REPORT OF THE NATIONAL WORKSHOP ON:
USING AGRICULTURE AND VOCATIONAL TRAINING AS ENTRY POINTS TO
YOUTH EMPLOYMENT

RAPPORT DE L’ATELIER SUR:
UTILISATION DE L’AGRICULTURE ET LA FORMATION PROFESSIONNELLE COMME MOYEN D’ACCES A L’EMPLOI POUR LES JEUNES AU CAMEROUN.

Organised by:

The Cameroon Youths and Students Forum for Peace (CAMYOSFOP)

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PART I: OUTCOME DOCUMENT OF THE WORKSHOP

1. Declaration of the Workshop.

Representatives of youth organizations, youths in agriculture and the National Youth Council from the 10 Regions of Cameroon met at the conference room of the Holiday Inn Resort hotel in Limbe from July 07 – 09, 2011 to brainstorm on how agriculture and vocational training could effectively contribute to guaranteeing jobs for Cameroonian youth and making Cameroon an emerging nation by 2035.

The strategic objectives of this workshop were:

- Assess the progress of the policy paper on youth unemployment and migration in Cameroon produced by CAMYOSFOP and x-ray the relevance of government policies on agriculture and vocational training, vis-à-vis job creation.
- Strengthen the capacity of at least two youth delegates per region regarding mobilisation of other youths around their immediate region to be involved in the agricultural sector in order to respond to the challenges of unemployment.
- Stimulate sustainable youth employment and economic growth through vocational training in the agro-industry sector and acquisition of instant knowledge on vocational training and agriculture through field trips.

The topics presented and discussed during this workshop include:

- **Keynote address**: Agriculture and Vocational Training as entry points to curbing youth unemployment in Cameroon.
- Critical analysis on the agricultural policy of Cameroon in relation to vocational training.
- International experience on agricultural modernization and the contribution of vocational training.
- Innovative mechanisms for financing youth development through agriculture.

Mindful of the key problems confronted by youth involvement in agriculture through vocational training including:

- Limited access to information;
- Limited resources and subventions to youth in agriculture;
- Complicated funding procedures on agricultural projects;
- Poor farm to market roads;
- Rudimentary methods of farming;
- Limited companies involved in the transformation of agricultural products;
- Farmers - graziers and inter-tribal conflicts;
- Weak vocational education policy;
- Poorly equipped technical and vocational schools;
• Poor image about vocational schools by parents and young primary school leavers;
• Wrong social perception under grading agriculture;
• Land grabbing by few wealthy people (Elites);

After thorough deliberations through plenary sessions, workshops and field trips to a vocational institution and a pilot farm, we the participants have put together the following recommendations that we strongly feel ought to be implemented in order to empower youths to take interest in agriculture and vocational training to effectively redress the daunting phenomenon of youth unemployment in Cameroon:

**Recommendations to the government:**

• Government should heavily invest on vocational agricultural training centres to modernize agriculture by providing up to date mechanical assistance.

• The government should encourage a more industrialised market in Cameroon that will lead to food self-sufficiency instead of always depending on imported products.

• Ease access to land by land tenure system reforms in order to resolve rampant problems of farmers - graziers conflicts, tribal conflicts and other related conflicts regularly witnessed in the Northern and North West Regions.

• Bring incentives to rural agriculture by mechanising in a bid to ensuring remuneration for rural youth in order to deter rural exodus.

• Local councils should prioritize agriculture and vocational training in their development plans and create budgetary heads for agriculture.

• Provide a greater share of national budgets to agriculture and strengthen the grant in the strategic agricultural sectors.

• Adapt administrative procedures of funding to the actual conditions experienced by farmers and farmer organizations.

• Prizes given to farmers during the agric-pastoral show should vary between the national and regional levels. For instance:
  a. If wheel barrows are given at the regional level, tractors should be given at the national level.
  b. Seeds given to farmers should be equally accompanied by assistance from trainers and experts to teach them how to properly use these seeds.

• Government should come up with an efficient quality control strategy that will ensure the continuous renovation of vocational schools and the machines used in these.
• Vocational training should be valorised in secondary and higher education by making agriculture a major subject in the curriculum.

• Ameliorate the governance system by involving stakeholders in the decision making process (Common Initiative Groups and the civil society) to protect their interest.

• Curb corruption in the grants and subventions procedures perpetuated by some government officials in the sector.

• Government should create special centres in all the 10 regions and fund the “allo engineer” projects, to enable the flow of technical information.

Recommendations to stakeholders in agriculture and vocational training:

• Aggressive information, education and communication on vocational agricultural training to the rural masses should be carried out by the various stakeholders in the domain. Also, Strategic communication systems should be adopted targeting beneficiaries directly.

• Put in place good network for sensitization in order to inform people on how to market their products.

• Micro finance schemes should be provided, with a revolving fund to vocational agricultural trainees after their training.

• Vocational schools and agriculturalists should create partnerships, wherein the schools produce and provide machines which are highly needed by the latter to promote their businesses.

• Value chain incentives should be put in place in order to provide added value to the agro-industry.

• Promote participatory agricultural development including producers in developing strategies for agricultural development.

• Simplify funding procedures for obtaining grants to meet the real needs on the field.

• Funding sources should be decentralised to all councils taking into account the demographic structures of these councils.

• Websites should be set up for information and sales of crop products to boost sales

• Intensify the fight against embezzlement and corruption in order to ease transparent access to funding to agricultural projects.
Resolutions:

- Participants resolved to translate the outcome of the workshop to a policy document to be submitted to the government for action.
- Participants committed themselves to disseminate the outcome document of the workshop.
- Strengthen the networking mechanism for the benefit of youths involved in the practice of agriculture.
- Denounce all irregularities on funding procedures for agricultural projects.

Conclusion:

The participants of this workshop realized and recognised the major impact of agriculture and vocational training upon the lives of youths, thus the need to create awareness and inspire Cameroonian youths to take interest in agriculture and vocational training.

Finally participants expressed their appreciation to the Cameroon Youths and Students Forum for Peace (CAMYOSFOP) and Friedrich Ebert Stiftung (FES) for hosting the workshop and for their efforts that ensures a positive outcome.

Done in Limbe, Saturday, July 09, 2011
1.2. Déclaration final de l'atelier

Les représentants des associations de jeunes, les jeunes œuvrant dans le domaine de l'agriculture et le Conseil National de la Jeunesse des 10 régions du Cameroun se sont réunis dans la salle de conférences de Holiday Inn Resort Hotel à Limbe du 07 au 09 Juillet 2011 pour réfléchir sur comment l'agriculture et la formation professionnelle peuvent efficacement contribuer à garantir des emplois pour la jeunesse camerounaise et faire du Cameroun un pays émergent d'ici 2035.

Les objectifs stratégiques de cet atelier étaient :

- Évaluer les progrès du document de politique sur le chômage des jeunes et les migrations au Cameroun, élaboré par CAMYOSFOP et examiner la pertinence des politiques gouvernementales dans le domaine agricole et de la formation professionnelle, en rapport avec la création d'emplois.
- Renforcer la capacité d'au moins deux délégués par région en vue de mobiliser d'autres jeunes de leur région et des environs afin qu’ils s’engagent dans le secteur agricole, en réaction au défi du chômage.
- Stimuler l'emploi jeune et la croissance économique durables par la formation professionnelle dans le secteur de l'agro-industrie et acquérir des connaissances ponctuelles sur la formation professionnelle et l'agriculture grâce à des descentes sur le terrain.

Les thèmes présentés et discutés lors de cet atelier sont :

- Note d’introduction : Agriculture et Formation professionnelle : clé de voute de la lutte contre le chômage des jeunes au Cameroun.
- Analyse critique de la politique agricole du Cameroun en matière de formation professionnelle.
- Expérience internationale de la modernisation de l’agriculture et contribution de la formation professionnelle.
- Mécanismes novateurs de financement du développement des jeunes à travers l'agriculture.

Conscient des principaux problèmes auxquels sont confrontés les jeunes engagés dans l'agriculture et en rapport avec la formation professionnelle, notamment :

- L’accès limité à l'information ;
- Les ressources et les subventions limitées pour les jeunes œuvrant dans l'agriculture ;
- Les procédures de financement compliquées en matière de projets agricoles ;
- Le mauvais état ou l’absence de routes reliant les plantations aux marchés ;
- L’archaïsme des méthodes agricoles ;
- Le nombre restreint de sociétés intervenant dans la transformation des produits agricoles ;
- Les conflits intertribaux, les différends entre agriculteurs et éleveurs ;
- L’inefficacité des politiques de formation professionnelle ;
• L'insuffisance des équipements disponibles dans les écoles de formation technique et professionnelle ;
• La mauvaise image des écoles de formation professionnelle par les parents et les jeunes qui franchissent le cap de l'école primaire ;
• La perception sociale négative de l’activité agricole ;
• L'accaparement des terres par quelques personnes fortunées (les élites) ;

Après des travaux intenses en sessions plénières, en ateliers et par la visite d’un établissement professionnel et d'une ferme pilote, nous, les participants avons formulé les recommandations ci-après. Nous croyons fermement qu’elles devraient être mises en œuvre pour permettre aux jeunes de s'intéresser à l'agriculture et à la formation professionnelle afin de venir à bout du redoutable phénomène du chômage des jeunes au Cameroun :

Recommandations à l’attention du gouvernement :

• Le gouvernement devrait investir massivement dans les centres de formation professionnelle agricole pour moderniser l'agriculture notamment en mettant à leur disposition des équipements de pointe.
• Le gouvernement devrait promouvoir un marché plus industrialisé au Cameroun, ce qui garantirait l’autosuffisance alimentaire au détriment des produits importés.
• Faciliter l'accès à la terre par des réformes du système foncier en vue de résoudre les problèmes majeurs auxquels sont confrontés les agriculteurs, notamment les différends avec les éleveurs, les conflits tribaux et autres conflits courants dans les régions du Nord et du Nord-Ouest.
• Subventionner l'agriculture en milieu rural en la mécanisant afin de garantir la rémunération des jeunes ruraux et décourager de ce fait l'exode rural.
• Les municipalités locales doivent accorder la priorité à l'agriculture et à la formation professionnelle dans leurs plans de développement et créer des lignes budgétaires à cet effet.
• Allouer une part importante des budgets nationaux à l'agriculture et augmenter les subventions aux secteurs agricoles stratégiques.
• Adapter les procédures administratives de financement aux conditions réelles vécues par les agriculteurs et les organisations paysannes.
• Décerner des prix aux agriculteurs pendant le comice agro-pastoral en fonction des régions et à l’échelle nationale. Par exemple :
  
c. Si des brouettes sont offertes au niveau régional, les tracteurs doivent être offerts au niveau national.
d. Les semences données aux agriculteurs doivent être également accompagnées d'une assistance de formateurs et d'experts afin qu’ils apprennent à ces agriculteurs comment utiliser convenablement ces semences.

- Le gouvernement devrait proposer une stratégie efficace de contrôle de la qualité qui assurera la rénovation permanente des écoles professionnelles et des machines utilisées dans celles-ci.

- La formation professionnelle devrait être valorisée dans l'enseignement secondaire et supérieur en accordant un coefficient élevé à l'agriculture dans les programmes scolaires.

- Améliorer le système de gouvernance en impliquant d’autres acteurs dans le processus de prise de décision (Groupes d’initiative commune et la société civile) pour protéger leurs intérêts.

- Lutter contre la corruption dont sont responsables certains fonctionnaires dans le secteur de l’octroi des subventions et des procédures y relatives.

- Le gouvernement devrait créer des centres spéciiaux dans toutes les dix régions et financer les projets « allo ingénieur » pour faciliter la dissémination des informations techniques.

**Recommandations aux parties impliquées dans l'agriculture et la formation professionnelle :**

- L'information agressive, l'éducation et la communication sur la formation professionnelle agricole des populations rurales devraient être effectuées par les différents intervenants dans le domaine. En outre, les systèmes de communication stratégique devraient être adoptés en ciblant directement les bénéficiaires.

- Mettre sur pied un réseau adéquat de sensibilisation afin d'informer la population sur les méthode de commercialisation des produits.

- Fournir des micro-mécanismes de financement, avec un fonds de roulement pour la formation professionnelle agricole des stagiaires après leur formation.

- Les écoles professionnelles et les agriculteurs devraient créer des partenariats, afin que des machines soient fabriquées et mises à la disposition des écoles pour que ces dernières promeuvent leurs activités.

- Une chaîne de valeur des primes d’encouragement doit être mise en place afin de fournir une valeur ajoutée à l'agro-industrie.

- Promouvoir des approches participatives de développement agricole, en faisant intervenir les producteurs dans l’élaboration des stratégies de développement agricole.
• Simplifier les procédures de financement permettant d’obtenir des primes d’encouragement pour satisfaire les besoins réels sur le terrain.

• Décentraliser les sources de financement à toutes les municipalités en tenant compte des structures démographiques de celles-ci.

• Créer des sites Web d’information et de vente de produits végétaux pour booster les ventes

• Intensifier la lutte contre les détournements de fonds et la corruption afin de faciliter l’accès transparent aux fonds destinés au financement des projets agricoles.

Résolutions

• Les participants ont résolu de transformer les résultats de l’atelier en un document de politique qui sera soumis au gouvernement pour action.

• Les participants se sont engagés à diffuser le document final de l’atelier.

• Renforcer le mécanisme de mise en réseau au profit de jeunes impliqués dans l’agriculture.

• Dénoncer toutes les irrégularités liées aux procédures de financement des projets agricoles.

Conclusion

Les participants à cet atelier ont reconnu que l’agriculture et la formation professionnelle ont un impact réel sur la vie des jeunes, d’où la nécessité de sensibiliser et d’inspirer les jeunes Camerounais à s’intéresser à l’agriculture et à la formation professionnelle.

Les participants ont également exprimé à la fin, leur gratitude à la Cameroon Youths and Students Forum for Peace (CAMYOSFOP) et à Friedrich Ebert Stiftung (FES) pour avoir organisé cet atelier et pour leurs efforts, gage de résultats positifs.

Fait à Limbe, le samedi 09 juillet 2011
PART II: RESUME OF THE WORKSHOP

1. Executive Summary

Today’s youth are tomorrow’s workers, entrepreneurs, parents, active citizens and indeed leaders. The time has never been better to invest as well as to look carefully into the multiple challenges that young people in Cameroon continue to face than now. Fresh thinking is therefore needed in seeking actions and measures that would not only boost growth for young people by addressing one of the pressing challenges facing them today; -“an obvious crises of YOUTH unemployment”.

Besides, the governance and leadership challenges facing the state, the problem of idle, unused and ineffective youth capacity and constituency continue to threaten the health of Cameroon. As a result of the economic crisis that affected the country as far back as 1986, the entire economic and development process of Cameroon was slowed down. This led to the rising levels of unemployment with young graduates from higher learning institutes and professional schools being the most affected.

According to the National Institute of Statistics, unemployment in the youth milieu stands at 13%. Out of this percentage of unemployed population, 22% is found in Douala and 30% in Yaoundé. Underemployment (lack of decent work) rates stand at 75% for the cities and 68.3% in the rural areas for the youth. According to the same source, 92% of Cameroonian youth work in the informal sector. Finally, according to the Ministry of Employment and Vocational Training, about 3 million youths in 2007 were inadequately employed, 1 million unemployed and 2 million underemployed. This high level of unemployment could be attributed to the lack of vocational training and misplaced educational policies by the government.

Cameroon’s educational system has been exposed on several occasions when it comes to competing with youths from other countries in employment opportunities. A glaring example has been the ongoing recruitment process of 25000 youths into the Public Service. Though there are thousands of unemployed university graduates, most of their degrees are valueless as they could not fit in most of the jobs offered for this recruitment. This therefore means that there is an urgent need for the education policy of our country to be reformed. A good education policy will permit young graduates to either be self-employed or easily fit into job vacancies.

Despite government efforts to overcome unemployment by creating programmes such as the National Employment Fund (NEF), the Rural and Urban Youth Support Programme (PAJER-U), the Youth Socio-Economic Integrated Project for the Manufacturing of Sporting Materials (PIFMAS), the Integrated Support Project for Actors of the Informal Sector (PIASSI), amongst others, the challenge of youth unemployment is still very high. On these grounds CAMYOSFOP with the support of Friedrich Ebert Stiftung (FES) in August 2009 organised a national workshop with youth organizations from the 10 Regions of Cameroon to brainstorm on ‘Youth and the phenomenon of migration and unemployment.’ At the end of this workshop, the declaration called for more concrete actions by the government in addressing youth unemployment. CAMYOSFOP also published a
policy document titled, ‘Towards policy reforms in Cameroon: Unemployment and Migration,’ x-raying government policy and projects on youth employment and with concrete proposals on how reforms on the policy could contribute to reducing unemployment and illegal migrations.

Upon the examination of the above efforts, CAMYOSFOP alternative is that Cameroon needs to make good use of agriculture which is its mainstay and employs more than 60 percent of the workforce and contributing to more than 50% of its revenue. Though agriculture is the greatest resource that can create jobs and help reduce unemployment and poverty, efforts by the government in capitalising on this asset is still weak as farming in most cases is still done with rudimentary tools and as such has remain a hand to mouth venture that does not encourage youths to consider it as a vocation. If Cameroon intends to achieve its Vision 2035 on growth and employment, the country needs to make its agriculture attractive to youths by modernising it and also facilitating access to necessary capital resources. There is also the need to improve on vocational training on agriculture. If the government improve on its policy of vocational training, agriculture can therefore be a stepping stone to curbing youth unemployment and poverty eventually.

It is therefore on this basis that CAMYOSFOP organised the national youth workshop on: “Using Agriculture and Vocational Training as Entry Points to Youth Employment in Cameroon.” The workshop that took place in Holiday Inn Hotel, Limbe, the South West Region of Cameroon from July 07 – 09, 2011 brought together members of youth organisations, youths in agriculture and the National Youth Council to brainstorm on how agriculture and vocational training could effectively contribute to guaranteeing jobs for Cameroonian youth and making Cameroon an emerging nation by 2035.

The workshop also brought together experts in the agricultural sector to drill these youths on the agricultural policy of Cameroon and on the opportunities that agriculture could provide to the youth. These participants also had the opportunity of visiting a vocational training college, Government Technical High School (GTHS), Ombe and a pilot farm owned and managed by a youth in Bokwai, Buea. This part of the program was aimed at inspiring the youths in engaging in agriculture as a profession. But the participants were more inspired when they listen to their peers especially, Bando Alexis, Bissa Marie Claude, Djuidjeu Elizabeth, Makolo Elivert Kenneth amongst others that have benefitted from funding from the PAJER-U and other sources to implement their agricultural projects. Today, these youths are passionate about their projects and earning a living from the projects. They all say that they have no regrets for choosing agriculture as a profession. By the end of this workshop, most of the youths committed themselves to take up agriculture as a profession.
1.2. Résumé Analytique

Les jeunes d'aujourd'hui sont les travailleurs, les entrepreneurs, les parents, les citoyens actifs et les véritables leaders de demain. Le moment n'a jamais été aussi opportun pour investir et accorder une attention particulière aux multiples défis qui continuent d'interpeller les jeunes du Cameroun. Une nouvelle réflexion est donc nécessaire dans la recherche d'actions et de mesures qui pourront stimuler la croissance en faveur des jeunes en s'attaquant à l'un des défis pressants auxquels ils sont confrontés aujourd'hui ; - « une crise évidente du chômage des jeunes ».

En outre, les défis de la gouvernance et du leadership auquel fait face l'Etat, le problème des capacités des jeunes qui sont inactives et non utilisées ne cesse de représenter une menace pour le bien-être du Cameroun. En raison de la crise économique qui a touché le pays en 1986, l'ensemble du processus économique et de développement au Cameroun a été ralenti. Cette situation a augmenté le chômage ; les jeunes diplômés de l'enseignement supérieur étant les plus touchés.

Selon l'Institut National de la Statistique, le niveau de chômage en milieu jeune est de 13 %. Douala et Yaoundé représentent respectivement 22 % et 30 % de ce taux. Le taux de sous-emploi des jeunes (manque de travail décent) est de 75 % dans les villes et 68,3 % dans les zones rurales. Selon la même source, 92 % de jeunes Camerounais travaillent dans le secteur informel. Enfin, selon le ministère de l'Emploi et de la Formation Professionnelle, en 2007, environ 3 millions de jeunes étaient mal employés, 1 million non employés et 2 millions sous-employés. Ce niveau élevé de chômage pourrait être attribué à l'absence de formation professionnelle et l'inadéquation des politiques éducatives mises en œuvre par le gouvernement.

Plusieurs fois, quand il a été question de rivaliser avec les jeunes d'autres pays en termes d'opportunités d'emploi, le système éducatif du Cameroun a été exposé. Un exemple flagrant est celui du processus de recrutement en cours de 25 000 jeunes dans la fonction publique. Bien qu'il existe des milliers de chômeurs titulaires de diplômes universitaires, la plupart de leurs diplômes sont sans valeur car ils ne correspondent pas aux emplois offerts dans le cadre de ce recrutement. Ceci signifie donc qu'il ya un besoin urgent de réformer la politique éducative de notre pays. Une bonne politique éducative permettra aux jeunes diplômés d'être indépendants ou de correspondre facilement au profil requis en cas d'opportunités d'emploi.

Malgré les efforts du gouvernement pour venir à bout du chômage, notamment par la mise sur pied de programmes tels que le Fonds National de l’Emploi (FNE), le Programme d’Appui à la Jeunesse Urbaine et Rurale (PAJER-U), le Projet d’insertion Socio-Economique des Jeunes par la création des micro-entreprises de Fabrication du Matériel Sportif (PIFMAS), le Projet Intégré d’Appui aux Acteurs du Secteur Informel (PIASSI), entre autres, le défi du chômage des jeunes reste réel. C’est sur cette base que CAMYOSFOP, avec le soutien de la Fondation Friedrich Ebert (FES) en août 2009, a organisé un atelier national avec les associations de jeunes des 10 régions du Cameroun pour réfléchir sur « La jeunesse et le phénomène des migrations et du chômage ». A la fin de cet atelier, la déclaration invitait le gouvernement à mettre en œuvre des actions plus concrètes pour lutter contre le chômage des jeunes. CAMYOSFOP a également publié un document de politique intitulé « Vers des réformes de politiques au Cameroun : le chômage et les migrations, » examiner la
politique du gouvernement et les projets en faveur de l'emploi des jeunes et des propositions concrètes sur la façon dont les réformes de politiques pourraient contribuer à réduire le chômage et les migrations illégales.

Après avoir analysé ces efforts, CAMYOSFOP propose que le Cameroun fasse bon usage de l'agriculture, qui emploie plus de 60% de la population active et contribue à plus de 50% à son revenu. Bien que l'agriculture soit la ressource la plus précieuse qui puisse créer des emplois et aider à réduire considérablement le chômage et la pauvreté, les efforts déployés par le gouvernement en capitalisant sur cet atout sont encore faibles d’autant plus que l'agriculture dans la plupart des cas, est encore rudimentaire et demeure de ce fait une activité de subsistance, ce qui n'encourage pas les jeunes à la considérer comme une profession. Si le Cameroun entend réaliser sa Vision 2035 sur la croissance et l'emploi, le pays devrait s’atteler à rendre son agriculture plus attrayante pour les jeunes en la modernisant et en facilitant l'accès aux ressources nécessaires en termes de capital. Il y a aussi la nécessité d’améliorer la formation professionnelle en agriculture. Si le gouvernement améliore sa politique de formation professionnelle, l'agriculture peut donc être un tremplin pour éradiquer le chômage des jeunes, et par conséquent la pauvreté.

C'est donc dans ce sens que CAMYOSFOP a organisé l'atelier national de la jeunesse sur :
« l'Agriculture et la formation professionnelle comme Clé d’Accès à l'emploi jeune au Cameroun ». L'atelier qui a eu lieu au Holiday Inn Hôtel, à Limbe, dans la Région du Sud-Ouest du Cameroun du 7 au 9 juillet 2011 avait réuni des membres d’organisations de jeunes, les jeunes œuvrant dans le domaine agricole et le Conseil National de la Jeunesse, pour réfléchir sur la façon dont l'agriculture et la formation professionnelle pourraient contribuer efficacement à garantir des emplois pour les jeunes Camerounais et faire du Cameroun un pays émergent d’ici 2035.

L'atelier avait également réuni des experts du secteur agricole afin qu’ils présentent à ces jeunes, la politique agricole du Cameroun et les opportunités que l'agriculture pourrait offrir à la jeunesse. Les participants ont également eu l'occasion de visiter un collège de formation professionnelle, le Lycée Technique (GTHS) à Ombe et une ferme pilote détenue et gérée par un jeune à Bokwai, Buea. Cette partie du programme visait à inspirer les jeunes à s'engager dans l'agriculture en tant que profession. Mais les participants ont été beaucoup plus inspirés quand ils écoutaient leurs pairs en particulier Bandio Alexis, Bissa Marie-Claude, Djuidjou Elizabeth, Makolo Elivert Kenneth, entre autres, qui ont bénéficié du financement du PAJER-U et de d'autres sources pour mettre en œuvre leurs projets agricoles. Aujourd'hui, ces jeunes sont passionnés par leurs projets et y trouvent leur compte. Tous affirment n’avoir aucun regret d'avoir choisi l'agriculture comme une profession. À la fin de cet atelier, la plupart des jeunes se sont engagés à choisir l'agriculture comme profession.
PART III: PROCEEDINGS OF THE WORKSHOP

1. Introduction
On July 07, 2011 delegates from the 10 Regions of Cameroon gathered at the Holiday Inn Resort hotel conference room to begin a three day workshop on: “Using Agriculture and Vocational Training as Entry points to Youth Employment”. This workshop organized by the Cameroon Youths and Students Forum for Peace (CAMYOSFOP) in partnership with the Friedrich Ebert Stiftung (FES) aimed at brainstorming on solutions to youth unemployment through the use of agriculture and vocational training in Cameroon. In the course of these three days, the participants participated in plenary sessions, group work and in a field trip where they visited a vocational training college (Government Technical High School Ombe) and a pilot farm in Bokwai – Buea. At the end of the workshop, the participants drafted a declaration to be distributed to their peers and also submitted to the government and other stakeholders on agriculture and vocational training for action. The declaration is also expected to contribute to the publication of a policy paper on agriculture and vocational training as a gateway to youth employment in Cameroon.

2. Opening Ceremony
The ceremony began with a word of welcome by Mr. JABA Wose, the South West Regional President of the National Youth Council. He expressed his joy on the initiative and sincerely thanked CAMYOSFOP for considering the South West Region for hosting the workshop. He wished the participants a wonderful stay in Limbe.

Mr. NGALIM Eugine Nyuydine, the Executive Director of CAMYOSFOP then took the floor wherein he explained the raison d’être of the workshop. He said amongst others that, the workshop was a follow up of the 2009 workshop on “Cameroonian youth and the phenomenon of unemployment and migration in the 21st century”, from which a policy paper had been published. The policy paper had so far been a success, given its impact at the national level and on government policy on youth employment. He went further to say that it is on the bases of the theses on agriculture and vocational training amongst the ten theses formulated in the policy paper that the workshop has been organised. Ngalim hoped all the participants take the workshop serious and come out with concrete recommendations that will be able to influence the current policies on agriculture and vocational training.
Mrs. Susan Bamu APARA, Programs Officer of Friedrich Ebert Stiftung (FES) and representing the Resident Representative of FES, extended greetings from her superior. She appreciated the partnership between FES and CAMYOSFOP, and explained that Cameroon’s agriculture was indeed a field in which the youth could deploy their talents and fight unemployment. She went further to appreciate CAMYOSFOP successes both at the national and international levels. She noted that during the past five years CAMYOSFOP’s activities have been consistence with high impact on the youth. A clear example is the policy paper published on youth unemployment and migration that has been recognised by the government. She hoped the workshop was going to be fruitful with resounding recommendations that will permit CAMYOSFOP to publish the policy paper on agriculture and vocational training as a gateway to youth employment in Cameroon.

Mr. ENANG James, the South West Regional Delegate for Agriculture and Rural Development closed this session by officially opening the workshop. He acknowledged the organisers’ initiative to talk on the plight of the youth. He equally mentioned that, youth unemployment was the government’s greatest concern and that agriculture and vocational training, could be the gateway to employment. However, he emphasised that agriculture needs to be competitive, juvenile and modernised. He finally urged the youth delegates to take advantage of this workshop and be Ambassadors of the youth nationwide. With that said, Mr. ENANG declared the workshop opened.

3. Presentations of the Workshop

The first day of the workshop was mainly on Presentations. Five main themes were presented including a keynote address that kick start the workshop.

3.1. Keynote address: Agriculture and Vocational training as Entry points to Curbing Youth Unemployment in Cameroon

Mr. Martin Tsounkeu who did this keynote address considered agriculture as the engine of Cameroon’s economy. He justified this by saying that agriculture has been a great source of revenue for the government and especially with cash crops like coffee, cocoa, cotton, tea and banana. In the same time some of these agricultural products have been able to guarantee food security not only for Cameroonians but for the sub region as a whole. Unfortunately, the economic crisis in the 1980s that resulted from the falling rates of a few crops like cocoa, coffee and cotton made Cameroon a HIPC. He considered that, for agriculture to positively turn around it needed to be modernised. Modernising agriculture does not limit itself to bringing new technologies and machines, but also involves
providing funds for agriculture to be better implemented and also improving on vocational training in
the domain of agriculture.

3.2. Evaluation of the 2009 Workshop and Policy Paper on “Youth Unemployment and Migration
in Cameroon”

This presentation was done by Mr. Ngalim Eugine, the Executive Director of CAMYOSFOP. He
said that the 2009 workshop ended with the publication of the policy paper. Through this policy
paper, more awareness has been raised and the government has become more conscious about the
phenomenon of youth migration and unemployment. Most government ministries have viewed this
policy paper as a challenge to the policies they are pursuing. Good enough the Ministry of Planning
and Regional Development (MINEPAT) has shown interest in the document and has requested for
copies. Finally, Ngalim stated that after the public presentation of the document in Bamenda on
February 3, 2011, a few days after the President of the Republic in his address to the youth on the
occasion of the 2011 national youth day, announced a special recruitment of 25000 youths into the
public service. Ngalim also takes credit for this initiative by the President of the Republic since
copies of the document were deposited at the Presidency and also because of the high media
coverage of its launching in Bamenda.

a. African Youth Volunteer Corps (AYVC).

Mr. Ngalim’s presentation was followed by an evaluation of CAMYOSFOP participation in the June
2011 African Union Youth Volunteer Corps training that took place from June 14 to July 1 during
the AU Heads of State Summit in Malabo, Equatorial Guinea. This presentation was done by Ms.
Bari Fanso, the Programs Officer of CAMYOSFOP who represented CAMYOSFOP in this
program. Ms. Bari in her presentation stressed on the fact that the AU developmental programme for
young Africans recognises agriculture and vocational training as a means for youth employment in
Africa. She said there is a call by Africa’s developmental partners that, rural youths should be trained
and provided with the necessary equipment to carry out effective agriculture. She also stated that
during her training in Malabo the youths also recommended the need for vocational training to be
more inclined on how to access the market and understanding micro-economy. She ended the
evaluation of AUYVC by presenting CAMYOSFOP projects in relation to the AUYVC and the
African Youth Charter and also the application procedure for the AUYVC.
3.3. Critical Analysis on the Agricultural policy of Cameroon in Relation to Vocational Training

In the absence of Mr. Martin ZEUGANG, an Expert in Agricultural Policies, Mr. Martin TSOUNKEU took over this module. In his introductory note, he highlighted the marginalisation that farmers face, using as example of the January 2011 Agro pastoral Show in Ebolowa, which does not encourage the youth to get into this domain. He said that at independence the government policy was driven towards training civil servants rather than farmers and producers. By the 1980s and the 1990s, the government completely disengaged itself from the agricultural domain. A new advent on agricultural policies came around by the year 2000 over 40 projects aimed at the formation of farmers were created. Most of these programs targeted the youths. However, these efforts have not been able to make Cameroon a food self-sufficient country in terms of food supply. The shortcomings in Cameroon’s Agricultural policies include limited research, theoretical training, corruption and the lack of follow up of programs for youths. Mr Martin went further to inform participants that because of the failures recorded in the above agricultural policy, the government has resulted a new agricultural policy which is on the *Value Chain Process.* This current policy is expected to lead to food security and limit foreign assistance from the Food and Agricultural Organisation (FAO) to Cameroon.

3.4. International Experience on Agricultural Modernization and the Contribution of Vocational Training

This presentation was done by Mr. Benjamin Ngoma Moutome, an expert from the World Bank ‘Projet D’ Amelioration de la Competitivite Agricole (PACA)’ project. The PACA project which began in 2008 focuses for the moment on agriculture in Africa. Its main objective is to encourage competition between farmers and producers. The project assists specific agriculturalists in the production of rice, cassava, banana, palms maize and pig raring. The project is executed in 7 regions of Cameroon. These regions are: Centre, East, Extreme North, Littoral, North West, West and South West regions of Cameroon. Mr. Moutome also stated that funds for this project are not refundable by farmers. Never-the-less, in order to obtain funds from PACA the project the beneficiary needs to be a group that has existed for at least two years must show proves of non-financial resources. The group can apply for funds of a maximum of FCFA 40 million but must be ready to deposit FCFA 5 million to PACA before the funds are paid into their account by PACA.
3.5. Innovative Mechanisms for Financing Youth Development through Agriculture

This presentation was done by Mr. Martin Tsounkeu. He started by presenting the context and background of the economic situation of Cameroon from independence right to the moment. Through this background information he showed how as a result of the economic crisis that affected Cameroon in the 1980s the government saw the need of involving the youth in agriculture. He as such presented the various financial sources were place at the benefit of farmers. These funding sources were: the Support Centre for Small and Medium Size enterprises (CAPME), Support and Guarantee Fund for Small and Medium size Enterprise (FOGAPE), The Rural Development Fund (FONADER) and the Credit Agricole bank dedicated to agriculture. These funding sources were not directly dedicated to the youth but they also provided funding for youths development in agriculture.

Unfortunately most of these micro finances collapsed along the way as a result of unpaid loans, embezzlement, corruption, lack of operations profitability for micro finance, lack of collaterals, Inadequacy of funding packages in quality and quantity and mixed results from government solution.

By 2001, the government reformed it funding policy by bringing the youth to the limelight through the setting up of funding schemes for them. Some of these schemes include, the National Employment Fund (NEF), the integrated Support Project for Actors of the Informal Sector (PIAASI), and the Rural and Urban Youth Support Project (PAJER-U). The above projects are particularly directed to bringing the youth into agriculture.

Mr. Tsounkeu ended this presentation by presenting the ADIN Pro-Young Cameroon Project which is aimed at enhancing the capacity of the rural population to produce more and sell better. It targeted Community Market Committees and Regional Farming Training Networks. As such, ADIN is currently working with farmers of the North West Region in building their capacities on maize production. Also, a pilot farm to serve purpose of a training school and seed multiplication has been established in Bali a nearby district to Bamenda, the chief town of the North West Region. Mr. Tsounkeu stated that the establishment of the pilot farm is thanks to the mobilisation of non-financial resources by the farmers involve in the project. As such his advice to the youth is that they must be ready to start from somewhere before requesting for funding, since must funders will always want to see the non-financial resources that have been mobilised by the farmer in question.
4. Group Work
The working sessions were done with three groups under one main topic. This topic entailed three themes which each group worked on separately. The topic to work on went thus:

**TOPIC:** Draft a policy document on how to improve the vocational training system to modernize agriculture. *(Rédigez un document de politique par rapport à comment améliorer la formation professionnelle en vue de susciter la modernisation de l'agriculture)*

i. **GROUP I:** How can vocational training boost agriculture in Cameroon? *(Comment peut-on améliorer l'agriculture au Cameroun à travers la formation professionnelle?)*

ii. **GROUP II:** Identify key projects in the agro-industry sector per region capable of generating jobs. *(Identifier par région, les projets clé dans le secteur agro-industrie qui peuvent générer des emplois)*

iii. **GROUP III:** Identify key funding sources within the agro-industry sector in Cameroon and abroad. *(Identifier les sources de financement clé dans le secteur agro-industrie au Cameroun et à l'étranger)*

At the end of the working session each group presented their deliberations. It was from their forethoughts that the outcome document or the declaration was reached.

5. Field Trips
The field trips took place on Friday, July 8, the second day of the workshop. The visits were aimed at providing practical knowledge to the participants of the workshop. The structures visited were: Government Technical High School (GTHS), Ombe and a pilot yam fam in Bokwai – Buea.

5.1. Visit to Government Technical High School (GTHS), Ombe
The study trip to GTHS Ombe was very exciting considering the fact that GTHS Ombe is the first vocational training school in Anglophone Cameroon. During the visit, the Principal of the school Mr. **MUKE TE Epie** briefed the participants on the history of the school, the various disciplines offered by the school, the importance of the school to a developing country like Cameroon and the difficulties faced by the school. The principal noted that the raison d’etre of the school is not just to offer certificates to young Cameroonian but to train them as technicians that could become self-employed. Mr. Mukete also stated that contrary to the initial enrolment of 700 students into form one, the school is now unable to meet up with the requested 450 students defined by the authorities. The trip to GTHS Ombe enabled participants to establish possible working partnerships with the school
authorities and it triggered research in some eventual agricultural disciplines. Participants wanted to know if with a purchase order the school could produce certain machines. Mr. Mukete responded that it was possible, but such a fabrication may need the assembling of students from various fields. Another case in point was the request from the Bamenda-based SDF youth leader Mr. Derrick Ndonwie Suh for dryers and other equipment for his ginger products. The visit ended with a visit of the carpentry and mental workshops. Though most of the equipment in these workshops is out-dated, the school still receive orders from the public for the fabrication of furniture and metal works.

5.2. Trip to a Pilot Yam Farm in Bokwai - Buea
The visit to the Yam farm in Bokwai was also interesting and exciting considering the narrow and slippery path that lead to the farm. The farm which is owned by a youth in the name of Mr. WATOH Martin is made up of four hectares with over 3500 yams. Mr Watoh was accompanied in his presentation by another young dynamic yam farmer, Mr MUKAKE Martin. Mr Watoh briefed the participants on how his farm became what it is today and why he decided to become a farmer. He said that his decision to become a farmer was because of hardship that led to his dropping from college. He also shared knowledge on how to plant and grow healthy yam.

Mr. MUKAKE on his part told participants that he was initially a footballer but dropped football for farming because he realised that farming was much better in terms of revenue and earning a living. He advised interested participants in farming never to be discouraged as he testified that when he began, all his harvest was poor, but through his personal research on yam farming, his harvest became rich. Thanks to his hard work, today he holds 6 Awards as the best yam farmer at the Regional and National Agro pastoral shows.

5. Conclusion
The three day workshop proved to have been a better option to drill Cameroonian youths on the importance of agriculture and how they could make a living out of agriculture. Recommendations from the workshop are expected to be transform into a policy document on agriculture and vocational training as gateway to youth employment in Cameroon and submitted to the government and other policy makers for reforms that will lead to the modernisation of agriculture that could attract youths to take up agriculture as a profession. At the end of the workshop participants expressed their appreciation to CAMYOSFOP and Friedrich Ebert Stiftung for organising the workshop and hoped many such workshops will be organised in the future.
SELECTED PICTURES FOR THE WORKSHOP

Panel for opening ceremony of the workshop.

View of Participants during the workshop.

Madam Susan Bamu Apara, Programmes Officer of FES presenting FES statement during opening ceremony.

Mr. Enang James, Reg. Del of Agriculture, SWR.

Mr. Martin Tsounkeu, Gen. Rep, ADIN and Facilitator for the workshop.

Mr. Benjamin Moutome Ngoma, Representative of World Bank, PACA project during his presentation.

Ms. Bari Fanso, Co-Rapporteur for the workshop.

Mr. Thierry Kame, President of UN Youths during Q & A session.
A view of participants during a group work session.

Participants on arrival at the pilot farm site, Bokwai – Buea.

Participants visiting the carpentry workshop of GTHS Ombe.

Mr. Martin Watoh proprietor of pilot farm doing a presentation on yam farming.

Mr. Ngalim Eugine, Director of CAMYOSFOP hands CAMYOSFOP Policy Paper on youth Unemployment to a participant, Marie Claude.

Mr. Ngalim Eugine, Director of CAMYOSFOP hands CAMYOSFOP Policy Paper on youth Unemployment to a participant, Elivert Kenneth.
**Programme for workshop on: Using Agriculture and Vocational Training as Entry Points to Youth Employment in Cameroon**

*July 07 – 09, 2011, Holiday Inn Resort Hotel, Limbe*

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Official in charge</th>
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<tr>
<td></td>
<td><strong>Day I: Wednesday, July 06, 2011</strong></td>
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<tr>
<td>17h00</td>
<td>Arrival of out of town participants in Limbe</td>
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<td><strong>Day II: Thursday, July 07, 2011</strong></td>
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<td>08h30-09h0</td>
<td>Registration of participants</td>
<td>CAMYOSFOP</td>
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<tr>
<td>09h0-09h30</td>
<td><strong>General Introduction</strong></td>
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<td><strong>Word of welcome</strong> from the SW Regional President of the Cameroon National Youth Council (CNYC).</td>
<td>Mr. Jaba Wose</td>
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<td><strong>CAMYOSFOP Message</strong> by the Executive Director</td>
<td>Mr. Ngaliim Eugine N</td>
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<td><strong>FES Message and Youth Vision</strong> by the Programmes Officer, FES Cameroon/Central Africa</td>
<td>Mm Susan Bamu Apara</td>
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<td><strong>Official opening speech by the South West Regional Delegate of Agriculture.</strong></td>
<td>Mr. Enang James</td>
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<td><strong>Moderation by:</strong> Programs Officer of CAMYOSFOP</td>
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<td></td>
<td><strong>Keynote address on:</strong> “Agriculture and Vocational Training as entry points to curbing youth unemployment in Cameroon,” by the General Representative of Africa Development Interchange Network (ADIN) and Expert on Financing for Development.</td>
<td>Mr. Martin Tsounkeu</td>
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<td><strong>Discussion/Exchanges</strong></td>
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<td><strong>Moderation by:</strong> Projects Officer of Bridge Africa</td>
<td>M. Charles Linjap</td>
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<tr>
<td>09h30 – 10h30</td>
<td><strong>Module 01: Evaluation of the 2009 workshop and policy paper on</strong> “Youth unemployment and Migration in Cameroon,” by the Executive Director of CAMYOSFOP.</td>
<td>Mr. Ngaliim Eugene</td>
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<td><strong>Discussion/Exchanges</strong></td>
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<td><strong>Moderation by:</strong> Projects Officer of Bridge Africa</td>
<td>M. Charles Linjap</td>
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<td>10h30-11h0</td>
<td><strong>Coffee Break</strong></td>
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<td>11h00-11h30</td>
<td><strong>Introduction to Seminar workshop</strong></td>
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<td>Presentation of the workshop objectives</td>
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<td>Presentation of the methodology</td>
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<td>Picking of fears/worries and expectation</td>
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<td>Framework for workshops</td>
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<td><strong>Moderation by:</strong> Projects Officer of Bridge Africa</td>
<td>Mr. Linjap Charles</td>
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<td>11h30-12h0</td>
<td><strong>Module 02: “Critical analysis on the agricultural policy of Cameroon in relation to vocational training,”</strong></td>
<td>Mr. Zeugang Martin</td>
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<td>12h00-13h30</td>
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<td>13h30-14h30</td>
<td>Lunch Break</td>
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| 14h30-15h30  | **Module 03:** “International experience on agricultural modernization and the contribution of vocational training.”  
By: Expert from World Bank PACA Project on agriculture  
Discussion/Exchanges  
Moderation by: General Representative of ADIN  
Mr. Ngoma Moutume Benjamin |
| 15h30-16h00  | Coffee Break                                                             |
| 16h00-17h00  | **Module 04:** “Experience sharing and reflections on how vocational training can contribute to modernising agriculture and provide employment for young people”  
Moderation by: Projects Officer of Bridge Africa  
Mr. Linjap Charles |
| 17h00-17h30  | Preparation for field trip to GTHS Ombe and Pilot farm in Bokwai - Buea |
| 08h30-09h00  | Presentation of the previous day’s report by Rapporteurs  
Ms. Bari Fanso  
Mr. Eric Ngang |
| 09h00-12h30  | **Module 05:** “Field trip to GTHS Ombe.” Oldest Technical College in Anglophone Cameroon  
Discussion/Exchanges with the Official in charge.  
Mr. Kengne Leon, Vice Principal, GTHS Ombe |
| 13h00-14h00  | Lunch in the hotel                                                        |
| 14h00-17h00  | **Module 06:** “Field trip to a Pilot Yam Farm in Bokwai - Buea.”  
Discussion/Exchanges with the proprietor of the farm.  
Mr. Martin Watoh  
Mr. Matin Mokake |
| 17h00 – 17h30| End of field trip and return to hotel                                     |
| 08h30-09h00  | Presentation of the previous day’s report by rapporteurs  
Ms. Bari Fanso  
Mr. Eric Ngang |
| 09h00-10h00  | Experience sharing on the field trips to GTHS Ombe and Pilot farm in Bokwai - Buea.  
Moderation by: General Representative of ADIN  
Mr. Martin Tsounkeu |
| 10h00 – 11h00| **Module 07:** “Innovative mechanisms for financing youth development through agriculture.”  
By: By General Representative of ADIN and Expert on Financing for Development.  
Discussion/Exchanges  
Mr. TSOUNKEU Martin |
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<th>Time</th>
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<tr>
<td>11h00-11h30</td>
<td>Coffee Break</td>
<td>Mr. Linjap Charles</td>
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<tr>
<td>11h30-12h30</td>
<td><strong>Module 08</strong>: Work in Committees to draft a policy outcome document on how to improve the use of vocational training system to modernize agriculture in Cameroon</td>
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<td><em>Constituted working groups:</em></td>
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<td>1. Resolutions</td>
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<td>2. Recommendation</td>
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<td>3. Final Declaration</td>
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<td><strong>Moderation by:</strong> The Executive Director of CAMYOSFOP</td>
<td>Mr. Ngalam Eugene</td>
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<td>12h30-13h30</td>
<td>Lunch break</td>
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<td>13h30-14h30</td>
<td><strong>Presentation of Committees work in plenary</strong></td>
<td>Mr. Ngalam Eugene</td>
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<td>14h30-15h00</td>
<td><strong>Workshop Evaluation by:</strong> The Executive Director CAMYOSFOP / Projects Officer of Bridge Africa</td>
<td>Mr. Ngalam Eugene / Mr. Charles Linjap</td>
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<td>15h00-15h30</td>
<td><strong>Closing ceremony</strong></td>
<td>Mr. Ngalam Eugene / Mr. Martin Tsounkeu / Mr. Mr. Ngalam Eugene / Mr. Mirko Heberg / Ms. Fanso Bari</td>
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<td>15h30</td>
<td>Coffee and end of workshop</td>
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**Coordination:** Mr. Ngalam Eugene Nyuydine (CAMYOSFOP)

**Facilitation:** Mr. Martin Tsounkeu (Africa Development Interchange Network – ADIN)

**Moderation:** Mr. Linjap Charles (Bridge Africa)

**Rapporteurs:** Ms. Bari Fanso (CAMYOSFOP) / Mr. Eric Ngang (North West Association of Development Organizations)

**Secretariat / Logistics:** Mr. Alex Bikok (CAMYOSFOP) / Mr. Maximiland Ayunifor (CAMYOSFOP)

**Liaison Officer:** Mr Jaba Wose (S W Regional President of the National Youth Council)

**FES Supervision:** Madam Susan Bamu Apara (Programmes Officer, FES)
## List of Participants for workshop

<table>
<thead>
<tr>
<th>No</th>
<th>Name</th>
<th>Organization</th>
<th>Status</th>
<th>Town</th>
<th>Tel/Email</th>
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</thead>
<tbody>
<tr>
<td>01</td>
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<tr>
<td>07</td>
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<tr>
<td>08</td>
<td>NCHIDA Linda</td>
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</tr>
<tr>
<td>10</td>
<td>Thierry Kamme</td>
<td>UN Youth Association (UNYA)</td>
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<tr>
<td>11</td>
<td>Christian Rim</td>
<td>Solutions aux Migrations Clandestine (SMIC)</td>
<td>Participated in 2009 and implementing projects on migration</td>
<td>Yaoundé</td>
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<tr>
<td>12</td>
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<td>No.</td>
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<td>Organization</td>
<td>Work Focus</td>
<td>Location/Contact Information</td>
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<td>No.</td>
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<td>Position/Role</td>
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<td>City</td>
<td>Contact Details</td>
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