

CMR/06/50M/NET

Project on poverty reduction within communities vulnerable to child trafficking through the promotion of decent work in Cameroon

WORKPLAN

Period: from 1st April 2009 to 31 December 2009

Codes	Activities	Deadline	Resp and T Support	Partners	Indicators	Resources
IMMEDIATE OBJECTIVE 1: A gender-sensitive knowledge base on the potential of target communities is developed and rendered operational						
OUTPUT 1.1 The economic, institutional and cultural potential of target communities is analyzed and potentially sustainable sources of income of target groups identified						
1.1.1	Consultants finalize studies incorporating comments from the workshop	April 09	CTA, SRO Geneva		Final reports transmitted to SRO and online on SRO website	Excoll
1.1.2	In consultation with local consultative committees and child rights NGOs select 3 – 5 villages per council area on the basis of the following criteria: (Incidence of trafficking in children and youth; Number of children orphaned by HIV/AIDS; Presence of Mbororos)	May 09	CTA		Selection minutes accepted and signed by the mayors	DSA
1.1.3	In collaboration with LCC, Identify through women cooperatives, churches, schools, community communicators, traditional authorities, a sample of children and families victims or vulnerable to child trafficking, HIV/AIDS (200 per council area)	May 09	CTA		Detailed report including selection criteria's and the list of the 200 targeted boys and girls, identified in each council aera (60% girls)	DSA
1.1.4	Institutional and organizational diagnosis of NGO and MFI on their capacities to follow up project themes; to be carried out by national experts	April 09	CTA		Fact sheets of "rapid diagnosis and analysis" of the potentials partners, which will be reinforced by individual and collectives meetings (Including at least 5 womens' organizations)	Office duty
OUTPUT 1.2 A data base on potential growth sectors and related community dynamics is constituted and accessible						
1.2.1	Organize a workshop in each project site to: Official installation of LCC; Raising awareness about the project; Identify potential job-rich growth sectors that will be further develop by Working groups.	May 09	CTA		<ul style="list-style-type: none"> - TOR of Workshops - TOR of Working Groups - 3 Workshop reports - Working Group reports 	3 days WS DSA

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1.2.2	Establish Working group in each council to identify potential job-rich growth sectors and develop fact sheets (fiches techniques) for new entrepreneurs in each of them	May 09	CTA		<ul style="list-style-type: none"> - Working Group reports - Number of women members of Working Groups - Number of job-rich growth sectors interesting women - Number of fact sheets interesting women 	
1.2.3	Finalize fact sheets (fiches techniques) for potential job-rich growth sectors in each locality	June , July and August 09	CTA		Number of job-rich growth sectors interesting women including fact sheets	
1.2.4	As a follow-up to the working groups sessions, formulate case studies of existing initiatives in identified sectors and finalise fact sheets	July and August 09	CTA		<p>Finalized fact sheets on job-rich growth sectors</p> <p>Finalized fact sheets on case studies (number of case studies on women initiatives)</p>	
1.2.5	Print sets of fact sheets as well as case studies and distribute to partners (Council libraries, NGO, etc.)	Sept 09	CTA, Turin, SRO & Geneva		400 files (100 per Council and others 100 for the partners and SRO)	
1.2.6	Preparation of thematic data sheets (Gender, LED, HIV, PIT, child trafficking) for Wum, Kumbo and Bali. These fact sheets will also serve as bases for the formulation of LDP	April 09	CTA		Thematic data sheets on LED, CL/CT, IPT, gender and HIV/AIDS). Previous initiatives described in sheets	
OUTPUT 1.3 Communication, capitalisation and evaluation of the project						
1.3.1	Follow up monitoring and evaluation plan of the project	April 09	CTA		<ul style="list-style-type: none"> - M&E plan taking account of gender equality indicators - Internal M&E report 	
1.3.2	Production of a merged report of thematic studies	May 09	CTA		Merged studies report	
1.3.3	Mid-term Evaluation of the project	Dec 09	CTA, Turin & Geneva		Mid-term evaluation report	
1.3.4	Conception of a policy brief for each thematic report	May 09	CTA		Policy briefs by themes with focus on gender equality	
1.3.5	Capitalize project experience through a publication describing the base-line (material from the diagnostic studies) and the process of change to which the project has contributed	Dec 09	CTA		Capitalization report	

It will be produced a detailed table of indicators for tasks related to each project activity

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1.3.6	Creation of a website for the project in collaboration with SRO Yaoundé	April 09	CTA, SRO		NICP/Cameroon pages on SRO Website	
1.3.7	Adapt existing LED Manual to local use	Nov 09	CTA		LED manual including gender equality	
1.3.8	Production of a training manual on community conversation and planning on HIV/AIDS in English	Dec 09	CTA		Manual on community conversation	
1.3.9	Production of training manual on mainstreaming gender equality within decent work adapted to areas concerned with the project	Dec 09	CTA, SRO & Turin		Manual on gender mainstreaming	
1.3.10	Production of a training manual and sensitization tools on child labour and child trafficking adapted to the local context	Dec 09 Jan 10	CTA, SRO & Turin		Training Manual on CL/CT Sensitization tools	
IMMEDIATE OBJECTIVE 2: Equal employment opportunities are created for men and women in the context of LED						
OUTPUT 2.1 The LED approach is adopted by grassroots organizations and Councils as a strategy for creating employment in the fight against poverty						
2.1.1	Update CDP plans taking into consideration LED, Gender, CL & CT, IP and HIV/AIDS in Bali and Kumbo (by experts)	May and June 09	CTA		Updated Bali and Kumbo strategic plans	
2.1.2	Engage a consultant to formulate a new plan in consultation with the Council, the LCC and the Working group in Wum	May 09	CTA		Wum strategic plan	
2.1.3	Identify and create partnerships with donor agencies (UNAIDS, Plan, SNV, GTZ, ICRAF, INADES, Heifer, CANADEL, FAO, ILO-SIDACOO, etc.)	Through out the project	CTA, SRO		<ul style="list-style-type: none"> - Official letters of collaboration - Number of donor agencies participations in the project activities - Number of activities carry out with other donor agencies 	
OUTPUT 2.2 An institutional and organisational framework for LED is established						
2.2.1	Official installation of Steering Committee in consultation with the Governor, regional TUs and Employer orgs or Chambers of Commerce/Chamber of agriculture	May 09	CTA, SRO		<ul style="list-style-type: none"> - Creation of the steering committee Decree - Installation of the Steering committee report 	

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2.2.2	Official installation of LCC in consultation with Mayors, Fons and Ardos, economic operators, trade unions	April & May 09	CTA, SRO		- Creation of LCC Decrees - Installation report of the LCC	
OUTPUT 2.3 The operational and management capacities of project governance structures for LED are reinforced						
2.3.1	Produce a technical note on LED training needs	May 09	CTA		Technical note on LED TNA	
2.3.2	Briefing the Steering committee on the project themes, the aims in view as well as the techniques for Monitoring and evaluation	May 09	CTA		Meeting report	
2.3.3	Organize a training workshop on LED strategies for Steering Committee members (by the partners who attended LED course in Turin)	June 09	CTA		Training report	
2.3.4	Organize 3 training workshops of the LCC members on LED Strategies (by the partners who attended LED course in Turin)	July 09	CTA, SRO		Training reports	
2.3.5	Organize a training course on the topic "IPT: rights and development" for partners NGO, traditional and religious authorities.	August 09	CTA		Training report	
2.3.6	Participation of national expert and 2 partners to "Tackling the worst form of child labour in agriculture" course in Turin.	May 09	CTA, SRO		- Mission report - Training report of partners	
2.3.7	Visit of the three mayors to successful LED initiatives in Ghana	June 09	CTA, SRO & Geneva		Mission report	
OUTPUT 2.4 Individual and collective income generating projects are selected, funded and executed						
2.4.1	Prepare and sign Project-ONG and Project-MFI collaboration protocols for the management of "Revolving Fund" (Improve 2 value chains per council)	May & June 09	CTA, SRO		- Project-ONG Collaboration Protocols - Project-MFI Collaboration Protocols	
2.4.2	Conceive a format of micro-projects presentation in partnership with NGO. The aforementioned format will be distributed to the LCC and partners active on the field near the families victims or vulnerable of CL/CT/CA, the OEV and Mbororos. (ONG partners will bring an individualized assistance to the target groups for the assembly and the development of micro-projects)	May 09	CTA, SRO		- Micro project format	

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2.4.3	Select micro projects (in partnership with ONG) on the basis of criterion of feasibility, job creation, autonomisation of the women, impact on the local economy, reduction of the poverty child labour, child trafficking and child abuse	June 09	CTA		- List of selected micro-projects - List of funded and rejected micro-projects by MFI	
2.4.4	Organize a ceremony chaired by the mayor in each target council, for effective starting of micro projects	May & June 09	CTA		Mission reports	
2.4.5	Train two trainers per locality targets project in LED (Turin course on Strategies for LED)	May 09	CTA		Training report of trainers	
2.4.6	Organize three training sessions on entrepreneurship by certified SIYB trainers in Africa (Bali, Kumbo and Wum)	June, July & August 09	CTA		Training report	
2.4.7	Identify on vocational training center per council from the point of view of support them in the diversification of the vocational trainings offered.	May 09	CTA		List of VTC	
2.4.8	Carry out one vocational training session in each council for victims/vulnerables (CL/CT and Child abuse, HIV/AIDS, IPT)	June & July 09	CTA		Collaboration Protocol Vocational training situational report	
2.4.9	Bring technical support to the Microfinance Institutions (MFI) partners of the project (By Turin Expert)	July and August 09	CTA		- Mission report - Sensitization flyer on the perfect adequacy between the co-operative principles	
OUTPUT 2.5 A sustainable resource mobilization strategy is developed that will ensure continuity of economic activities						
2.5.1	Develop a strategy paper on resources mobilization for financing LED in the project zone (the note must contain fact sheets by tool/mechanism and combine the local resources with those of donor agencies)	June 09	CTA		Strategy paper on resource mobilization	
2.5.2	Organize a training workshop of the Mayors, SG and municipal treasurer on resources mobilization for financing LED (At Bamenda)	June 09	CTA, Turin		Training report	
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2.5.3	Help councils in the editing and the follow-up projects eligible to HIPC funds, PIB (Public Investment Budget) or any other donor agencies.	Through out the project	CTA, SRO		- List of edited and submitted projects to HIPC and PIB - Project documents	
2.5.4	Support the implementation and the follow-up of the resources mobilization strategies	Through out the project	CTA, SRO, Turin & Geneva		- Excoll & Consultant report - Mission reports	
IMMEDIATE OBJECTIVE 3: Girls and boys are protected from trafficking and have equal access to education, skill training, job placement and social protection						
OUTPUT 3.1 Local development plans include measures to combat the worst forms of child labour, including child trafficking						
3.1.1	Organize three training sessions on the fight against child labour and child trafficking for the enlarged LCC in the project area, including trade unions, employers organization and Mbororos communities.	August 09	CTA		Training report	
3.1.2	Support councils in implementing LDP actions on the fight against CL & CT in collaboration with NGOs, MFIs and other partners.	Through out the project	CTA		Mission reports	
3.1.3	Organize sensitization activities on the project's themes in pidgin English (fight against CL & CT, Gender, HIV/AIDS, LED, PIT)	Sept 09	CTA		Sensitization tools Sensitization activities report	
3.1.4	Production of sensitization material on the project's themes (fight against CL & CT, HIV/AIDS, LED, PIT, Gender).	Oct 09	CTA		Sensitization tools	
3.1.5	Carry out a one week campaign on birth registrations of children within each council area and with the direct involvement of the mayors, traditional authorities and the local media.	Oct 09	CTA		Campaign report	
3.1.6	Organize a training of trainers in community conversation and planning on HIV/AIDS in the community including Mbororos. This training will be in French/English.	Oct 09	CTA		Training report	
3.1.7	Identify one rehabilitation centre per council, assess their needs, carry out the rehabilitation of victims identified on the field	May and June 09	CTA		Collaboration Protocol	
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3.1.8	Adapt life-skills training manual developed by IPEC China and introduce it in schools	August 09	CTA		- Adapted manual - Mission report	
OUTPUT 3.2 Gender discrimination that exposes girls and boys to child trafficking is addressed						
3.2.1	Gender workshop on mainstreaming gender equality within decent work	August 09	CTA, Turin & Dakar		- Training report - Project Work Plan	
3.2.2	Negotiate apprenticeships and vocational training for girls in occupations that are traditionally reserved for boys (To be merged with 2.4.7 and 2.4.8)	June & July 09	CTA		Collaboration Protocol	
OUTPUT 3.3 Male and female victims and/or children at risk of trafficking and their families benefit from direct assistance (either victim assistance or prevention services)						
3.3.1	Social Affairs Committee of the Council to list minors who have migrated in the last three years and make attempts to trace them through adult migrants from the Commune in the destination area	August 09	CTA		List of migrated minors Rapport du processus de réintégration ou de réhabilitation	
3.3.2	For those who wish to return, Social Affairs Committee to arrange for counselling for the family and victim followed by apprenticeship or placement in vocational training institutes	August 09	CTA		Rehabilitation process situational report	
3.3.3	Put in place an observation and alert system and follow up for OVC and victims' families (System should include community communicators trained by WACAP and LUTRENA projects)	June 09	CTA		Alert system and follow up OVC and victims' families report	
3.3.4	Training session on "Tackling youth employment problems" in Bamenda	October 09	CTA		Training report	