

NGUTI MUNICIPALITY DEVELOPMENT PLANNING PROCESS.

WOMEN AND YOUTH PARTICIPATION WORKSHOP

Module I

OPENING AND INTRODUCTION

Objectives

- Participants get to know each other
- Participants ‘break the ice’ and set the ground for an informal and effective working atmosphere
- Participants have an overview of the programme, objectives, methods to be used and organizational aspects.

The workshop began at 9:30am with an articulation exercise to relax the muscles and re-awaken participants from the slumber of the past night.

This was followed by a chain of choruses praising God indicating that the youths and women of Nguti Municipality cherished the development of their beloved municipality. This was then followed by the refrain of the National and Women’s Anthems.

Speech by the 2nd Deputy Mayor

A welcome speech was presented by the 2nd Deputy Mayor of the Council in the person of Mrs. Florence Ngabe. She welcomed all present for leaving all other businesses to attend the workshop. Her appreciation was also extended to the German Government for granting the women and youths the

opportunity to also take part in the development process of their community. She also thanked the development partner MUDEC for the relentless effort in the developments of Municipalities. She urged the participants to be attentive and prayed that they would be able to transfer the knowledge acquired and also use it for their own self development



My sincere appreciation goes to PSMNR-SWR through the MUDEC group for putting aside useful resources for the development of our council

Introduction of Participants

This was done in dual manner or in pairs of two's each participant was expected to tell the partner the name, village and a workshop name



Sns	Name	Village	Workshop name	What you like about Nguti
1.	Christine Forbi	Nguti	Cheerful	
2.	Abraham Ewange	Babuuc	Able Abraham	Richest in K/M
3.	Ignatius Nkame	Ekpenjo	Irony	Topography
4.	Ngabe Florence	Babubok	Florence Funny	Vegetation
5.	Nkaima Esther	Manugenen	Etend esther	Head quarter
6.	Bessong Becky	Tali	Been Becky	Nature
7.	Comfort Ndongoh	Fonki Village	Commy comfort	Judicious use of resources
8.	Formelark Martin	Nguti	Martiny	Now at work
9.	Akpengo Stephen	Nguti	Appolo Stephen	Peace
10.	Tam Titus	Nguti	Truth	Unity/cooperation
11.	Christine	Maryeenem	Choice	Sanitation
12.	Panje Christine	Mongomatibe	Challenge	Environment
13.	Ahome Tatiana	Babubock	Talented Tah	Lovely/welcoming
14.	Belle Bridget	Bemin	Brilliant Bridget	
15.	Ehuon Rose	Tangang	Enjoyment	Hospitable
16.	Gospel Anu	Buea	Graceful Gospel	Near virgin and good exploitation

17.	Fonge Regina	Lekwe	Rich-Regina	Natural resources
18.	Alepe Enongene	Bambe	Active Alepe	Medical attention
19.	Charlie Mbonteh	MUDEC group	Cash charlie	Like people to try
20.	Etame Anna	Banju	Elegant-Etame	Development of Nguti
21.	Ewu Kisito	Nzoa	Enegetic Ewu	Rich Natural vegetation


Workshop Objectives

At the end of this workshop participants must have understood the concepts GENDER and PARTICIPATION and are demonstrate the ability to apply them in their community development activities.


Workshop Programme

DAY ONE	
Time	Activities
8-9	Arrival of participants
9-10:30	Official opening
10:30-11:00pm	
11-11.30	Climate setting
11.30-12.00pm	The planning process The importance planning
12:00-1.30pm	Clarification of basic concepts - GENDER
1.30-2.30pm	

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<u>DAY TWO</u>	
Time	Activity
8:00 - 9:00am	Review of day one
9:00 – 10:30 am	Presentation of the Nguti Forest Development plan
10:30 – 11:00am	
11:00am – 12:00pm	 Situating participants in the forest

2;30 – 5:00	PARTICIPATION
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	development plan / plenary discussions
12:00 – 1:00pm	Preparation and presentation of participants' action plans
1:00 – 1:30pm	Workshop evaluation in plenary
1:30	 <div>Closing remarks</div>

Success Condition

Every body know something, no body knows everything

- Don't hush down any body
- Attentive/avoid side meetings
- Time consciousness
- Time keeper
- Self respect

The Planning Process

The MUDEC representative explained what the monographic study means.

The strategic development plan and the operational plan as follows:

This guides us:

1. Towards planned and balance development
2. Towards the proper use of scarce resources

3. It can help us attract additional money e.g If pipe borne water is a felt need of the Municipality as indicated in the strategic plan we can then apply for support from the American and it will come to pass.

He also explained the Youths are hereby involved because they are the municipality of tomorrow. The role of this workshop is to cause the voice of the participants be heard by ensuring that their villages be developed too or can also participate in municipal development.

4. It enables us have a focus by asking questions and demanding answers.



Participants needed regular energizers to keep them alert

Module II

Clarification of Basic concepts:

Objectives

Participants reflect and understand the concepts of

- Gender
- Participation

GENDER

Social Construction of gender

The concept of Gender was introduced with role-plays. Two groups were constituted. Terms of reference for role-plays were presented participants prepared and acted the role-plays, which were analyzed.

Term of reference for the role play

1. Exchange your experiences on gender roles in the family (what women, men and youths do. Stage a play to reflect these roles and the problems that arise
2. Exchange your experience on gender roles in the community (same as above) participants took a recession of 30 minutes to prepare some sketches and present
3. Exchange your experience on gender roles in an institution

Analysis of the role play I

Participants brainstormed and gave answers to the following questions

What did we see/what happened?

- We saw men clearing the farm and women using their hoes to dig the soil.
- Children resisting to work on the farm and their mother promising to punish them.
- Parents return from farm quarreling with children who refuse to go to the farm.
- Their father decides not to pay their school fee.
- The senior sister advised them.
- The daughter said the father will provide their needs.
- Children submit to their parents and there is general joy in the family.

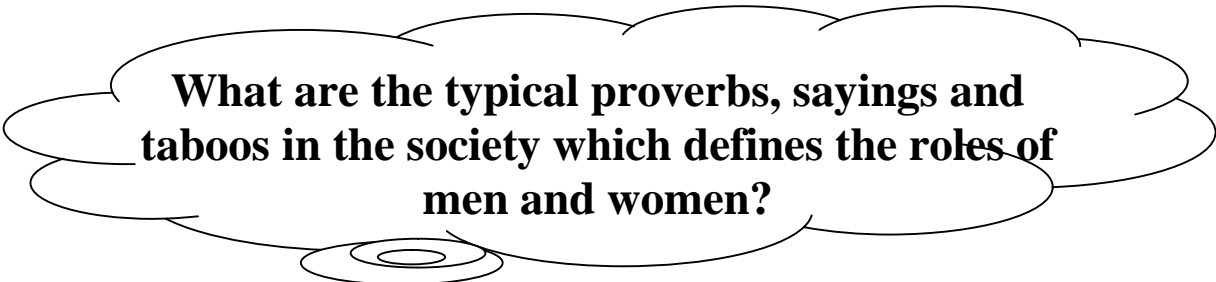


Role plays depicting the different roles played by me women and youths in the society



Role play II

- The men prepare clear the farm land for women,
- Women decide to join farming group.
- The first women decided to assist her husband in buying cocoa chemicals while the other hides her own money.
- The student interacts with the friends who encourage the friend over the importance of education.
- Mr. Irony invites the friend Mr. Energetic to inform him of the Whiteman's intention to extract wood from their forest.
- The friend proposes the purchase of cow and rice with they money from the Whiteman but the other proposed development.
- Energetic proposes that every body be invited but thatany suggestion from a women should not be considered.



What are the typical proverbs, sayings and taboos in the society which defines the roles of men and women?

Participants worked in three groups to come up with the following

Group One

Identify those proverbs, taboos etc which refer to a woman positively or negatively

Negative	Positive
-A woman place is in the kitchen.	-A man can do a who man can do much better.

<ul style="list-style-type: none"> -That your beating -A woman urine can't cross a stream. -A woman is from a man ribs. -What can a woman do -You talk like a woman. -A woman can't own property. -A woman can take decision. 	<ul style="list-style-type: none"> -Behind any successful man there is a woman. -Did you tell your wife. -To be more responsible get marry. -If you don't want to sleep well,get marry. -Educate a woman you educate the nation.
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Group 3

Identify those proverbs, taboos etc which refer to the Youths positively or negatively

Positive	Negatives
<ul style="list-style-type: none"> - A full at forty is a full forever - No food for a lazy man - A shoulder can never be above the head - What an elder see when sitting a youth standing can never see - Honour your parent so as to have longer days. - Never bite the finger that feeds 	<ul style="list-style-type: none"> - Positive - I f you wash your hands you will eat with elders - A child will never ball on the mother twice - A fool that never has control will fine it self inside a pot. - Age is wisdom.

<p>you</p> <ul style="list-style-type: none"> - Youth of today are leader of tomorrow - A stick in time save nine - It is good that the oil has thrown but the calabash is still in order. 	
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Group 2

Identify those proverbs, taboos etc which refer to a man positively or negatively

POSITIVE	NEGATIVE
-A man is the head of the family	
<p>-A woman's urine can not cross a log</p> <p>-A woman's place is in the kitchen</p> <p>-The word 'man' is refer to a general gathering</p> <p>-A woman is from the man rib.</p> <p>-A man is the determiner of sex in reproduction.</p> <p>-Are you not a man</p> <p>-You are boasting of what</p> <p>-My next of keen</p>	<p>-What a man can do a woman can do it more better</p> <p>--Beside any successful man lies a successful woman.</p> <p>-Ladies before gentle men.</p> <p>-Don't talk like a woman</p> <p>-You are weak as a woman</p> <p>-You cry like woman.</p>

It was generally agreed that these have a lot of influence on the behaviour/role of women, men and youths in the society .

The mode of transmission and channel was also agreed as follows

- story telling
- advise from older persons
- quarreling
- etc

In the following places

- the media.
- Schools,
- churches,
- social clubs
- secret societies



Participants contributing their ideas in a group work exercise to identify those proverbs, sayings, taboos that are responsible for gender gaps in our society



How are these sayings, taboos and proverbs transmitted in the society?

This gives rise to the gender tree as seen below

Visible Gender behaviour in society

Differentiation of various social groups, women cannot own property, women are insignificant members of society, women cannot speak out, women grow up with the spirit of rejection, few women in decision making position, women have limited access to resources, women do not participate in decision making, social injustice, maltreatment of widows, women have limited control over resources, women have heavy work load, women are psychologically tortured, women are timid, women have limited control, intimidation, broken homes, Lack of confidence, limited control over land, early forced marriage of girl child

Structures

Traditional institutions, the media, religious institutions, the family, state institutions, social clubs, educational institutions, secret societies, financial institutions

Root Factors

Values, Beliefs, Culture, Norms, Sayings, Interest, Taboos,

PARTICIPATION

The concept of Participation was introduced with the use of a pedagogic game known as “Unravelling The Knot”. One of the participants volunteered to stand out while the rest of the group tied themselves up in a complicated knot. The outsider was asked to come in and to unravel the knot.



Analysis of Unravelling the knot

What did you see?

- In the tired mood participants were in bondage. The distribution of the rope was not even
- To untie our selves through one volunteer took a much longer time.
- As a participants the volunteer found it easy because he use amongst us the second time.
- Villages knew their problems better
- The people were uncomfortable

- Some people were more wrapped than others
- The villages hold the solution to their own problem

How is it related to our situation

- we have problems
- the council is under developed
- the problems of this council involves everybody
- we are not consulted by development agents for some activities
- some villagers resist changes
- community members are used to their problems that they don't realize they have problems
- etc

What lesson can we learn from this exercise?

- To identify our own problems and attempt solution by ourselves
- Give people the chance to express themselves
- Do not rely on outsiders all the time.
- Make contacts for help
- Be involved in community activities.
- etc

Participation is therefore a process by which people are involved in all stages in their own development. Studying their own situation and making decision in the development process concerning research, planning, implementation and managing, monitoring, evaluation and on the distribution of benefits.

Types of participation and characteristics

Sno.	Type	characteristic
1.	Passive participation/ people by being	People participate by being told what is going to happen or has already happened
2	participation in information giving	People participate by answering questions posed by extracting researchers using questionnaires survey
3	Participation by consultation	People participate by being consulted and external people listen to views and defined problems and solutions.
4.	Participation for material incentives	People participate by producing resources eg labour in return for food, cash or other material incentives.
5	Functional participation	People by forming groups to meet predetermined objectives related to the projects which involve the development or promotion of externally initiated social organization.
6	Interactive participants	People participate in joint analysis which leads to actions plans learning process, control of decision

7	Self mobilization	People by taking initiatives independent of external institution to change system. They develop contract with external institution for resources and technology. Advice they need to retain control over resources are
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Levels of participation

Passive People are agents of change ↑	Plan/implement/evaluate problem solutions and be accountable for development actions	Active Decisions are made by participants ↑
	Consult on problems and needs	
	Take action planned by others(contribute labour, attend seminars etc)	
	Receive benefits(assistance, material and service	
Charity/relief People as beneficiaries	Receive donations	Decisions are made by others

Common Interest

**Joint decision-
making in all
activities**

**Cooperation on
equal terms**

**ELEMENTS
OF
PARTICIPATION**

**Agreement
between initiators
and participants**

**Learning through
joint activities**

Joint responsibility

Key issues in participation

Why do we participate?

1. Participate to facilitate development
2. ensure the contribution of our own quota towards our development
3. be a party to our development process
4. assist in your own way to community development

What can women/youth participate in?

- in traditional council decision
- in village project committees
- fund raising activities
- municipal elections
- hygiene and sanitation programmes

What can hinder people's participation?

- Finances
- Complex
- Other commitments
- Lack of awareness
- Insufficient information
- Poor roads
- Natural factor (heavy rain)
- Clan head refuse women's contribution
- Cooking when we ought to listen.

Some tools used to analyse participation

To analyse the position of women, men, and youths at community level in more detail profiles of the quantitative and qualitative participation in institutions can be made

institution	Member			Chairperson			Manager			Staff			Member of supervisory board		
	F	M	Y	F	M	Y	F	M	Y	F	M	Y	F	M	Y
farmers' cooperative	26	24	1	-	1	-	-	1	-	1	1	1	-	5	1
savings and credit group	12	17	2	-	1	-	-	1	-				1	1	-

The case of farmers' cooperative

PARTICIPATION	WOMEN			MEN			YOUTH		
	always	some-Times	never	always	Some-Times	Never	always	some-Times	never
Take part in discussions		x		x				x	
Make suggestions		x		x				x	
Chair meetings			x	x					x
Give lectures			x	x				x	
Make decisions			x	x					x

DAY TWO

Review of Day 1

Participants brainstormed over the lesson of the previous day and come up with the following result

- The difference between gender and sex distinct
- Participation: active participation/passive participation
- Definition of participation: active participation which is positive contributions towards development
- We start participating by firstly; identifying our own problems and the need to develop e.g. Nguti problem of electricity.
- Secondly the planning process commences. The planning is how to get a solution
- Thirdly we elaborate on implementation stage
- Fourthly monitoring

In this process there is need to delegate power to a third party in case in availability of the actor.

Identification of proverbs/sayings that play on the attitudes of women, men and youths in the society.

Functional participation: when somebody comes in with pre-conceived ideas to present to you and ask you to contribute or assist in the execution.

Participation by consultation: here the community is not part of the planning process cost the community is consulted to know just their problems or the society can also consult resource persons for intervention.

Gender

Definition: the roles that men, women and youths have to play on the society.

A majority of women are left behind. The main reason of talking about gender

is to create equal chances to develop i.e. who can do what, when and for what benefit.

Hindrance to our participation

- Finances: women should also learn to sacrifice by pre-financing in some aspects of community development.
- The mood barometer indicated that the over all assessment of day one attitudes was a fait-a-compli. Since 19 of the 22 participants were happy with the work of the facilitators while 3 were not really impressed.

Presentation by the Council Forest officer

The Council Forest Officer (Mr Lordson Asek) was visibly involved in the initial activities scheduled in the planning process.

During the first workshop on participatory processes for women and youth group leaders the CEO made an elaborate presentation about the Historical Trends on then Council Forest Management and justifying why and how women and youths can become more involved

He began with a self introduction. And asked participants to define “forest”

- The first participant defined it as “an area covered with national vegetation and wildlife habitat which has never been tempered with”

The forester gave reason for conserving a forest and explained the raison d’etre of the P.S.M.N.R which is to ensure sustainable use and management of our forest for the maintenance of the ecosystem for the benefit of human beings. He gave example why Nguti which was formerly cold is fast becoming hot.

This project he said is sponsored by the German Development Bank and the Cameroon government (through K.F.W and the Cameroon Ministry of wild life)

Technical assistance is provided by GTZ and the WWF assists in capacity building on how to manage wildlife.

Project purpose

“Sustainable forest and wildlife management” by all stakeholders.

Target areas: Korup, Mt Cameroon and the Takamanda forest (T.O.U for Technical Operation Units.)

Expected results

1. How to manage the areas within the (T.O.U's)
2. Establish forest management units
3. Establish regional land uses plans and zoning plans within the (T.O.U's)
4. Village development plans (VDP's) elaboration
5. Management of protected areas as per priorities of management plans

The management plan execution shall be done by the council in collaboration with the village management committees.

To follow suit will be the elaboration of the village development plans which shall spell out the needs of the village in order of priority.

Common forestry activities carried out in and around the council forest area

- Hunting
- Fishing
- Lumbering
- logging
- Non timber products exploitation for marketing
- agriculture

Follow up activities to acquire a council forest for reservation.

Mention was made of the fact that other council forests projects could be put in place.

Sno.	Activity	Deadline
1	Identification of councils with available forest and their interest	August/ September 2006.
2	sensitization meeting with 3 councils	March 2007
3	Boundaries identification and sensitization	June/July 2007
4	Elaboration of conceptual note on council forest	July 2007
5	selection of Nguti as pilot project and signing of memorandum of understanding	July 2007

LOCATION OF OF THE PRESENT NGUTI COUNCIL FOREST:

Behind Manyemen. Around Ayong, Baro, Sikam, and Osirayib area. (*See annex for picture*)

SURFACE AREA:

12,083 hectares. After carving out farmland in the area the surface area reduced to 11,920 hectares.

VEGETATION : Virgin rain forest

TOPOGRAPHY:

Relatively flat with highest altitude of about 428m near the neighboring Nkwende Hills

PROFILE OF ACTIVITIES ALREADY ACHIEVED

1. Elaboration of technical note
2. Presentations of technical note
3. Disposal of technical note to MINFOF
4. Signing of public notice
5. Sensitization of Administrative authorities and elites. March 2008
6. Creation of Village Forest Management Committees
7. Sensitization of local populations
8. Boundary Adjustment with farm lands. July 2008
9. Divisional Technical Commission. August 2008
10. Presentation of gazette file
11. Forwarding of gazette to Yaounde, September 2008

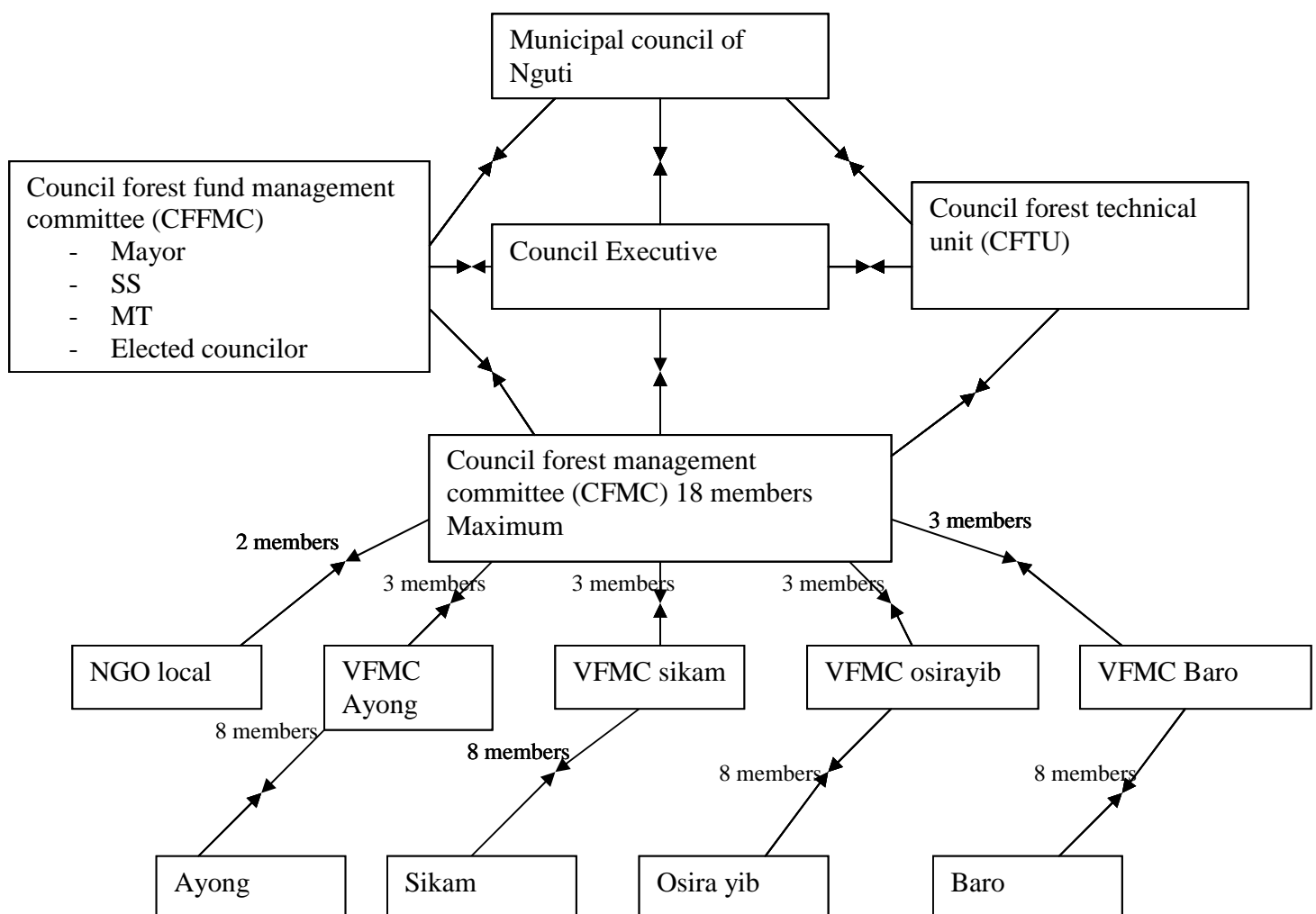
Elaboration Of Management Plan

1. Elaboration of sampling plan. October 2007
2. Elaboration of Forest Inventory Protocol. November 2007
3. Realization of socio-economic studies. November 2007
4. Organization of tender for management inventory.
5. Realization of management inventory. 01/02/2008
6. Realization of November timber forest products inventory
7. supervision and control of management inventory

- **DEVELOPMENT OF INSTITUTIONAL SUT-UP AND SUPPORT**
- **ONGOING AND PLANNED ACTIVITIES**

MANAGEMENTS

This forest exploitation shall run for 30 years. All funds shall be used for the development of the council area. Each village FMC shall be represented by 3 members.



Situating Workshop Participants and to ensure participation and Commitment in the Council Forest Project.

Participants were given the chance to ask questions for answers to be provided by the council forest officer where necessary and also for general discussion in the plenary

QUESTIONS

- 1.) How Many Women Were Present In All These Meetings?
- 2) Is There A Provision For Creation Of A Forest Management Committee Comprising Of The Whole Municipality?

ANSWER

Women were present at some of the meetings but their active participation is doubtful as not many contributions could be counted as having come from the women neither are they found on decision making seats.

There's room for women and youths to participate in up coming activities. Women and youths have been given seats in village development committees and others as seen in the organigramme above

MANAGEMENTS

This forest exploitation shall run for 30 years. All funds shall be used for the development of the council area. Each village FMC shall be represented by 3 members.

Module IV

PARTICIPANTS ACTION PLANS

The action plans of participants are here represented by that of the deputy mayor who was a full time participant at the workshop

PARTICIPANTS ACTION PLAN	DEADLINE	WITH WHO?	MEANS OF VERIFICATIONS
Follow up of participants to ensure feedback on workshop content to their respective community heads and groups			
Formation of women's corner for Nguti Council Forest	28/01/09	Women	Pictures
Round table conference	By 08/03/09	-Sub Delegate for women Empowerment -Women group leaders in Nguti	-pictures -report
Working sessions during D.O tour	03/0/09	-population -D.O	-Pictures -Report
Financial support to some women and youth CIGs	By November 2009	-Mayor -MUDEC -GFA	-Pictures Report
Prize award	September 2009	-Best female student -Principal	-Report -Picture




Module V

WORKSHOP EVALUATION

WHAT WENT WELL	WHAT DID NOT GO SO WELL	SUGGESTION
Lectures were easy to understand	Participants were not allowed to take down notes	Respect of time
Know how women can be empowered	Participants were not orientated on what the action plan is	Increase workshop duration
Interaction amongst participants	Limited time in relation to the work load	Prepare handouts in advance
Organization of the seminars	Too much repetition of questions	Participants should avoid repetition
Female facilitators mastery of gender issues		More workshops for women and youths on council forest management.
The use of diagramme to enforce participations		
Facilitators methodology		

Respect of time programming		
The lively environment of the work shops		
Bring women and youths together was lovely		
Language used was simple		
Women empowered to function within the man's world		
Better understand the youths role in the community		
Workshop modules well handled		
Empowered to know that others can perform		
Presentation of council forest management activities		

MOOD BAROMETER

How Did You Feel Today?	27-01-2009	28-01=2009
	X X X X X X X X X X X X X X X X X X	X X X X X X X X X X X X X X X X X X X X
	X X X	
		

Day one

happy
=13
=6

Not too
happy
=2
=1

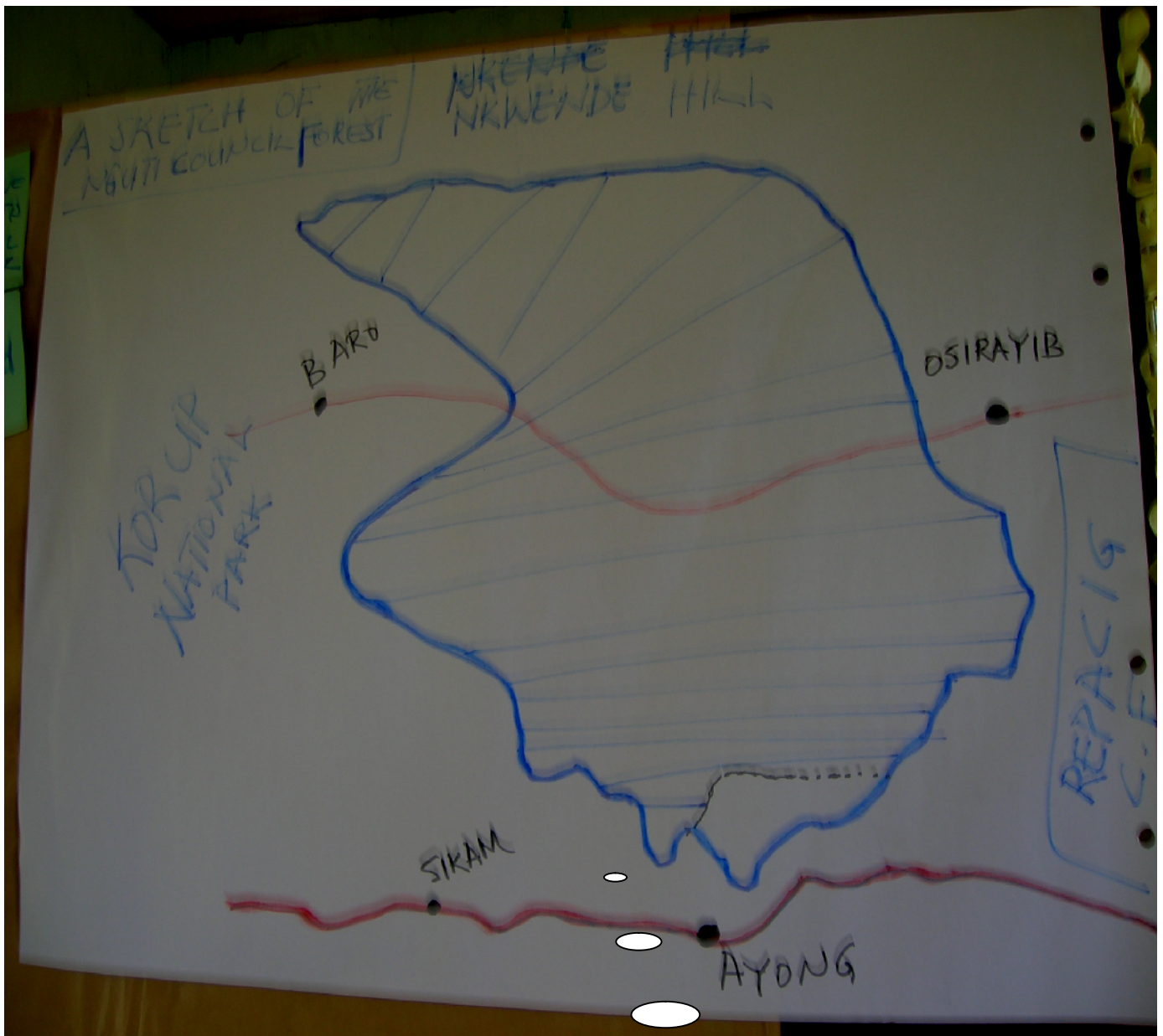
Day two
happy
=15
=7

Sad
None

Annex

Attendance list

Maps



Nguti Council
forest boundaries

