



# REPUBLIC OF CAMEROON

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PEACE – WORK – FATHERLAND

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SOUTH WEST PROVINCE

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LEBIALEM DIVISION

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ALOU COUNCIL

## ALOU MUNICIPALITY STRATEGIC DEVELOPMENT PLAN July 2005 - 2009

Organised by: Alou Council

Facilitated by: *STRATEGIES!*  
*Nkong Hill Top*

Financial Partner: Governance And Civil Society Fund, Canadian  
Cooperation

Programme Objectives

- Basic social infrastructure improved
- Access to social services increased
- Economic development of the municipality increased
- Alou council reinforced as an institution

## PLANNING MATRIX FOR INFRASTRUCTURE/PROJECTS

### Programme Objective 1.0: Access to basic social infrastructure improved

Objectives/Results	Indicators
<b>1.1 Town Planning improved</b>	By June 07, a master plan is drawn up for Alou central and subsequently for the main settlements of the municipality
	By Dec. 08, at least 80% of new constructions and settlement respect standard norms
<b>1.2 Potable water supply increased</b>	As from Jan.2006, at least one new catchment created / constructed each year
	As from 2006, at least one storage tank is constructed and maintained each year.
	By Dec. 2007, uncompleted catchments are finished/maintained
	By 2009 pipe borne water is extended to 40% of the municipality
<b>1.3 Health and sanitation facilities increased</b>	By Dec. 06, a public cemetery is created in Alou central
	By Jan. 06, at least a garbage disposal site is identified in each main settlement area
	By Jan. 2008, the 3 existing public health centres in Alou Municipality are constructed, equipped and staffed
	By Dec. 2009, at least a hospital is created and constructed in Alou municipality
	By Dec, 2009 a mortuary is constructed and operational in Alou central
	A HIV center is created in the division
<b>1.4 School facilities increased</b>	As from Jan. 2006, at least 6 classrooms are constructed each year in Alou area
	By Dec 2008, at least 2 libraries / resource centres are established in Alou municipality within the period of 3 years.
	By Dec 2009 beginning Jan 2007, at least 04 schools that had no play grounds are provided with play grounds

	By 2008, at least 1 technical workshop is constructed and equipped in existing technical colleges
<b>Objectives/Results</b>	<b>Indicators</b>
<b>1.5 Market structures increased</b>	Beginning Jan. 2006 at least 4 sheds/stores are constructed in markets that don't have in Alou municipality
	Beginning 2006 at least 01 slaughter house /meatslap is constructed in each of the markets in Alou municipality.
	By 2008, all main markets have at least a toilet constructed and operational
	Beginning Jan.2009, at least 1 warehouse is constructed in at least one of the main markets within Alou municipality
<b>1.6 Road network improved</b>	As from 2005, at least 20km of earth roads are maintained
	Beginning 2006, 10km of new roads is at least extended to existing road networks
	Beginning 2006 village roads maintenance committees regularly maintain the roads passing through their villages
	By Dec. 09, roads in the council area are all seasonal
<b>1.7 Exploitation of forest resources improved</b>	A council fuel plantation is planted by Dec. 2006
	By Dec. 2009, at least 4 community forests exist in the municipality
	By Dec. 2009 the existing forests (Kandou,...) in the municipality are classified
<b>1.8 Exploitation of tourist and natural potentials improved</b>	By Dec 2006, at least 2 sites are recognised by Provincial Delegation of Tourism
	By 2007, Alou Municipality has drawn up a policy for the exploitation of forests and natural resources
	By Dec. 07, roads leading to at least 2 sites are opened by council/Community
<b>1.8 Access to telecommunications increased</b>	By June 07, one postal agency is installed in the municipality
	By Dec. 09, a rural community radio station is created and operational
<b>1.9 Access to electricity increased</b>	By Dec. 2009 at least 6 villages are electrified in Alou council area
	By Dec. 2009, street lights are available in Alou centre and other settlements.
	By 2009, electricity is extended to some of the remaining villages and quarters

## PLANNING MATRIX FOR FINANCE AND LOCAL ECONOMY

### Programme Objective 2.0: Economic development of Alou municipality increased

Objectives/Results	Indicators
<b>2.1 Farmers income increased</b>	By end of 2009, savings of at least 40% of farmers in Alou municipality are increased to at least 7000frs monthly
<b>2.1.1 Farm production/productivity increased</b>	By the end of 2008, production/productivity of an average farmer in Alou municipality is increased by 15% at least. By Dec 07, at least a pound fence is put in place in the municipality
<b>2.1.2 Diversification of crops / wild species intensified</b>	As from Jan. 2006, at least 3 education meetings are held yearly with at least 5 CIGs in the municipality By Jan, 2007 at least 2 new crops are found in the various markets where they were not existing in the Alou municipality By Dec 2007, at least 30 farmers are domesticating wild species
<b>2.1.3 Marketing of agriculture/livestock products improved</b>	Beginning from Jan. 2006 at least one marketing cooperative is put in place every year in the Alou Municipality
<b>2.2 Economic activities increased</b>	By 2007, the rate of economic activities has increased by 2%
<b>2.2.1 Realisation of micro projects increased</b>	By Dec. 2007, at least 7 income generating micro projects are realized with the help of the elites and other actors in Alou municipality
<b>2.2.2 Active CIGS increased</b>	As from 2006 at least 10 CIGS receive training on managerial skills yearly
<b>2.2.3 Economic Operators increased</b>	By 2007, Alou has at least 10 new economic operators By 2007, there is at least 10% increase in Global tax paid by economic operators

<b>Objectives/Results</b>	<b>Indicators</b>
2.2.4 Financial institutions increased	By Dec. 2007 a post office is opened in Alou central
	By 2007 at least one savings & loans institution is opened in Alou
2.2.5 Small/medium size enterprise created	By 2008, at least one small and medium size enterprise is opened in Alou employing at least 5 workers from Alou
2.2.6 Communication facilities improved	By 2007, at least one more transport agency is functional in Alou
<b>2.3 Council finances improved</b>	As from 2006, the administrative account of the council increases by at least 10% each year from non FEICOM sources
2.3.1 Tax collection improved	BY Dec.2005, an action plan for the collection of taxes in the municipality is set up
2.3.2 Payment of taxes by the population increased	By Dec. 2006, the administrative account shows at least a 10% increase in payment of global tax
2.3.3 Exploitation of council services/ property improved	By end of 2006, at least 1 slaughter house is constructed in Alou municipality
	By 2006 the council collects revenue from at least one of the 3 unexploited village markets
2.3.4 Income from the exploitation of natural/tourist potentials increased	By end of 2007 the exploitation of the council natural resources (quarries) / tourist potential will account for at least 1% of the administrative Account

## PLANNING MATRIX FOR SOCIAL SERVICES

### Programme Objective 3.0: Access to social services in Alou Municipality increased

Objectives/Results	Indicators
3.1 Health status of population improved	By Dec 2009 at least 10% of Alou population is beneficiary to basic health facilities
	By Dec. 07 rate of HIV/AIDS prevalence rate falls below 5% (National rate)
	By Dec. 2008 60% of population are practicing balance diet
	By Dec. 09 at least 95% population are sensitized on existence of HIV/AIDS
	By Dec. 09, the 3 existing health centres are constructed, equipped and staffed
3.1.1 Rate of malaria infection decreased	As from 2005 at least 80 households with pregnant women and children below 5 have access to treated mosquito nets
	By Dec. 07 the rate of malaria infection drops by 10%
3.1.2 Hygienic conditions improved	By Nov.07 70% of households have pit toilets
	By Dec. 2009 60% of population have access to potable water
3.1.3 Diet improved	At least 20 farmers group are trained on improved cultivation techniques and dieting each year
3.1.4 Exposure to HIV/AIDS decreased	An increase of 15% of the number of people going for voluntary screening each year
	By Dec. 08, an Association of PLWHA is functional
3.1.5 Public attendance of public health centres improved	As from 2006 There is 15% increase in number of consultations in public health centre

Objectives/Results	Indicators
<b>3.2 Access to education improved</b>	By 2009, there is 15% increase in the number of children attending and completing primary and secondary cycles
<b>3.2.1 Quality of education improved</b>	By the year 2007, there will be an increase of at least 15% in the performance of school official exams
	By 2007, about 30 additional teachers are posted to educational establishments
	By 2008, at least one more nursery school is functional
<b>3.2.2 Youth leadership skills improved</b>	BY 2007, at least 3 seminars on youth leadership skills are organised in the municipality
<b>3.2.3 School drop out by girls reduced</b>	By June 2008, drop out rate in schools by girls is reduced to at least 30%
	By June 2008, at least 30% of unwanted pregnancies are reduced in schools
<b>3.2.4 Vocational training improved</b>	By Dec. 2008 at least one vocational training centre is functional
	Each year from 2006 at least 10 new women per village are trained on income generating activities
<b>3.2.5 Adult literacy increased</b>	By Dec. 2007 at least one adult literacy centre is operational
	By Dec. 2009 at least 5% of adult literate can now read and write
<b>3.3 Use of cultural heritage improved</b>	Beginning 2008 a minimum of about 50 Tourist visit the palace museums annually
	By the year 2008, joint cultural festivals are being organised between villages
<b>3.3.1 Inter-village disputes reduced</b>	By Dec. 06, at least 2 conflicts management workshops held among Fons, Chiefs and key actors in the municipality

Objectives/Results	Indicators
<b>3.4 Organisation of Sports competition improved</b>	As from 2006, inter-village competitions are organised yearly involving both men and women
	By Dec. 07, a Lebialem Mountain race is organised with sister Councils
	By the year 2008, at least 16 youths both boys and girls are involved in the mountain race competition
<b>3.4.1 Organisation of cultural festivals improved</b>	By 2006, at least 1 training is organised for cultural festival organising committees
<b>3.5 Marginalisation of women/vulnerable groups reduced</b>	By the year 2009, women make up 30% of Alou council / village traditional councils
<b>3.5.1 Awareness on women's rights improved</b>	By mid 2007, 06 seminars are organised on women's rights
<b>3.5.2 Inheritance of land by women improved</b>	By 2007, at least 10% women, widows and girl child inherits land
<b>3.5.3 Care of the handicapped improved</b>	By 2007, a functional handicapped Association is in place
	As form 2005, the council assist a minimum of 10 handicapped annually.

## FUNCTIONAL CAPACITY OF ALOU COUNCIL

### Programme Objective 4.0: Alou council is reinforced as an institution

Objective/Results	Indicators
4.1 Organisation of council services improved	By Dec. 2005, job descriptions are drawn up for all council staff
	By Dec. 2005, an adapted organisational chart has been drawn up
	By 2007, offices are rationally allocated, equipped and secured
4.2 Management capacity of council executive increased	Reduction of 20% in delay of assigned task as a result of supervision and follow up by the end of 2005
	At least one deputy and two council chair persons report active involvement in council management by end of 2006
4.3 Councilors are more active and committed	Attendance at non remunerative council activities increases to 80% by end of 2006
	75% of activities in constituencies are realised through the supervision of councilors by end of 2006
4.4 Staff performance improved	By 2007, at least one council staff in training in CEFAM
	Beginning 2006, all staff are registered at the National Social Insurance Fund
	Each staff attends at least one relevant training each year beginning 2006
	By end of 2006, 5% increase in the number of users who are satisfied with council services
4.5 More resources for council programmes are mobilised	Non FEICOM revenue increased by 20% by 2006
	By end of 2006, council realises at least 75% of the earmarked projects
4.6 Council infrastructure and equipment improved	By end of 2007, the council will have received the council building under construction
	By end of 2009, the council building is partially equipped with basic furniture in all offices

## OPERATIONAL PLAN JULY 2005 – DECEMBER 2006

### PROJECTS/ INFRASTRUCTURE

Activity	Person responsible	Deadline	Resources
<b>Result 1.1: Town planning improved</b>			
1.1.1 Contact Divisional Town planning service	Mayor	Aug. 2005	Finance
1.1.2 Demarcate council land	Mayor	Dec. 2005	Finance
1.1.3 Carry out feasibility study	Mayor	May 2006	Finance
1.1.4 Contact donor organisation for planner	Mayor	Oct 2006	Finance
1.1.5 Start planning for master plan	Mayor	Dec. 2006	Finance
<b>Result 1.2: Potable water supply increased</b>			
1.2.1 Identify uncompleted catchments	Chairperson finance committee	Sept. 2005	Finance
1.2.2 Identify old catchments for maintenance	Chairperson finance committee	Oct. 2005	Finance
1.2.3 Train water management committees	1 <sup>st</sup> Deputy Mayor	June 2006	Finance Resource person
1.2.4 Mobilise population to raise funds	Finance committee chairperson	July 2006	Finance
1.2.5 Identify Technicians	Finance committee chairperson	Aug. 2006	Finance
1.2.6 Complete the unfinished catchments	Finance committee chairperson	Dec 2006	Technician Finance
1.2.7 Start Construction on catchments	Finance Committee chairperson	Dec. 2006	Finance Technician
1.2.8 Lobby the elite for funds	Mayor	Dec. 2006	Finance
1.2.9 Carry out feasibility study on water storage tanks	1 <sup>st</sup> Deputy Mayor	Dec. 2006	Finance
1.2.10 Start construction of tank	1 <sup>st</sup> Deputy Mayor	Dec. 2006	Finance
1.2.11 Start/continue extension of water to quarters	1 <sup>st</sup> Deputy Mayor	Dec. 2006	Finance

Activity	Person responsible	Deadline	Resources
<b>Result1.3 Health and sanitation facilities increased</b>			
1.3.1 Lobby for the creation of District Hospital in the municipality	Mayor	Dec. 2005	Finance
1.3.2 Follow up construction of health centre	Mayor	Dec. 2005	Finance
1.3.3 Allocate land for public cemetery	Mayor	Dec. 2005	Finance
<b>Result1.4 Schools facilities increased</b>			
1.4.1 Identify schools in need of classrooms	1 <sup>st</sup> Deputy Mayor	July 2005	Finance
1.4.2 Identify schools in need of play grounds	Secretary social committee	Nov.2005	Finance
1.4.3 Identify schools for council support	Mayor	Nov. 2005	Finance
1.4.4 Support construction of playgrounds	Mayor	Dec. 2006	Finance
1.4.5 Sensitise population on the importance of library and resource centre	Secretary General	Dec. 2005	Finance
1.4.6 Council to allocate space for public library	Mayor	Dec. 2005	Land Finance
1.4.7 Follow up construction/ equipment of technical workshop	Mayor	Dec. 2005	Technician Finance
1.4.8 Allocate land for cabbage disposal	Mayor	Dec. 2005	Finance Land
<b>Result1.5 Market structures improved</b>			
1.5.1 Identify and locate sites for slaughter house/slab	Secretary General	Dec. 2005	Land Finance
1.5.2 Identify markets without shades/ stalls	Secretary General	Dec. 2005	Finance
1.5.3 Locate sites for toilets in markets	Secretary General	Dec. 2005	Finance Land
1.5.4 Identify and locate site for construction of ware house	Secretary General	Dec. 2005	Finance Land

1.5.5 Start construction of slaughter house	Mayor	Dec. 2006	Finance Technician
1.5.6 Construct 01 toilet in markets	Secretary General	Dec. 2006	Technician, Finance

Activity	Person responsible	Deadline	Resources
<b>Result1.6: Road network improved</b>			
1.6.1 Identify roads to be maintained	Mayor	Dec. 2005	Finance
1.6.2 Maintain old roads	Mayor	Dec. 2005	Finance Technician
1.6.3 Construct new roads	Mayor	April 2006	Technician Finance
1.6.4 Set up and train road maintenance committee	Secretary General	Dec. 2006	Finance
<b>Result1.7: Improve exploitation of forest resources</b>			
1.7.1 Demarcate council fuel plantation	Mayor	Nov. 2005	Finance
1.7.2 Identify tourist sites	Secretary social committee	Nov. 2005	Finance
1.7.3 Apply for recognition	Secretary General	Jan. 2006	Finance
1.7.4 Plant trees in the fuel forest	Secretary General	June 2006	Finance Technician
1.7.5 Grow a nursery for a fuel forest	Secretary General	Oct 2006	Finance
1.7.6 Identify the existing forest	Secretary Social Committee	Dec. 2006	Finance
<b>Result1.8: Access to Telecommunications increased</b>			
1.8.1 Revamp the postal agency	Mayor	Dec. 2005	Finance
1.8.2 Initiate contact with sister councils toward setting up a community radio	Mayor	Dec. 2005	Finance
1.8.3 Initiate follow up of CRTV manager for Antenna	Mayor	Dec. 2005	Finance

## SOCIAL Services

Activity	Person responsible	Deadline	Resources
<b>Result 1.1 Health status of population improved</b>			
1.1.1 Sensitise population to acquire mosquitoes nets	1 <sup>st</sup> Deputy mayor	By Dec 2005	Finance
1.1.2 Organise monthly clean up campaign	SG	By Dec 2005	Finance, materials
1.1.3 Lobby for increase health staff/Equipment	Secretary social committee	By Dec 2005	Finance
1.1.4 Sensitise population on use of public health centres	SG	By Dec 2005	Finance
1.1.5 Identify PLWHA	CC	By Dec 2005	Finance
1.1.6 Organise meetings with PLWHA to counsel them	CC	By Dec 2005	Materials, finance
1.1.7 Provide support to PLWHA	Mayor	By Dec 2005	Materials, finance
1.1.8 Jointly lobby with sister councils for treatment centre	Mayor	By Dec 2005	Finance
1.1.9 Sensitise population on voluntary screening	CC	By Dec 2005	Finance
<b>Result1.2: Access to education improved</b>			
1.2.1 Organise 2 conflict management workshops	Mayor	By Dec 2006	Finance, Resource persons
<b>Result 1.3: Use of cultural heritage increased</b>			
1.3.1 Organise training's to improve on cultural festivals	1 <sup>st</sup> Deputy Mayor	By Dec 2006	Finance, resource persons
<b>Result 1.4: Organisation of sports competitions improved</b>			

1.4.1 Set up an Alou sport committee	Mayor	by July 2006	Finance
1.4.2 Organise cross country race	Mayor	By Dec 2006	Prize award
<b>Activity</b>	<b>Person responsible</b>	<b>Deadline</b>	<b>Resources</b>
<b>Result1.5: Marginalisation of women/vulnerable population reduced</b>			
1.5.1 Organise workshop on gender awareness	1 <sup>st</sup> Deputy Mayor	By Dec 2006	Finance
1.5.2 Identify women groups to be trained	1 <sup>st</sup> Deputy Mayor	By Nov 2005	Lobby for fund
1.5.3 Organise training on income generating activities	1 <sup>st</sup> Deputy Mayor	By Dec 2006	Material, finance
1.5.4 Identify handicapped	Secretary social committee	By Dec 2005	Finance
1.5.5 Organise handicapped meetings	Secretary social committee	By Dec 2005	Finance
1.5.6 Promote association of handicapped	Secretary social committee	By Dec 2006	Finance, shoes, materials, dress, food
1.5.7 Provide assistance to handicapped	Mayor	By Dec 2005	Finance

## FINANCE And Local Economy

Activity	Person Responsible	Deadline	Resources
<b>Result 1.1: Farmers income increased</b>			
1.1.1 Identify and group producers according to their field of production	SG	Dec 2005	Finance, Technicians
1.1.2 Train 200 farmers on the use of improve seed, manure and chemicals	1 <sup>st</sup> Deputy Mayor	Feb 2006	Technicians, Finance
1.1.3 Sensitise 5 selected CIGs on diversification	1 <sup>st</sup> Deputy Mayor	Feb 2006	Finance, Technicians
1.1.4 Sensitise producers on the need of a marketing cooperative	SG	April 2006	Finance, Resource persons
1.1.5 Sensitise farmers on rearing of improved birds/animals and domestication of wild species	Secretary social committee	June 2006	Finance, Technicians
1.1.6 Build a pound fence	Mayor	June 2006	Finance, Land
1.1.7 Link farmers to firms producing improved birds and animal species	Secretary social committee	Oct 2006	Finance, Technicians
1.1.8 Train 50 farmers on cultivation techniques of newly introduced crops	1 <sup>st</sup> Deputy Mayor	Nov 2006	Finance, Technicians
1.1.9 Train 10 seeds producers on multiplication techniques	1 <sup>st</sup> Deputy Mayor	Dec 2006	Technician, Finance
1.1.10 Train 10 farmers on the domestication of wild species	Secretary social committee	Dec 2006	Finance, Technicians
1.1.11 Establish 10 improved seed multiplication farms	1 <sup>st</sup> Deputy Mayor	Dec 2006	Finance, Land
<b>Result1.2: Economic activities increased</b>			
1.2.1 Train 5 CIGs on management skills	SG	30 <sup>th</sup> march 2006	Finance
1.2.2 Sensitise traditional rulers on the use of traditional museums	Mayor	30 <sup>th</sup> June 2006	Finance
1.2.3 Organise training on project	SG	June 2006	Finance, Resource

proposal writing			persons
1.2.4 Organise the markets	Mayor	June 2006	Finance

Activity	Person Responsible	Deadline	Resources
1.2.5 Support and supervise micro-projects initiated by the 5 CIGs	Mayor	30 <sup>th</sup> July 2006	Finance
1.2.6 Carry out local economy study of the municipality	SG	Dec 2006	Finance
1.2.7 Promote a financial house	Chair person finance committee	Dec 2006	Finance, technicians
<b>Result 1.3: Council finances improved</b>			
1.3.1 Identify global tax payers in the municipality	Chair person finance committee	30 <sup>th</sup> Sept 2005	Finance
1.3.2 Hire out tipper and chairs for revenue generation	Mayor	30 <sup>th</sup> Oct 2005	Finance
1.3.3 Sensitise population on the importance of paying local global taxes	Mayor	30 <sup>th</sup> Oct 2005	Finance
1.3.4 Identify quarry sites	Finance committee chairperson	30 <sup>th</sup> Nov 2005	Finance
1.3.5 Identify and study 3 unexploited village markets	Mayor	31 <sup>st</sup> Dec 2005	Finance
1.3.6 Carryout revenue collection on 3 unexploited village markets	Mayor	31 <sup>st</sup> Dec 2005	Finance
1.3.7 Draw action plan for collection of taxes in the municipality	Mayor	30 <sup>th</sup> Dec 2005	Finance
1.3.8 Put up modalities of exploitation of quarries and intensify revenue collection in this area	Mayor	15 <sup>th</sup> Jan 2006	Finance
1.3.9 Form cooperatives	Chair person finance committee	Dec 2006	Finance, Technicians

## ALOU COUNCIL REINFORCED AS AN INSTITUTION

Activity	Person Responsible	Deadline	Resources
<b>Result 1.1: Organisation of council services improved</b>			
1.1.1 Draw up job description	Secretary General	By Dec. 2005	Office stationeries
1.1.2 Draw up organisational chart	Secretary general	By Dec. 2005	Office stationeries
<b>Result 1.2: Management capacity increased</b>			
1.2.1 Hold Regular monthly co-ordination meetings	Mayor	On going	Finance
1.2.2 Follow up contractor to complete building	Mayor	Ongoing	Finance
1.2.3 Organise training on participatory management	Secretary General	Feb. 2006	Finance Resource persons
<b>Result 1.3: Resources of council programmes increased</b>			
1.3.1 Initiate with sister council exchange of services for resource mobilisation	Mayor	Dec. 2005	Finance
<b>Result 1.4: Staff performance improved</b>			
1.4.1 Appoint and train controllers of revenue collectors	Mayor	On going	Finance Resource person
1.4.2 Submit documents to CNPS	Secretary General	By Dec. 2005	Finance
<b>Result 1.5: Commitment and active participation of councilors increased</b>			
1.5.1 Train councillors on roles and responsibilities	Mayor	By Dec. 2005	Finance Resource person
1.5.2 Draw up and revise committees terms of reference	Mayor	By Dec. 2005	Finance
1.5.3 Organise exchange visits of councillors with other councils	Mayor	By Dec. 2006	Finance
<b>Result 1.6: Council infrastructure and equipment improved</b>			

1.6.1 Acquire office Equipment	Mayor	Dec. 2005 ongoing	Finance
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