.

4.2 Risk factors

This part started by a group exercise, participants was divided into five group and have to discuss base on the followed TOR:

In our own experience which of the following risk factors are common in your community?

<u>Individual child risk factor</u>	<u>Family risk factors</u>
2. Sex	12. Single parent family
3. Age	13. Single mothers (young Aunties)
4. Ethnic grouping	14. Large family size
5. Birth registration/citizenship status	15. Insufficient income
6. Separation from family (orphaned, run away, displaced etc)	16. Ethnic grouping caste
7. Disability	17. Illness or death in family
8. Education or skill level	18. Wealthier family relation
9. Position within the family hierarchy	19. Preference for male/ female child
10. Ignorant of life outside the family/community (Naivety)	20. Family violence
11. Exposure to negative peer	21. Debts
	22. Cultural practices
	23. Tradition of migration

pressure	
<u>Community risk factors</u> 24. Youth unemployment 25. Community violence 26. Location (close to border with more prosperous neighbor 27. Accessibility of schools and training centers 28. Road connection and transport 29. Community leadership and power structure 30. Policing, local authority services 31. Entertainment outlet and community centres	<u>History of migration.</u> 32. Work place risk factors at destination 33. Unsupervised hiring of workers 34. Lack of labour monitoring 35. Poor labour protection and limited reach of labour law 36. Unregulated informal economy 37. Lack of trade unions 38. Inability to change employee 39. Predominance of men in work place hierarchy 40. Public tolerance of prostitution and begging
<u>Institutional risk factors</u> 40.1 Natural disaster 40.2 Peace/conflict status 40.3 Economy 40.4 Social service regime 40.5 Discrimination 40.6 Strength of legal frame work 40.7 Level of corruption	

IV. .WHO ARE THE TRAFFICKERS, WERE AND HOW DO THEY OPERATE?

4.1. Who is involve?

There are different kinds of traffickers and recent studies have helped us to better understand how they work. Essentially, all traffickers are people who intend to exploit people by moving them into exploitation.

Child trafficking begins when a child is “recruited” by someone or, in some cases, approaches by a “recruiter” to find out about how to move to find work. A recruiter may be the person who actually employs the child, or an intermediary who is part of a chain of people involved in the trafficking. Recruitment happens in many different ways. Children may be under pressure from their families to find work to help support the family, and there may not be work available locally. Sometimes, the family will seek the help of someone who they know can arrange work for children or the family will be approached by such a person who knows that they are in a difficult situation. There are various types of recruiters: it may be an elderly woman in the village who in fact makes her living out of recruiting vulnerable children and putting them into the hands of others who will exploit them, or an adult or an older child who has returned from being trafficked

and knows that there is money to be made in encouraging another child to follow the same path. Often there may be a relationship of trust involved: children may be approached by someone from their own community, or the same ethnic group, who offers an introduction into a similar ethnic grouping in another place or country. Girls, especially, are at risk of being lured into being trafficked by Men who show an interest in them and promise them love, a good job, or even marriage. There are also agencies that, in the guise of finding work for those who seek it, actually act as recruitment agencies for traffickers.

In Africa, there is a long tradition of placing children with relatives who have traditionally raised them as part of the family, for example when they do not have children of their own or when the child's parents cannot care for them. In recent times this has too often become an opportunity for the extended family members to exploit the child as a domestic servant, or to sell the child on to work in someone else's household, or for other exploitative work. What was once a way of providing care for the child has in many instances become trafficking.

### 5.2 Smuggling versus Trafficking

Smuggling of a migrant	Trafficking of person
Provide assistance to migrant to cross a national boarder illegally	Deception (at a minimum) for the purpose of exploitation
Agreement/ consent	No agreement/consent (or ill relevant due to the force of age)
Intention is to assist in illegal boarder crossing in return for a reward	Intension is to exploit
Crossing international boarder	Not necessarily crossing of international boarder
Is a crime against immigration law	Is a crime against person

### 5.3 Migration versus Trafficking

- Where the movement of the child was not done with the purpose of exploitation, this is not child trafficking even where the child still ends up in exploitation.
  - Even where the movement has led to greater vulnerability of the child and to labour exploitation.
- National laws may provide that migration-related child labour, even where this falls outside of the definition of child trafficking, is considered a worst form of child labour.
  - Article 3(d) of C182 worst forms include work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of the child.
  - These kinds of work must be determined by national laws or regulations, after consultation with the organizations of employers and workers concerned.

## Annex 3

Session 2: results of the diagnosis and survey on child labor/trafficking in the council

Objective: Participants are better informed about the situation in their area base on the results of the diagnostic and the survey carried out in their specific council area.

### I. Situation analysis

From January to February 2009, a rapid diagnostic study based on a participatory action – research has been carried out in Bali, Wum and Kumbo council areas of the North West Region that aims at putting at the disposal of the project data information in view of helping them take decisions and build up appropriate and sustainable strategies and interventions capable of supporting communities in the project areas to fight against child trafficking through the provision of decent jobs and as a way of fighting poverty.

In July 2009, the project carry out a survey to know more about the needs of the target groups in the 15 villages selected in the three council areas, who are: families vulnerable or victim to Child labour/trafficking, families affected by HIV/AIDS, Mbororos communities, Orphans and vulnerable children, vulnerable Women, etc.

#### Main results of the diagnosis on Child trafficking

Previously known as purely supply zones, our field investigation reveals that the project zones are equally transit and user zones. In fact:

- In Bali children come from Widikum, Guzang, Batibo...
- In Kumbo children come from Oku, Mbiame, Noni, Ndu, Nwa, Nigeria...
- In Wum children come from Furu Awa, Benakuma, Dzoah, Bafmen, Abah...

A number of these children are used within the zone and the rest are sent out. The causes differ though very much inter- related. These include: moral, socio-economic, family/personal, cultural/historical, porous borders, school dropout phenomenon, weak legal and regulatory environment, poor access to information, children parents phenomenon, non registration of children at birth phenomenon.

#### 1.1 Reasons and risks factors which create vulnerability to child labour/trafficking<sup>3</sup>

Concerning the reasons/risks factors creating vulnerability to child labour it must be noted that the council areas selected are supply zones even though the potential is there to use and are effectively transit zones. Supplier zones offer and reception zones demand. And when supply and demand meet in the context of poverty the deal is concluded with much alacrity. This

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<sup>3</sup> Diagnosis of the phenomenon of child trafficking: the cases of Kumbo, Bali and Wum. TC-RAM Project, Feb. 2009.

business turns around a network which links up parents who yield their children for laughable sums of money, to intermediaries assigned to escort the child and place them with employers who use/exploit their labour. The child is doubly exploited because the three actors deprive him/her of the salary there by jeopardizing his/her life forever. Automatically they become more of a liability to themselves, their families and communities than assets. Moral, socio-economic, family/personal, cultural/historical, social, gender causes are recognized not forgetting porous borders with neighboring Nigeria, school drop-outs, weak legal and regulatory, poor access to information and lack of birth certificates (legal documents) are conditions which promote the spread of child trafficking/labour in the project zones.

#### 1.2 Main problems identified:

- Misunderstanding of the notion of exploitation

Attention was paid to whether there is effective displacement and exploitation even if the transfer can operate in a much smaller framework such as within a council area or subdivision. The understanding of the notion of exploitation within the study zones is not exactly that of the international community. The people cannot understand how labour which is a very vital aspect of grooming the child to fit in his/her society (father to son trades, mother to girls' trades, and the tradition of entrustment) should suddenly become a practice to be eradicated because it falls within the worst forms of child labour classified and targeted for elimination.

- A cultural practice

It was a cultural arrangement which was valorized because it was a normal and salutary communal act of solidarity. That is why it is very common practice not only to meet masters who want to show their largesse and goodwill to help others rise to see the sun but also children who pride themselves to serve as willing, humble and obedient servants as a duty to show their gratefulness and thankfulness to their 'benefactors'. The problem is how has a 'good' and mutually benefiting traditional practice become 'bad' and targeted by law.

Child trafficking remains a not – to – well – known phenomenon. Entrustments of one's child to other families for care, education and upbringing. The line of demarcation between child work and child labour becomes very slim thereby making it very difficult to be able to pass from one to the other with ease.

In addition to these conditions that characterize the field situation one can mention:

- A bad knowledge of the phenomenon: No precise follow up of its evolution;
- Absence of field studies: hardly any documents dealing with child labour by giving it an exact description; no quantitative survey yet;
- A weak sensitization for a proper social mobilization of vital forces against the phenomenon despite existing law;
- A weak informational exchange system, networking and monitoring. (inexistent mechanism of follow up)

Moreover, in the absence of statistics the number of potential children beneficiaries of the project (victim and vulnerable/is estimated in the three council areas at 40. 000).

#### 1.3 The forms of child labour in Bali, Kumbo and Wum

The forms of child labour identified in the project area are summarized as follows and by order of priority/importance:

- Domestic servants/work
- Barmaids
- Petty trading/hawkers
- Cracking of concrete (quarries)
- Farming
- Prostitution/sex workers

Amongst those forms, the worst forms are: cracking of concrete in quarries and prostitution. All the three councils are concerned by the worst forms. But Wum and Bali councils are more concerned by child prostitution. Wum because of their matrilineal system, children are abandoned to women by their husbands, because children only inherit in their mother's family. Then because of limited finances, mothers preferred to invest on boys than on girls, who become more victims to prostitution and other traffic. In Bali, there is a cultural tolerance to divorce, that makes young girls to not accept to stay in marriages, then becoming prostitutes in towns.

#### 1.4 The profile of children trafficked and vulnerable children is known:

These children are both female and male but mostly female. Their level of education stops at the primary school stage. They generally come from the periphery of the councils. Majority of these children are orphans, but a good number still have their parents.

The parents are mostly farmers. They mostly come from polygamous families with numerous siblings' average 6.

## II. Summary of the Results of the survey of families victim or vulnerable to child trafficking

### 2.1 The profile of victims/vulnerable families

It was revealed by all interview participants that poverty and unemployment are significant barriers to household well being. Almost all the respondents were not involved in any formal employment. It was also found out that:

- The majority of vulnerable groups are both adults and minors.
- Both boys and girls are affected and vulnerable though girls are more vulnerable as they get involved in false marriages, unwanted pregnancies, prostitution etc.
- The majority of vulnerable groups come from families that were low status, uneducated and improvised.
- Opportunities to assist vulnerable people are limited.
- Victims are not often aware of the fact that they fall within vulnerable group of people and it is up to the service providers or community, donors and community service to recognize the signs of different vulnerable conditions.

## 2.2 Families' perception of child trafficking

Perception of child trafficking depends to a large extent from home to home. Certain parameters are set to make these differences. The socio economic background of the biological family of the child, the habit of the family with whom the trafficked child is destined to live with and whether the promises made at the initial start of the process were fulfilled. The vulnerability of these families cannot be undermined as isolated cases of victims of fulfilled promises who came back home and prevailed, stand as spurring examples for parents to let go their children. This is where the perception differs from home to home. Some parents really become irritated when our team exposed the gravity of the problem they are involving themselves in. This resulting perception can dominate policies and programs, even though trafficking violates the rights of children from their family environment, their transportation and arrival in another environment as well as the intolerable conditions which they find themselves living and working in.

## 2.3 Gender and Child trafficking

- As earlier mentioned, the population of the three council areas has a strong adherence to their tradition and culture. In this society where a woman is still considered a weak and therefore an inferior sex, 95% of the trafficked children are girls. Communities living below standard poverty rates tend to remedy the situation by sending their girls to work with their relatives or wealthier people in the bigger cities of Cameroon. This is also predominant in singled parent homes or orphaned homes. This is done with the unfortunate belief that a girl child cannot be a viable labor force or bring forth financial benefits in the family's future.

## 2.4 The core of the problem

- It is important to recognize child trafficking as a complex protection issue including the removal of a child from his or her family environment, the child's transportation, illegal reception and placement into an exploitative context. This is very common with children taken out of the North West region. The research reveals a widespread perception of child trafficking solely as a child labor phenomenon. But trafficking violates the rights of children long before their actual labor begins. First, there is the separation of a child from his or her home. Then there is the time spent in the so-called 'care' of the traffickers (mostly friends of the biological parents of the child or relatives in the cities) while the child is transported to the eventual workplace – a process that presents its own dangers and abuses. Then, there is the illegal reception ultimately, the child's final destination. For this reason it is important to consider to what extent the approaches taken to child labor in general are appropriate and/or sufficient to child trafficking, where and how new

methodologies might be applied and whether existing guidelines and frameworks need modification.

- Whether child trafficking is regarded as a child labor or a juvenile justice issue, there is, in every case, a tendency to overlook the underlying economic and cultural factors behind trafficking, thereby placing the trafficked child somewhere in a vast pool of 'social deviance'. There is little perception that trafficking is, first and foremost, a violation of human rights – particularly the right of the child to be protected from any form of economic exploitation, to preserve family relations and to grow up in a nurturing family environment.

## 2.5 Effect of child trafficking/child labour in the community

The effect of child labour in the various communities we surveyed was more of negative. Over 80% of the families surveyed, gave us the following effect on child labour/child trafficking:

- That most of our children return home worse than they left with sad memories.
- Some come back pregnant with no assistance and bring more burdens to the family
- Some return as HIV/AIDS patients
- Most of those who return become criminal as they feel that they are big to go back to school or learn a trade, and so are left with no option than steal and join the habit of drugging.
- The general effect to the community is that they are gradually losing skills and manpower of the youths

## 2.6 The community suggestion on how to stop child labour.

As reported in the field:

- "we have understood very well the harsh treatment our children go through in other homes all in the name of looking for a better life".
- "We will try to manage our local resources to survive with our children".
- "We will also try to get the law involve in stopping our people from giving out children in search for family income",
- "We need to carry out sensitization program in villages to make sure that everyone is well inform of the effect of child labour and child trafficking".
- "We have to set up an alert team in villages to control the rate of child labour and trafficking. Declare punishment for all involves in trafficking and recruitment of children".

## Annex 4

### Session 3: Institutional frame at international and national levels

Objective: Participants have a better understanding of the fact that child labour/trafficking is a crime against humanity and how it is punishable at international and national levels.

#### ILO CONVENTIONS ON CHILD LABOUR/TRAFFICKING AND OTHER CHILD PROTECTION CONVENTIONS

Convention	Relevant articles and elements of the conventions to assist the Observatory in the "Elimination of Child Labour and the Protection of Children and Young Persons"
<p>- C182: Worst Forms of Child Labour Convention.</p> <p>- N° of Articles: 16</p> <p>- Date of adoption: 17<sup>th</sup> June 1999.</p> <p>- Date of coming in force: 19<sup>th</sup> November 2000</p>	<ul style="list-style-type: none"> <li>• Convention concerning the prohibition and the immediate action for the elimination of the worst forms of child labour.</li> </ul> <p>Art 1:</p> <p>Each member, which ratifies this convention, shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency.</p> <p>Art 2:</p> <p>For the purpose of this convention the term child shall apply to all persons under the age of 18 yrs.</p> <p>Art 3:</p> <p>For the purpose of this convention, the term worst forms of child labour comprises:</p> <ol style="list-style-type: none"> <li>a) All forms of slavery, practices similar to slavery, sale and trafficking of children, debt bondage, serfdom, forced or compulsory labour, forced or compulsory recruitment of children for use in arm conflicts.</li> <li>b) The use, procuring or offering of a child for production of pornography or for pornography performance.</li> <li>c) The use, procuring or offering of a child for illicit activities, particular for the production and trafficking of drugs as defined in the relevant international treaties.</li> <li>d) Work which, by its nature or circumstances in which it is carried out, is likely to harm the health, safety or morals of children.</li> </ol> <p>Art 5:</p> <p>Each member shall after consultation with employers' and workers' organisations establish or designate appropriate mechanisms to monitor the</p>

	<p>implementation of the provisions given effect to this convention.</p> <p>Art 6:</p> <p>1) Each member shall design and implement programmes of action to eliminate as a priority the worst forms of child labour.</p> <p>2) Such programmes of action shall be designed and implemented with relevant government institutions and employers' and workers' organizations taken into consideration the views of other concerned groups as appropriate.</p> <p>Art 7:</p> <p>1) Each member shall take all necessary measures to ensure effective implementation and enforcement of the provisions giving effect to this convention including the provision and application of penal sanctions or, as appropriate, other sanctions.</p> <p>2) Each member shall, take into account the importance of education in eliminating child labour, take effective and time-bound measures to:</p> <ul style="list-style-type: none"> <li>a) Prevent the engagement of children in the worst forms of child Labour.</li> <li>b) Provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration.</li> <li>c) Ensure access to free basic education, and whenever possible and appropriate, vocational training, for all children removed from the worst forms of child labour.</li> <li>d) Identify and reach out to children at special risk.</li> <li>e) Take account of the special situation of girls.</li> </ul> <p>3) Each member shall designate the competent authority for the implementation of the provisions giving effect to this convention.</p> <p>N/B: Recommendation 190 of 1999 concerning the prohibition and immediate action for the elimination of the worst forms of child labour is available for better implementation of convention 182</p>
<p>-C138: Minimum Age Convention</p> <p>- N<sup>o</sup> of Articles: 18</p> <p>- Date of adoption: 26<sup>th</sup> June 1973</p>	<ul style="list-style-type: none"> <li>• Convention concerning minimum age for admission to employment.</li> </ul> <p>Art 1:</p> <p>Each member for which this convention is in force undertakes to pursue a national policy designed to ensure effective abolition of child labour and to raise progressively the minimum age for admission to employment or work to la level consistent with the fullest physical and mental development of young persons.</p> <p>Art 2:</p> <p>1) Each member, which ratifies this convention, shall specify, a minimum age</p>

- Date of coming in force: 19<sup>th</sup> June 1976

for admission to employment or work within its territory and on means of transport registered in its territory.

3) The minimum age specified in pursuance of paragraph 1 shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.

4) Notwithstanding the provisions of paragraph 3 of this Article, a member whose economy and educational facilities are insufficiently developed may, after consultation with the organizations of employers and workers concerned, where such exist, initially specify a minimum age of 14 years.

Art 3:

1) The minimum age for admission to any type of employment or work which by its nature or circumstances in which it is carried out is likely to jeopardize the health, safety or morals of young person's shall not be less than 18 years.

3) Notwithstanding the provisions of paragraph 1 of this Article, national laws or regulations or the competent authority may, after consultation with the organizations of employers and workers concerned, where such exist, authorize employment or work from the age of 16 years on conditions that the health, safety and morals of young person's concerned are fully protected and that the young persons have received adequate specific instruction or vocational training in the relevant branch of activity.

Art 6:

This Convention does not apply to work done by children and young persons in schools for general, vocational or technical education or in other training institutions, or to work done by persons at least 14 years of age in undertakings, where such work is carried out in accordance with conditions prescribed by the competent authority, after consultation with the organizations of employers and workers concerned, where such exist, and is an integral part of: -

(a) A course of education or training for which a school or training institution is primarily responsible;

(b) A programme of training mainly or entirely in an undertaking, which programme has been approved by the competent authority; or

(c) A programme of guidance or orientation designed to facilitate the choice of an occupation or of a line of training.

Art 7:

1) National laws or regulations may permit the employment or work of persons 13 to 15 years of age on light work which is:

	<p>(a) Not likely to be harmful to their health or development;</p> <p>(b) Not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received.</p> <p>2) National laws or regulations may also permit the employment or work of persons who are at least 15 years of age but have not yet completed their compulsory schooling on work which meets the requirements set forth in subparagraphs (a) and (b) of paragraph 1 of this Article.</p>
<p>Law N° 2005/015 Of 29<sup>th</sup> Dec 2005</p>	<ul style="list-style-type: none"> <li>• National Legislation and law enforcement base on the law of 2005 “Relating to the fight against child trafficking and slavery.”</li> </ul> <p style="text-align: center;"><b>CHAPTER I: GENERAL PROVISIONS</b></p> <hr/> <p>Section 1: This law is on the fight against child trafficking and slavery.</p> <p>Section 2: The purposes of this law, the following term shall mean:</p> <ol style="list-style-type: none"> <li>a) Child: Any person of either sex aged below 18 years.</li> <li>b) Child Trafficking: The act of moving or helping to move a child within or outside Cameroon with a view to directly or indirectly reaping any financial or material benefit there from, whatsoever.</li> <li>c) Child Slavery: The recruitment, transfer, accommodation or reception of children for exploitative purposes through threat, use of force or other forms of duress, through kidnapping, fraud, deceit, abuse of authority or acceptance of benefits to obtain the concern of a person having authority over a child.</li> <li>d) Child Exploitation: comprises, at least, the use or procurement or offering of children or any other forms of sexual exploitation, exploitation of child labour or forced labour, slavery or practices similar to slavery, serfdom or organ removal.</li> <li>e) Consent of the person is vitiated: Where acts of violence were committed on the victim himself or on the persons having legal or customary custody.</li> <li>f) Debt Bondage of Children: The act of pledging a child before a creditor as security for a loan or debt, for exploitative purposes.</li> </ol> <p style="text-align: center;"><b>CHAPTER II: SANCTIONS</b></p> <hr/> <p>Section 3:</p> <ol style="list-style-type: none"> <li>1) Whoever subjects a child to debt bondage shall be punished with imprisonment for from 5 to 10 years and with fine of from 10,000 to 500,000CFA</li> <li>2) The penalties provided for in 3 (1) above shall be doubled where the</li> </ol>

	<p>offender is an ascendant, a guardian, or the person having even customary custody over the victim.</p> <p>3) Any person who boards a child in debt bondage shall be punished with imprisonment for 10 years and with fine of from 10,000 to 1,000,000CFA.</p> <p>Section 4: Any person who practices child trafficking or slavery, even occasionally, shall be punished with imprisonment for from 10 to 20 years and with fine of from 50,000 to 1,000,000CFA.</p> <p>Section 5: Child trafficking and slavery shall be punished with imprisonment for from 15 to 20 years and with</p> <p style="padding-left: 40px;">fine of from 100,000 to 10,000,000CFA.</p> <ol style="list-style-type: none"> <li>a) Where the offence is committed against a minor aged below 15 years</li> <li>b) Where the offender is the victim's legitimate, natural or adoptive ascendant.</li> <li>c) Where the offender has authority over the child or is expected to participate by virtue of his duties in the fight against slavery or in peacekeeping</li> <li>d) Where the offence is committed by an organized gang or an association of criminals</li> <li>e) Where the offence is committed with the use of weapons</li> <li>f) Where the victim has sustained injuries such as laid down in section 277 of the penal Code or has died as a result of the offence.</li> </ol> <p>Section 6: The offenders, co-offenders and accomplices of child debt bondage, trafficking and slavery shall, in addition, be sentenced to the accessory penalties provided by section 30 of the Penal Code.</p> <p>Section 7: Notwithstanding the criminal liability of their managers, corporate bodies may be declared criminally liable and punished with the fines specified above, where the offences were committed by the said managers in the discharge of their duties.</p>
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Key words:

Convention: A formal agreement between country leaders, politicians and states on matter, which involve all of them.

Treaty: A written agreement between two or more countries formally approved and signed by their leaders.

Serfdom: A social system in which a person of low social class in medieval times worked on the land and was the property of the person who owned the land.

Slavery: A situation where someone is legally owned by someone else and has to work for him.

## Annex 5

### Session 4: PREVENTION AND/OR PROTECTION

Objectives: participants acquire skills to be able to handle trafficking cases

I. Recognizing trafficking and traffickers:  
Traffickers and intermediaries may become visible:

- ⊙ During recruitment
- ⊙ When a border is crossed
- ⊙ While children are being moved
- ⊙ When children are being exploited
- ⊙ Law enforcement is the job of the law enforcement officers
- ⊙ It may be dangerous to you and to others and especially to the children involved, if you intervene without law enforcement presence and cooperation

Law enforcement officers include:

Police, customs and immigration officials, judiciary, labour inspectors, procedures for enforcement of ILO conventions

#### 1.1 Victims assistance:

##### Why is victim assistance important?

Presuming that specific legislation against trafficking exists, identification must ensure the provision of special services:

Identification of victims: far from family, unknown environment, lack of network support, isolation, language, recognized status. It is important not to lose sight of the legal definition of victim.

Identifying the victims is recognizing their special needs and direct consequence of their condition as victims of trafficking. Law enforcement is the job of the law enforcement officers. It may be dangerous to you and to others and especially to the children involved, if you intervene without law enforcement presence and cooperation. Law enforcement officers include: Police, customs and immigration officials, judiciary, labour inspectors, and procedures for enforcement of ILO conventions

## 1.2 Assessment of needs

### Specialized assistance for trafficked children

Assigning of a guardian- from the beginning of the entire process of rehabilitation.

### Guidelines for the protection of trafficked children

It is also important to assess the extent of the trauma and mental physical health in order to begin treatment as soon as possible- if necessary.

### Strategies to protection to prevent trafficking of children at risk and former victims

Lack of education and school dropout increase the child's vulnerability to trafficking. Education is instrumental to the long term protection of children. Education is also basic human right guaranteed by a number of international conventions ILO C138 sets the minimum age of employment equal to the age of completion of primary schooling 18 years in Cameroon.

## 1.3 Other means of prevention

- Improving access to education
- Youth employment: aiding the transition from school to work, especially of girls
- Job counselling
- Informed and targeted awareness raising

Are there some main barriers to education?

## 1.4 Intervention at school level

Improve quality of schooling (sufficient teachers, relevant curriculum, interactive methods, and safe school environment.

- Free of cost
- Incentives meals, food ration tied to attendance, uniform, books
- Measures to improve value of education in parents eyes
- System to monitor and assist children at risk and survivors (tutoring, home visits etc)
- Policy level
- Expand access to child workers and trafficking survivors as hardest to reach groups
- Working children have special needs that must be accommodated by timetable and curriculum
- Trafficking survivors need specialized care and counselling
- Allocation of additional resources to schools in at risk areas

### 1.5 Child Participation

- Working rights based in the best interest of children
- Tools for focused and effective programming
- Empowers children to understand problems and solutions
- Ensures working needs based
- Ensures interventions are in the best interest of child
- May offer bridge to activism by policy makers

<p>I hear and I forget I see and I remember I do and I understand</p>
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- Action for children, with children and by children!

## II. REHABILITATION

### 2.1 Education in life skills training

- Skill training for the youth of working age
- Diversify to the extend possible, but fitted to the local context and capacities
- Short modular courses
- Mix technical context with business skills for self employment
- Charge fee from all participant
- Traditional apprenticeship training, but end=sure there is no hidden child labour
- Engage employers to ensure relevance of training

### 1.2 Girls transition to decent work

- Girls enter the world with lower skills levels of knowledge
- Age of access to job related education and training conflicts with early marriage + pregnancy and child labour
- Formal and non formal programs promote the development of Feminine skills leading to lower paid jobs
- Delivery and facilitation accommodation, rehabilitation and reintegration services

- Provide safe shelter for the child
- Provide social counselling and rehabilitation assistance for the child victim
- Provide counselling to prepare for the social reintegration of children
- Facilitate family reunification
- Assist in reintegration of children to their communities through facilitating access to school, vocational training and other community activities or programmes

### 1.3 Youth employment

Youth's employment for children of minimum working age.

Note: in many countries where child trafficking is a problem, youth unemployment is also a problem.

- Career guidance in schools
- Vacancy information available in village
- Job counselling services
- Job centres geared to need of youths
- Assistance with application
- Awareness Raising
- Activities to inform general public or target group, using different modes ( print, radio, TV, red cards, posters, billboards along trafficking routes to reach specified audiences

### 1.4 Livelihood strategies

- Income generation programmes
- Microfinance initiative
- Savings schemes
- Conditional or unconditional cash transfer
- Grants or subsidies

### 2.5 Employments initiatives

- Job creation
- Small business encouragement
- Rural development projects
- Skills training
- Job counselling and placement
- Youth employment schemes

### 2.6 What can GWEN DO?

- What can GWEN DO? G

Primary responsibility (social services, legal protection from abuse, exploitation etc) poverty reduction strategies, accountability within government, financial resources and good

management/ governance, identify families and communities at risk, promote and facilitate safe migration, job creation and good management of the labour sector

■ What can GWEN DO? W

Membership accountability, identifying risk among their members and communities and providing support, promote re-training and apprenticeship, workplace vigilance and reporting, awareness raising and programmes at grassroots level.

■ What can GWEN DO? E

Membership accountability identify risk in sectors and enterprises promote employment opportunities for disadvantaged groups promote re-training and apprenticeships individual companies can run programmes in their business/sector

■ What can GWEN DO? N

Individual and collective responsibility work with communities to identify risk run targeted actions responding to risk provide wide ranging protection input to NAPs technical support to G,W,E,and other counter trafficking actors e.g. police.

## 2.7 SAFE MIGRATION AND DECENT WORK FOR CHILDREN OF MINIMUM WORKING AGE

With a particular focus on need of those most vulnerable ie girls and young women. Including how to engage prospective employers, workers organization and migrants.

- Preventing child trafficking,
- Law and enforcement for good demand,
- Extend the reach of labour law,
- Formalize the informal sector,
- Improved labour inspection,
- Complaints and settlement mechanism,
- Hurt exploiters in their pocket.

### III . CASE MANAGEMENT

#### 3.1 HOW TO MANAGE A CHILD TRAFFICKING CASE AT LOCAL LEVEL

Factor to be considered when sheltering a victim:

- Immediate reporting, any institution recognizing a child or adolescent victim of trafficking should report immediately to the respective authorities in order that the victim is rescued, receives protection and immediate humanitarian aid and that the actions described in these Guidelines can be initiated, in accordance with national law
- Referral to the relevant public institution, the institution making first contact with the victim and providing humanitarian care must contact the relevant institution immediately, which will formally assume protection of the victim and legal responsibility therefore
- Admission and assessment
- Immediate registration
- Protection of the victim's identity
- Testimonials must always remain confidential and use appropriate technical means to guarantee the protection of identity.
- Ensure that the victims know they are safe, inform them of their human rights and the intention is to help protect them.
- Age determination, according to UNICEF, guidelines when the age of a child is uncertain, it will be assumed that the victim is a child.
- Make a written record of all the illnesses, accidents or injuries suffered by children during their placement in care

#### 3.2 Assessment of individual needs

- Take the victim to a safe suitable place
- Satisfy basic urgent needs, taking into account the specific needs of sex and age, obtaining medical and/or psychological and/or social care
- Interview with the victim must be sensitive to gender and age
- Respect the right of the children and adolescents to express their opinions
- Victims of trafficking are entitled to be informed of the status of the legal proceedings, using language they understand, according to their age and level of maturity.

#### 3.3 Location of family

- What was the reason for the trafficking of the child?
- Was the family directly/indirectly involved in the child trafficking process?
- Is there a risk of re-victimization

- What is the family economic situation and is able to support the child financially
- What is the risk of reprisals by the traffickers? Are they part of the community?

#### 3.4 The case management team

- Social worker
- Medical staff
- Psychosocial or psychiatric consultant
- Therapist, as well as other case management members, lawyers, police, judicial and immigration officers

#### 3.5 Reintegration

Whilst a decision is being made on whether it is in the best interests of the victim to be repatriated to his or her country of nationality or residence, the relevant institution must provide the victim with special protection, and in accordance with its domestic legislation.

#### 3.6 Finalization of the protection measures

Once the decision to repatriate the victim has been taken, the relevant institution will ensure that the competent authority sets aside any precautionary measures preventing exist. Once the victim has been returned, any other protection measures will be lifted.

#### 3.7 Dispatch of relevant information

In accordance with national legislation, the country which has given protection must consider providing the relevant institution of the country receiving the victim with information relevant institution of the case, in order to promote physical and psychological recovery and reintegration, inter alia. The information will be sent for monitoring purposes only and should retain its confidential character.

#### 3.8 Reintegration in the family/community

Considering the family situation of the victim and the protection and reintegration measures carried out by the relevant institution in the country of which they are nationals or residents, when it follows therefore that repatriation is in best interests of the victim, the country providing protection therefore will adopt the corresponding decision:

- Ensure that all basic needs are available before integration
- Ensure that the care provider visits the family before the child returns

#### 3.9 Monitoring and follow-up post-integration and closing the case management

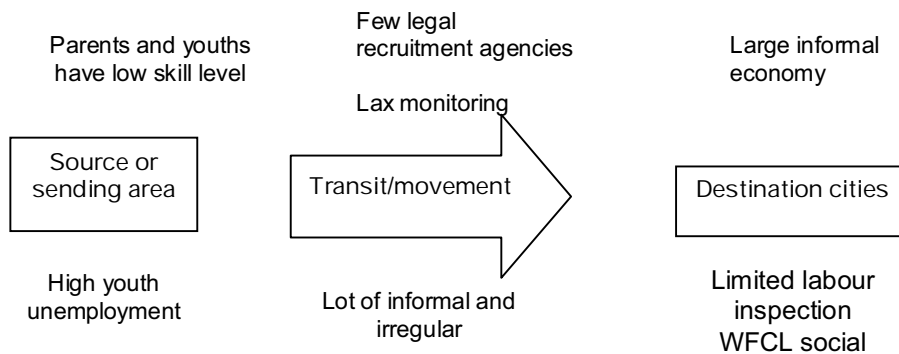
Dispatch of relevant information in accordance with national legislation, the country which has given protection must consider providing the relevant institution of the country receiving the victim with information relevant to the case, in order to promote physical and psychological recovery and reintegration, inter alia. The information will be sent for monitoring purposes only and should retain its confidential character.

Supervision of the integration process should last at least 12 months or up to three years, or more, if require

During the first six months, the child must be supervised on a monthly basic.

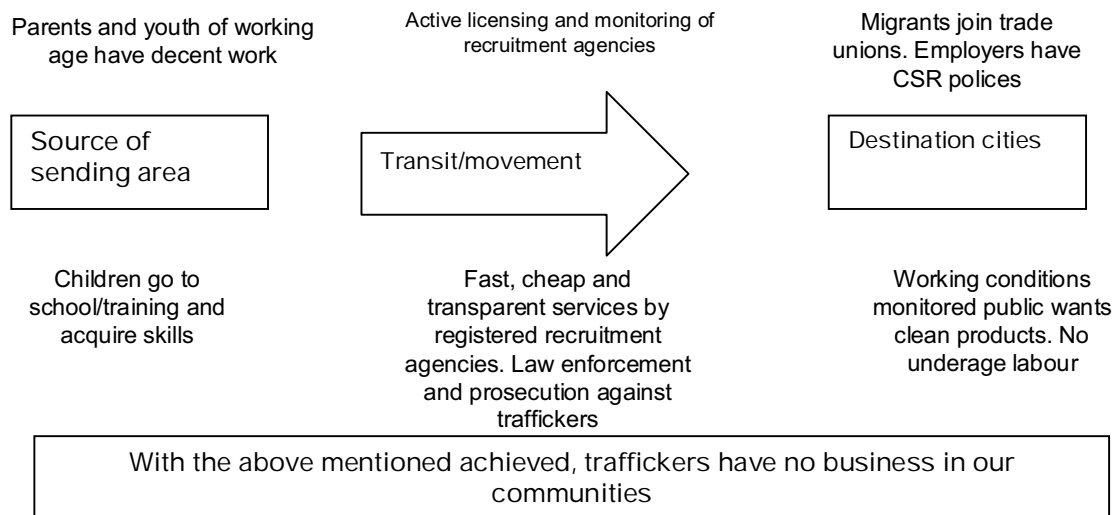
This can later be reduced to once every six months or once a year if it appears that the child has integrated well

#### IV . OPPORTUNITIES FOR TRAFFICKERS IN OUR COMMUNITIES




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### COMMUNITY FREE FROM TRAFFICKERS



## V . RECOMMENDATIONS

- Adopt a comprehensive trafficking law consistent with the Trafficking Protocol
- Train law enforcement to use existing law and to apply it more aggressively to trafficking cases
- Develop and implement non-legislative measures (policies/practice guidelines, statutory instruments) to address trafficking issues where possible
- Amend existing law to address gaps and weaknesses
- Improve regional/ cross-border cooperation in investigations and prosecutions
- Develop mechanisms to enhance cooperation and coordination between law enforcement agencies/divisions within countries
- Expand and formalize relationships with NGOs to provide support to victims of trafficking.

## Annex 6

Session 5: Main actions carried out by the TC-RAM project to fight against child trafficking in the three council areas

Objective: Participants have a common understanding on purpose of the TC-RAM project, what has been done so far and what are the next activities.

VII. The observation and alert system at the village level:

Terms of reference for the alert and observation system  
to fight against child labour/child trafficking

### Context

Within the framework of its priority interventions, the ILO decided to support the government of Cameroon in promoting decent work in order to reduce poverty within communities that are vulnerable to child trafficking in Cameroon thanks to funds from the Dutch Cooperation programme.

The objective of the project is to reduce economic constraints that favor child exploitation through the promotion of a development that fosters the creation of job opportunities that aim at generating income for vulnerable families within the North-West region. The localities involved are Bali, Kumbo and Wum.

The target groups of this initiative are:

I) Communal executives and the decentralized technical services whose capacities will have to be built to define clear and realistic basic economic and social development by first using the local resources and this within the framework of an active partnership between the private sector and institutional and organizational administrative support authorities;

II) Very poor families whose entrepreneurial and managerial capacities will be built to initiate income-generating activities in order to enable them live decently and prevent the risk of child trafficking for economic purposes;

III) Execution partners (decentralized services of certain ministries of interest; development-oriented non-governmental organizations working in the target councils; vocational training institutions; local and regional development projects; consultancy bureaus; micro finance institutions, companies, etc).

IV) Women groups, associations, cooperatives as well as MFIs working for the economic and social promotion of the woman.

Generally speaking, the implementation strategic approach of the project is that of Local Economic Development which envisages the active participation of key socio economic actors within the identified zones according to well defined criteria. This general framework of intervention takes into account all the work tools developed by the ILO to address the needs of the local communities. It involves, inter alia, local development plans at grassroots - the promotion of the micro and small enterprises which generate employment and income - micro finance - the fight against child trafficking - the fight against social exclusion in favor of a social

stratum with high risks of marginalization – capacity building of main actors; social dialogue at the base for an inclusive integration of all the actors.

The development of the alert system is in response to the increase in demand of North West children. It will be done in accordance with the National Law n° 2005/015 of 29 December 2005 relating to the fight against child trafficking and slavery promulgated by the Head of State to identify appropriate initiatives to protect children.

The TC-RAM project team drafted a proposal for the development of a local and regional child labour and child trafficking alert system which is primarily designed to reduce the window period within which a child can be safely returned to his/her family after being kidnapped or transferred.

## OBJECTIVES OF THE ALERT AND OBSERVATION SYSTEM

### General objective.

The general objective of the alert and observation system is to work towards child trafficking free villages (through preventive monitoring), and assist former victims with their integration in the community.

### The specific objectives are:

- To create a thorough understanding of how child trafficking works and how it evolves, which poor children are most at risk of child trafficking, what puts them at risk, and how can it be prevented.
- To have child trafficking free villages (where no child under 18 is trafficked during or after the project).
- To facilitate integration of former victims of child trafficking in such a way that they are better off (i.e. in their best interest) and no longer at risk of re-trafficking.

### WAY OF WORKING OF ALERT SYSTEM

- Serve as intermediary between the TC-RAM project, the population and the civil society.
- Bring together civil society organizations involved in the fight against child trafficking,
- Share the information on trafficking and attempt to practice child trafficking,
- Enable local authorities to put in place measures to prevent this phenomenon and to sanction cases of child trafficking and child labour,

### THEIR TASKS:

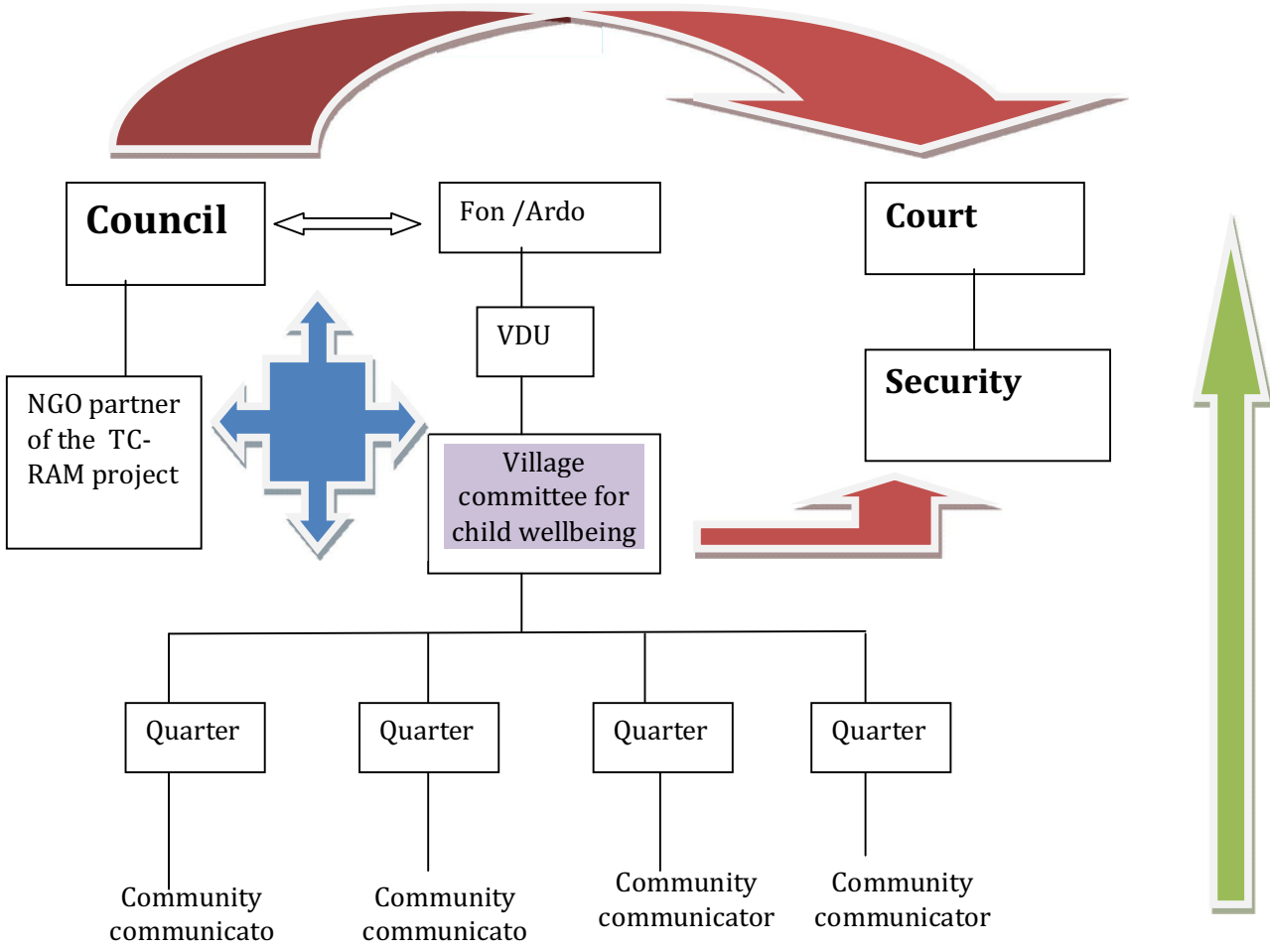
- Document all former child trafficking cases and draw learning points on how it works which poor children are most at risk, what puts children at risk and what can be done against it;
- Report and document new cases of child trafficking and capture how it evolves over time with the aim to prevent further trafficking;
- Produce periodical reports on child labour/trafficking and share these with relevant villagers;
- Organize sensitization campaigns on child trafficking;
- Organize education and information campaigns on international conventions on child labour/trafficking;

- Organize periodic meetings between civil society organizations and parent associations on measures to be taken to fight against child labour;
- Overseeing the rehabilitation and reintegration of children victims of trafficking in the community;
- Share Information with other committees to improve their process;
- Monitor and evaluate the results achieved in the domain of child labour and child trafficking. Issues to monitor:
  - Number of children at risk of trafficking/victims who are back in school
  - Number of children at risk of trafficking/victims of minimum working age who have decent jobs
  - Number of children at risk of trafficking/victims who have been empowered with self protection skills and are aware of the risks of trafficking.
  - Number of traffickers that are active in the village

The alert system has to be spearheaded by the local councils in collaboration with local NGOs involved in the fight against child labour, all parish councils within the council area, law enforcement officers and the judiciary. The local councils would play a key role in mobilizing the system for each quarter in the event where a child is working, abducted or trafficked instead of being in school anywhere in the local area. For sustainability purposes, local councils have the responsibility to set up a huge network in the area. Once the information gets to the council staff, there will be a network that will be activated. A standard missing/trafficked/forced labour child form has to be developed which will include photographs where possible. The municipal councilors and traditional authorities will be asked to activate their network, the various PTAs (Parent Teacher Associations) and Local consultative committee members.

When completed, it is also expected to have a preventative component that would seek to equip parents and guardians with better parenting skills as well as the implementation of a uniform curfew for all children, young boys and girls.

**Scheme of Alert system at the Village level**



Information channel

Child trafficking report/reference channel

Decision makers body

- Village committee for child wellbeing:**
- 1 Youth association
  - 1 Councillor
  - 1 Representative of religious persuasion
  - 1 Representative of women organizations
  - 1 chief of quarter
  - 1 community communicator
  - 1 representative of CATTU
  - 1 representative of parent Teacher Association (PTA)

Annex 7: Lists of participants

Bali Council

No	Name	Institution /village	Tel	Email
1	Fonmudeh Ngu Jacob	Bali Council	75265870	
2	Buba Madaki	MBOSCUDA	77760708	bmadakson@yahoo.com
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6	Taka Magdalena	Mbufong	75087905	
7	Tanung Jonathan	Koppin	75279299	
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11	Felicia Nyoh	Bossa	75615591	
12	Lucy Amundam	Bossa Tim women group	70240917	
13	Erica Manina Doh	Bali Council	77839474	
14	Nana Susan Nyikam	Fed Fed Bawock	77238534	
15	Felise Samgwa			
16	Veronica Wuhuah	Councilor Bawock	77491386	
17	Nwana Martin	Special Branch Police	97043324	
18	Tandib Beatrice	Gungong	74787913	
19	Mbah Gladys	Gungong	75075858	
20	Regina Lana	Boh Etoma	74548014	
21	Tagawa Wilfred	Bossa	75695918	
22	Fogam Bridget	Bali	74548054	
23	Regina Fomunung	Bali Council	77423810	
24	Namia Henriette	Bali council	77912570	
25	Josephine Bogleke	Koppin	75429676	

26	Feh Linda	Njingong 4	75426150	
27	Galega Lega	Bali Council	74844052	
28	Mbungu David	Gungong	97118546	
29	Wariga John	Munung	77071478	
30	G. Dom Fobung	Wosing	75013530	
31	Chapia Mary	Wosing	75280583	
32	Celine Mantan	Wosing	75458268	
33	Ndinga Johnson Bafon	Wosing	77927329	
34	Fofuleng Noah Fonmwah	Mantum	75365790	
35	Roseline Ndipabonga	Mantum	76682975	
36	Grace Nahbila	Mantum	77433206	
37	Ba Fofung James	Mbufung	77193184	
38	Taben Cyntheresse	Njingong 3	70239124	
39	Gilbert Nyamndi	Njingong 3	77364638	
40	Veronica Nahbila		77023882	
41	Felix Samgwaa Mude		74296692	
42	Ntomb Ntomb Joseph	Commandant Brigade Ter Bali	75458877	
43	Ngala Johnson	Police post Bali	77829688	
44	Fokum Dinga Patrick	Quarter Head Beisen	75405227	
45	Ngako Felix	Commandant Brigade research Bali	75298290	
46	Tita Lega	Bali Council	74844052	
47	Doh Francis Ndanga	Deputy Mayor Bali Council	77879919	
48	Fomunung Regina	Bali Council		

Kumbo Council

No	Name	Institution	Tel	Email
1	Veronica Kininla	Kikaikom	74109901	
2	Cham Thaddeus Ning	Kumbo	77484711	
3	Veranso Liberious Afoni	Kikaikom	79365186	
4	Liatar Poliy carp	kikaikom	75917721	
5	Anna Wiykinyuy	Mabh	77345089	
6	Yekwa Maureen	Njong Women Group	79370448	
7	Ndzeitze Oliver	Ndzeen	74463137	
8	Ndzelen Wilfred	Kingomen	94350850	
9	Nseyuru Martin	Kikaikom	77358628	
10	Charles Wirnkar	Kingomen	94044418	
11	Chin Wirsiy John	Kishiy	77016636	
12	Mbuye Eveline Yiha	Kitiwum	74815457	
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15	Bime Francis	Kikaikom		
16	Jaff Tah Patrick	GBHS	79369398	
17	Jaff Njibong S.	Kumbo Council	77864332	
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19	Fouen Elviso C.	Kumbo	76555054	foelad@yahoo.co.uk
20	Nchia Chrisanthus	Kumbo Council	75152505	
21	Honorine Burinyuy	Kumbo	77468828	
22	Ngah Justin	Kumbo Council	77332733	
23	Jikpu Gerald W.	Kingomen	96907445	
24	Shufai Rokof	Meluf		
25	Mbinkar Issa	Kikaikom	77313817	
26	Yufenyuy Ibrahim	Meluf	77641969	yufenyuyibrahim@yahoo.com
27	Adama Kongla	Tadu		
28	Doris Yiewo	SHUMAS	75586494	
29	Kongnyuy patrick	Kishyi	94260268	
30	Salo Lynus	Kishyi	75842965	

31	Ndzelen Tahnteng C.	GBHS Kumbo		
32	Ntehbani Ivo	Councillor Mbah	79134520	
33	Salamatou Bongly		75427481	
34	Kum Peter Kwe	Gendarmerie Officer	79137040	
35	Fai Paul Sunjo	Ndzeen	77273846	

Wum Council

No	Name	Institution	Tel	Email
1	Fung Angus Achuo Abraham	Ngouh	ATC	79338186
2	Achuo John Ewi	Gheidze	G S Up station	74608194
3	Wallang David Akwo	Kesu Councillor	Finance committee Chairman Wum Council	77405461
4	Mendi Walters	Bangwe	Bangwe Youth association	77275874
5	Mbangye Grace	Bangwe	Green Women	94839072
6	Fon Bahmbi III	Aghem	Paramount Fon	77851660
7	Ebwa Dickson Akum	Naikom	G.S. Illum	77362733
8	Wung Elias Nachou	Atue	NLP	
9	Lang Pius Mendi	Atue	Chief	
10	Kum Simon Akwo	Aghem	G.S. Ngoh Kesu	77171065
11	Chenko linus Tah	Mujang-Bu	G.S. Mujang-Bu	74976070
12	Akumcha Gideon T.	Kesu - Wum	REACH	76308366
13	Ewi née Kang Elizabeth Nsuh	Naikom	Volunteer CRS	77920444
14	Ngum Michael Kadze	Atue	G. S. Atue	77646257
15	Tem Frederick Ruchi	Atue	G.S. Atue	
16	Rev. Chimanda Lucas Asamba	Agui/Bangwe	Parish P.C	
17	Otia Emilia	Aghem	Zongochia group	75551604
18	Yongha Taddeus	Bu Fegoum	Macam	74434834
19	Kah Janet Beh	Bu Munjang	Farming	
20	Akeh Peter intong	Bangwe	G.S. Bangwe	77004107
21	Rosemary sei Bir	Kesu	IDF	96632901

22	Nengun Joseph	Bangwe	The Fon	774 10032
23	Menting Lang Pius	Atue	The Fon	
24	Tatoh Emmanuel Achetoh	Wum	CATTU	77364805
25	Fein Jefred Ndang	Bu	H/T	75795503
26	Nyambi Ibrahim Pemdand	Kesu	communicator	99977229
27	Ewi Joseph	Zongokwo	communicator	
28	Njiamang Martin		Elit	75743658
29	Mbeyoo Christian	Wum	Public security	99910062
30	Gama hycenth K.	Wum Council		77409945
31	Hamza Umaru	Kesu	Wum Council	77416617
32	Kang née Kom Delis	Wum Council	1 <sup>st</sup> Deputy Mayor	77451923

Annex 8: Some pictures of the workshops



The Bali Alert and Observation team



Traditional leaders (Shufai) in Kumbo workshop



The Kumbo alert and observation team



The Wum Alert and Observation team



The Three Fons of Wum workshop with the trainers



The Mayor, trainers and forces of order in Kumbo workshop