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Part I – MIFACIG Profile

1.1. History

MIFACIG –Twantoh Mixed Farming Common Initiative Group, is the name of an organisation created in 1993 thanks to the initiative of KUH Emmanuel who, after he left school of agriculture as an assistant agricultural technician launched a private vegetable garden a tree nursery attached and met problems as all farmers of his area: had low yields from his farm as a result of **poor soil fertility**. His own difficulties have led him to find solutions with planting trees and practicing **modern agroforestry techniques**.

Then he gathered people around this same goal: promoting tree cultivation in order to diversify production on farms, to increase food production, to protect the environment, to improve on soil fertility and to reduce human pressure on the forests. His inspiration was drawn from the UN Rio Earth Summit that was talking about environmental protection. It is within the framework of implementation of Agenda 21 held in Cameroon in 1992 and the national strategies that the state was called upon to encourage the liberalisation of its economy that MIFACIG was created in 1993. From 1993 to 2014, 40 members joined the MIFACIG group.

During this period (1993-2014), thanks to **Kilum Ijim Mountain forest project** a **Birdlife International** sponsored project, the members were trained on tree nursery establishment, gardening and bee keeping.

In 1998, The **International Centre for Research in Agroforestry (ICRAF)** decided to work with MIFACIG. Their partnership has led ICRAF to train MIFACIG members on innovative tree propagation techniques and MIFACIG has been acting as relay organisation for ICRAF.

Therefore from 1998 to 2014, twelve tree nurseries were created in Boyo division thanks to MIFACIG. Presently the spread of nurseries has reached four divisions of the NorthWest Province: Boyo, Mezam, Ngoketunjia, Menchum making a total of 25 community tree nurseries.

In 2004, MIFACIG realised that its new vocation was to share the knowledge and experience they have. MIFACIG started to stress on its activities of providing trainings and has massively invested in its infrastructure to shelter them thanks to the **US Peace Corps Volunteer Program** that earlier supported the construction of a guest house and conference hall that boosted this new line of feeling. Since the beginning of this venture, a strong feeling of initiating project and a strong will have been noticeable through the dynamism of its members, who are offering their services freely.

1.2. Status

MIFACIG is a legal organisation created with the Head Office at Njinikejem-Belo sub-division, Boyo Division in 1993 as a community based indigenous, common initiative group. In 1995, it was registered by the Registrar of common initiative group and cooperative society under registration number: NW/GP/01/95/777 on the law n°92/000 of 01/07/1992 and implementation degree n°92/455/PM of 23/12/92.

MIFACIG is **non profit-oriented, non denominational and apolitical**. The income generated by MIFACIG as a Resource Centre thanks to its pedagogical facilities is completely invested in its structures.

1.3. Mission

The mission of MIFACIG is to support the development of agroforestry by providing trainings and thus its mission statement is “**sharing trees and plants that serve life**” thus, a link between the community and natural resources.

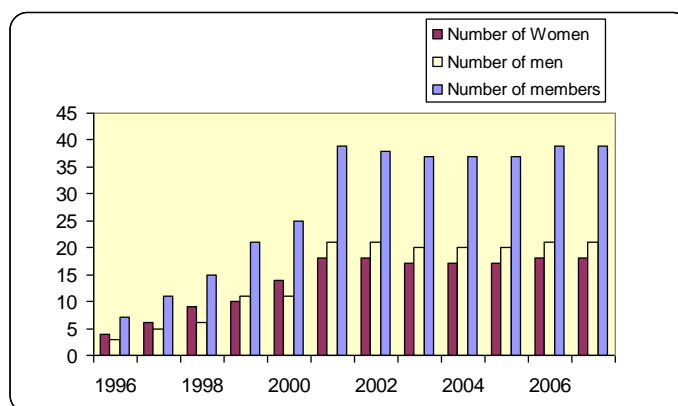


Figure 1: Number of members; source: Registration book

1.4. Aim

The goal of MIFACIG is to **alleviate poverty** through the **sustainable management of natural resources** in rural area. This involves training people to produce valuable planting material and increase food production while encouraging an environmental protection.

1.5. Achievements

- *Trainings:* Over 5000 thousand farmers trained since 1999.

Training	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Total # of farmers
Tree domestication	101	35	588	913		310	90	200	60	30	75	2402
Marketing strategy	73	18				28		10		15		144
Rapid multiplication of plantain suckers				12	13	10		35	32	37	27	166
Bee keeping			41		30	18	25		25		25	164
Honey by-product production			41		28	15	25	25	40		10	184
Medicinal Plants			18			40	25		31		25	136
Group dynamics and conflict resolution	45	35			15	25	40	35		10		205
Introducing agroforestry practices to secondary and primary school students/pupils		120	180	360	480	540	72	100	60	150	75	2077
Soil fertility	28	39				45		30	20		52	241
												5719

Table 1: Experience of MIFACIG in training farmers, source: Annual Reports, Result and Impact Assessment of MIFACIG by ICRAF, (2003-2014)

Moreover, MIFACIG has been involved in **numerous meeting of sensitization** on agroforestry and environmental protection:

- 2005: **752 farmers** sensitized on kola nuts market opportunities: production, post-harvest techniques and marketing
- 2006: **54 women** sensitized on agroforestry and poverty alleviation
- 2006: **782 people** sensitized and trained on integration of agroforestry in coffee farms (NWCA, GTZ, ICP, MIFACIG)
- 2006: **75 pupils** from 7 schools sensitized on agroforestry and environmental protection
- 2007: **35 youths** sensitized on sustainable development
- 2007: **27 youths** sensitized on tree domestication
- *School gardening:*
 - ❖ **2004-2009:** a New England BioLabs Project sponsored program. Yearly program.
 - ❖ **22 schools** in Boyo division supported with techniques, material
 - ❖ **600 pupils** taught – about 6000 people indirectly sensitized
- *Infrastructure*
 - ❖ **1995-1996:** Reception house
 - ❖ **1997-1998:** Guest-House, conference house (40 seats capacity)
 - ❖ **2004-2006:** Construction of the pig-sty (10 boxes)
 - ❖ **2004-2008:** construction of two offices, a class room
 - ❖ **2004-2008:** construction of 8 new guest rooms
 - ❖ **2007-2008:** Construction of workshop huts (30 people capacity)
 - ❖
- *Production capacity of the nursery:*
-

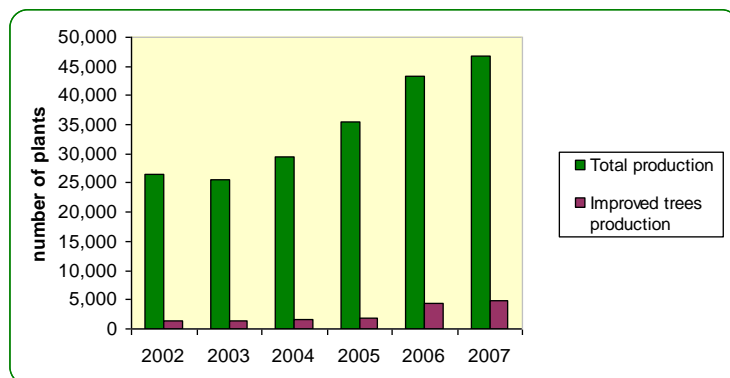


Figure 2: Plants produced at MIFACIG nursery, Source: Annual reports

- Income generated by rural nursery in North-West Province:

The **22 nurseries** which have spread out in all North West Province are able to generate income and create jobs. The excellent results observed in the province thanks to MIFACIG trainings, lead us to think that this example has to be followed in all provinces of Cameroon.

Impact assessment carried out by ICRAF in 2004:

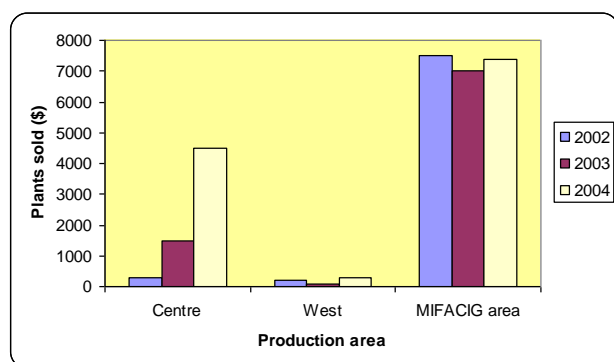


Figure 3: Income generated by farmers in three areas of Cameroon, source ICRAF, data 2004

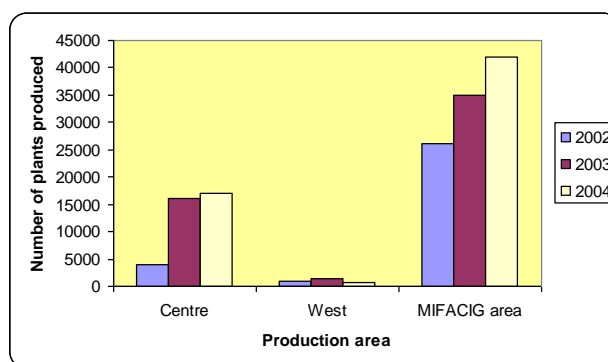


Figure 4: Plant production in rural nurseries in three areas of Cameroon, source: ICRAF, data 2004

As a result of fifteen years of experience, we can show that MIFACIG venture in training farmers has been efficient through the example of different nurseries: most of improved trees are used by members and the rest is sold to local farmers.

Name	Location	Date establishment	Members	Production 2005	Production improved trees 2005	Income 2005 (€)
Mulombo Mixed Farming Group	Njinikom	2005	9	5,528 plants	78 trees	665
Njonghitin Mbessa	Belo	2005	18	5,565 plants	602 trees	267
Atoini Women Mixed Farming Group	Fundong	2004	9	5,468 plants	97 trees	300

Table 2: Example of different nurseries of CIG trained by MIFACIG, source ITFU Annual Report 2005

Moreover, the following out-reach action have been established:

- 8 apiaries: they represent a production of over 4,000 litres of honey per year which represent about 7,634 € (5,000,000 million FCFA) for the eight bee-keepers.
- 8 medicinal plant gardens: thanks to propagation techniques, traditional healers are able to better their production of drugs and of medicine.

- *Income generated by MIFACIG:*

Thanks to its numerous activities, MIFACIG has been able to generate income which is supporting its investments.

Even if MIFACIG tries to increase the income, it is not enough to support the expenditure of the trainings and of the staff required.

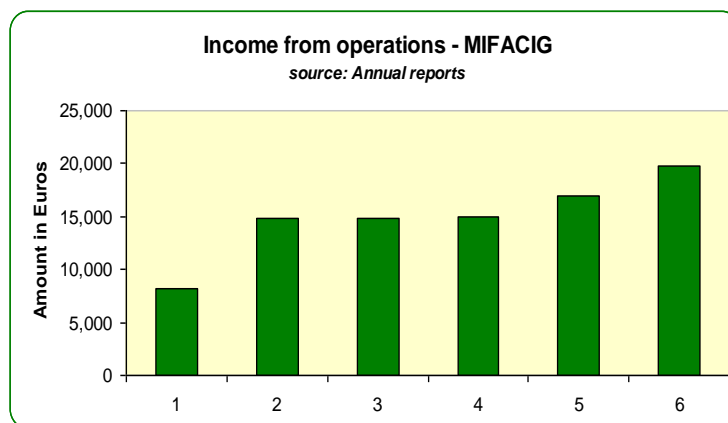


Figure 5: Income from operations - MIFACIG, source: Annual Reports

1.5. Farmers' needs and constraints

Farmers in the North-West Province and in Cameroon in general are confronted with many problems which affect their access to food, health, education and therefore lead them to impoverishment and weakness as entrepreneurs.

Therefore their needs are to have **enough food to sustain their household**, to generate **income** to send their children in **school**, have access to **healthcare**, buy all the **material** they need for their farm (tools, fertilizers, plants and livestock) and for their family (clothes, soaps, kitchen tools)

But they meet most of the time major constraints: they have difficulties to have **access to land**, the impoverishment of **soils** compromises good yields, and they have non **sustainable agricultural practices** which will affect severely the next generation if nothing changes.

Also the **lack of capital** limits their access to proper tools, proper trees or livestock and limits their access to knowledge on the modern agricultural **technologies**. These technologies could lead them to reach good yields and a good level of quality.

About bee-keeping and honey production, as stressed on SNV market survey (2006), the main difficulties encountered by farmers are the poor quality of honey because of their **old-fashioned techniques**, the **inefficient marketing strategies** (packaging and trader network) and because of the **absence of group organisation** to develop strong businesses network.

1.7. Constraints of MIFACIG

The main constraints encountered by MIFACIG are **financial**: the small income from the nursery, the piggery, the apiary and the garden is not enough to provide free trainings to farmers and to compensate the staff adequately.

As a result, MIFACIG encounters **material constraints** for providing proper trainings: material for apiary (hives, smokers, suits, gloves), for the nursery (no water supply), and for pedagogic tools (projector and communicating tools), for trainers (service van for transportation of people and material). This difficulty is enhanced by the bad roads which make transportations and movements in other provinces being complicated. Besides, the **construction** of the additional 8 guest rooms, two offices and a class room are on-going: woodwork, electrification, water supply are still to finish. This infrastructure is primordial for our activities.

Moreover, the **insufficient staff** of MIFACIG is a big problem: there is no competent secretary to report and no competent accountant to have a good analysis of the organisation. Also the coordinator is responsible of a lot of activities which are difficult to realise for a single man. Therefore, MIFACIG has achieved great things but with all those financial and human difficulties, a lot of energy and time are wasted.

Today, MIFACIG is getting into a new era in which *sharing knowledge that serves life* could be its new motto based on its achievements and experience.

1.8. Financial highlights

INCOME

	2003	2004	2005	2006	2007	Total
Sale of tree products	7,176	6,450	8,702	8,082	9,695	40,105
Sale of honey and by-products	766	907	267	1,000	1,076	4,017
Sale of products of the garden	420	0	573	313	573	1,879
Sale of medicinal plants	466	1,145	687	1,756	1,420	5,474
Sale of pigs / piglets	0	0	0	1,496	1,985	3,481
Consultative services - training	4,885	577	5,725	3,564	2,863	17,614
Rent of the hall / guest rooms	1,145	496	1,145	2,038	2,137	6,962
Support	0	0	3,969	0	0	3,969
Assistance for organic gardening project by New England Biolabs Foundation	0	0	0	7,939	7,068	15,007
Assistance for scaling up agro forestry by World Agroforestry Centre (ICRAF)	0	0	0	4,567	3,206	7,773
Assistance for agro forestry education by African Network for agriculture, agro forestry and Natural Resource Education (ANAFE)	0	0	0	6,107	0	6,107
Farmer Fruit Tree Crop Enterprise Development - IITA ICHAF	0	0	0	0	26,603	26,603
Total	14,858	9,576	21,069	36,862	56,626	138,991

Table 3 : Income of MIFACIG in Euros source: Annual Reports

EXPENDITURES

	2003	2004	2005	2006	2007	Total
Staff compensation	2,382	2,794	3,206	6,046	6,046	20,473
Coordination expenses	198	992	1,374	1,763	1,763	6,092
Furniture	73	53	76	718	2,744	3,664
Nursery equipment	211	242	254	280	105	1,092
Office equipment	0	0	382	0	1,824	2,206
Infrastructure	6,260	5,649	412	1,145	3,053	16,519
Livestock running costs	0	0	0	1,099	1,221	2,321
Plants production facilities	4,191	4,077	3,493	4,756	5,418	21,934
Running costs	3,016	3,003	3,400	638	2,975	13,033
Field follow-up	3,282	1,229	611	1,402	1,208	7,731
Participatory training	0	0	1,588	701	1,832	4,121
Organic support for schools	0	0	0	7,939	7,068	15,007
Scaling up agroforestry in communities	0	0	0	3,651	0	3,651
Support agroforestry education	0	0	0	6,107	0	6,107
Farmer Tree Crop Enterprise Development	0	0	0	0	1,685	1,685
Total	19,613	18,039	14,796	36,244	36,943	125,637

Table 4: Expenditures of MIFACIG in Euros - Source: Annual Reports

1.9. SWOT analysis

The choice of MIFACIG is to follow this new motto, which is complete connexion with its initial aim and mission. To sum up the situation of MIFACIG, we can detail its strengths, weaknesses, opportunities and threats.

Strengths	Weaknesses
<ul style="list-style-type: none"> Pedagogical resources of very good quality: tools, materials, library Lodging facilities Various interlinked area covered Experienced staff Easy mobility in all Cameroon Excellent network with other organisations 	<ul style="list-style-type: none"> Organisation chart has to be strengthened Low income from the Centre's activities to sustain Centre's activity Insufficient means of communication and transportation Insufficient staff Low compensation for staff
Opportunities	Threats
<ul style="list-style-type: none"> Great need of trainings in rural area: 30% 	<ul style="list-style-type: none"> Changing in agric policies: lack of funding

<p>of illiterate people (EDS III, 2003)</p> <ul style="list-style-type: none"> • Follows the goals of the Millennium • Follows the goals of international and national policies of development • Growth of the population: despite rural-urban exodus it will be more and more important to teach such techniques 	<ul style="list-style-type: none"> • Political instability • Reduction of public funds for agricultural development • Bad roads and difficulties to go to other provinces • Unsafe roads for transportation of material • Difficulties to import material for trainings
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Table 5: *Strengths, Weaknesses, Opportunities and Threats of MIFACIG*

Part II – Management and organisation

2.1. Objectives

The general objectives of MIFACIG shall be to develop local capacity in carrying out self-help initiatives for the wellbeing of rural population and environmental protection.

This objective will be split in five different targets:

- ❖ the empowerment of rural people to extricate them from the unprivileged situation of poverty
- ❖ the promotion of the production of improved fruit trees and domestication of endangered trees species
- ❖ the promotion of the production of medicinal plants that can be used to improve low cost but effective medication
- ❖ the promotion of modern agroforestry practices and conservation farming aimed at soil and water conservation, to ensure food sufficiency
- ❖ the reduction of the tension on wood and non wood forests products resources

Thus MIFACIG has developed **training programs** and a **demonstration centre** for training in integrated activities as bee keeping, tree seedling production, nursery establishment, plants domestication, medicinal plants cultivation, gardening... All the aspects of agroforestry are hereby developed.

Besides, MIFACIG is involved in the production and the **distribution** of various tree **seedlings**, of **improved quality trees** and other tree species, and its production facilities are operating and developing initiatives of farmers and increasing the number of high value trees in rural area.

It should be noted that according to the *Rapport sur la pauvreté rurale au Cameroun* (2006):

“In fact, the challenges of development of the agricultural sector are as well those of a sector which has to fulfil its functions of: i) feeding the entire population which is growing at an annual rate of 2,8%; ii) consolidating the economic growth through the increase of the proceeds from exporting in the sub-regional, regional and world markets; and iii) contributing to the fight against poverty in rural areas through the improvement of farm income.”

2.2. Management team

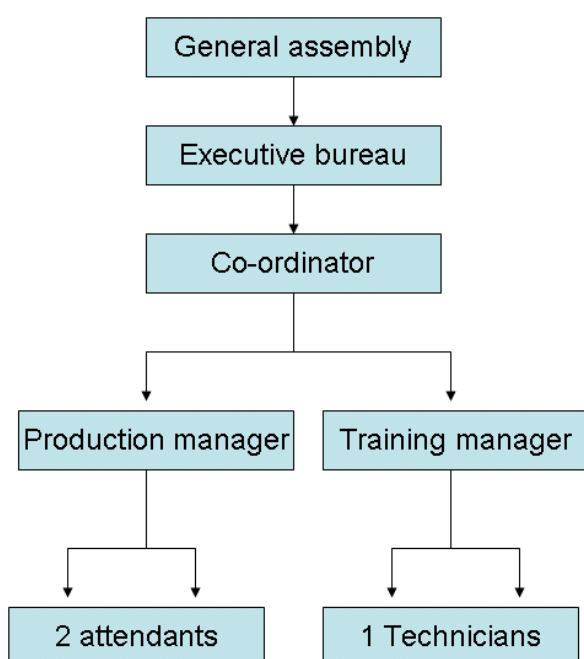


Figure 6 : Current organisational chart of MIFACIG

MIFACIG has a membership of 39 persons and the Executive Bureau has 9 elected members. The staff is composed by 6 persons.

Organisation

The header part of MIFACIG is composed of the organs of control and moderation: **the Executive Bureau** elected by the **General Assembly**.

The staff activities are split in two different wings

The production wing provides funds in order to maintain the structure and compensate the social workers, and produce trees, medicinal plants and honey, which are supplying the **training wing** as pedagogical material and starter-kit for farmers.

That is the reason why, these two different wings have to be managed tightly. At the present, the **co-ordinator is the bound** between these two wings and acts also as a general manager, but one person is not enough.

The Executive Bureau:

Elected by the General Assembly, its members use their numerous competences to lead MIFACIG and define its orientations and strategies. This Executive Bureau is in charge of **day to day management** of the activities and also conflicts within members, staff or managers: they have to keep a good atmosphere in the group and whether there is no immediate solution, can set up a process as stipulated in the *Internal Rules and Regulation*.

The **chairperson** and the **vice-chairperson** are responsible of achieving MIFACIG mission and encourage the Bureau in strategic planning. There is also a **secretary general** and a **vice secretary**, a **treasurer** and a **financial secretary**. These two last persons controls and validate all financial movement within MIFACIG. They are particularly useful members because MIFACIG has no accountant in its staff, and the treasurer and the financial secretary are helping at the present moment: even if their work is not satisfactory, it is precious. Three other members are elected.

The Staff:

According to the rules and regulations and in conformity with the law, all the staff is constituted by **social workers**, and has to be approved by the **Executive Bureau**.

The **co-ordinator** is the head of the staff. He is responsible of the effectiveness of the Executive Bureau's strategies and decisions. But he also acts as a General Manager and the Public Relation Officer. It is obvious that one person is not enough for all these responsibilities and tasks.

The **production officer** is in charge of the elaboration of the planting schedule and the supply of planting and livestock material. He has the responsibility of the good run of the nursery, the garden, the piggery and the apiary.

The **training officer** is in charge of the day to day trainings' organisation. He is responsible of the efficiency and good participation of MIFACIG trainers and facilitators.

Two attendants (a farmer and a receptionist) and **one technician** are also part of the staff and their good experience is precious for MIFACIG.

The key members:

The **coordinator** is one the key member: he is the historical leader, and is acting today as a manager. His experience and his mastering of MIFACIG activities are essential. Some very **competent and experienced field animators**, who have been involved in numerous trainings in the past, are also members. Even if MIFACIG staff is not enough, the competence of members should not be underestimated because it is the real strength of MIFACIG.

MIFACIG is also greatly boosted by **active members** with great awareness of opportunities for example some very valuable experienced members as a gender expert, a chemist, two Senior Agric Technicians: their wide vision is very precious.

Weaknesses of MIFACIG management:

Because of the **insufficient staff**, the co-ordinator is responsible for: general management, secretariat duties and co-ordination, which is too much for a single man. Decisions and management has to be shared with different people in order to improve efficiency of the organisation: better decisions and better work should be done.

Also, as too many responsibilities are gathered in one person, what will happen in the future without him? It is high time for MIFACIG to enlarge its staff for a better development.

The lack of competent accountant and competent secretary leads non experts to do the job:

- waste of time for managers and treasurer and lost of their valuable experience for MIFACIG
- no proper analysis on financial opportunities of MIFACIG

This previous organisation has to be strengthened with two means:

- by hiring new competences
- by reorganising the management responsibilities

MIFACIG next year:

The **co-ordinator** will focus on the co-ordination of the Executive Bureau and ensures that decisions are executed. Also he will represent MIFACIG.

He will no longer act as the manager of MIFACIG: a new person has imperatively to be hired to be the **General Manager** of the two wings of MIFACIG.

The **Training Officer** will be responsible of the management and the organisation of trainings and follow-ups as nowadays, but also of the market survey for production and trainings: one can be considered without the other. Also the training manager will be the **Public Relation Officer** who does advocacy and lobbies for funding in consultation with the coordinator and the General Manager.

The **production manager** authority and responsibilities has to be strengthened: he has to be the leader and the manager of the **3 attendants** and **2 new attendants** (a night watchman and two other farmers) who will be hired.

Two technicians will be added in the full time staff.

As a result eight new jobs will be created and the management of MIFACIG will be completely reorganised for a better efficiency. Such efficiency in the management team and the new competences will address the difficulties of MIFACIG.

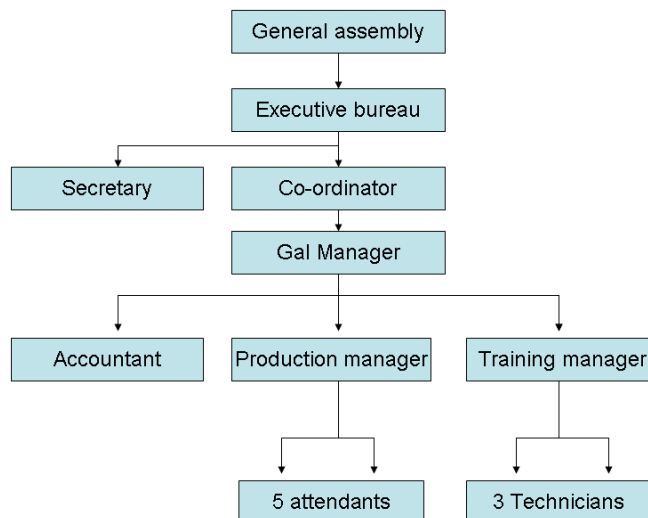


Figure 7: MIFACIG organisational chart next year

Part III – The services that MIFACIG offers

3.1 The services: techniques and know-how

MIFACIG trains farmers on different techniques: agricultural practices and also, marketing and group dynamics.

Tree domestication is a rapid vegetative method of tree multiplication which aims at maintaining fruit quality and which brings about early fructification. There are different techniques which include: bud grafting, marcotts and rooting of leafy cuttings. Moreover if these species are domesticated and planted in gardens, the human pressure on the trees in their natural habitat will be reduced. Thus it represents several advantages: protection of these endangered species and also trees are growing close to rural household which avoid farmer's long transportation from the forest.

Modern apiary development is a complementary rural activity to tree cultivation. The role of bees in pollination of trees has a good impact on the yields. Also, the modern bee-keeping techniques enhance the quality of honey compared to the local techniques of bee-keeping. With modern bee-keeping, both quality and quantity will be improved, so better prices for farmers.

The organic gardening and medicinal plants cultivation lead farmers to improve the food production in their garden with the use of organic manure, restore the soil fertility thanks to agroforestry techniques integration. The medicinal plants can be produced for households and also sold to traditional healers and others.

Marketing is the ability of farmers to empower their business: evaluation of prices, bargaining, market strength, standardisation, grading products, understanding the opportunities and the threats on the market.

Group dynamics is a precious knowledge to lead and manage groups and to solve conflicts within different partners. A lot of farmers have very interesting self-initiatives but are not strong enough to face common difficulties of groups.

All these topics are bounded with MIFACIG vision. According to the current policies towards environmental protection and the needs of rural people, MIFACIG felt completely concerned with environmental degradation like biodiversity reduction, pollution, reduction of soil fertility, climate change. During the UN conference on Environment and Development in Rio Earth Summit (1992), Cameroon presented a report on the state of its environment, highlighting the adverse effect of increasing poverty and of the degradation of the natural resources and then was led a national action plan aggregated in a document according to Agenda 21 from the Rio Earth Summit. MIFACIG has been created in accordance with Law 92/006 of 14/07/92 as part of its efforts in contributing towards meeting up with the national environmental management.

3.2. Benefits for peasantry

3.2.1 The benefits of domestication and agroforestry on farmers' household

Farmers are able to establish their own nursery, to domesticate and improve trees. According to ICRAF market survey on domesticated plants in Cameroon (*Awa Achu Samba, ICRAF, 2006*), there is a huge market of more than 45,000 improved trees in Bamenda, in the villages of the North-West Province, in Douala and in Yaounde.

Customers (farmers and larger scale buyers) are especially interested in the insurance of quality and the short fructification time. The price customers are ready to pay is between 800 to 2,500 FCFA, according to the localities, the species and the techniques used.

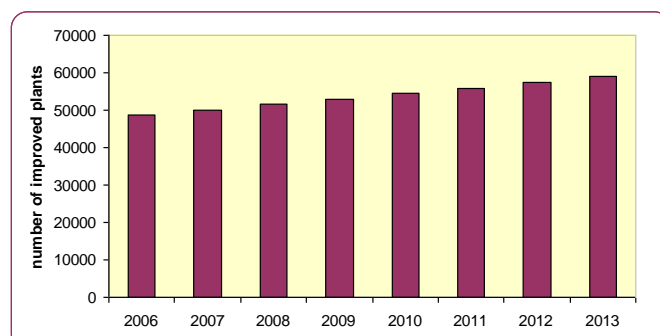


Figure 8: Market trends of the demand of improved trees in Douala, Yaounde, Bamenda and villages of the NW Province
Awa A. Samba, Market survey on domesticated trees, ICRAF, 2006

The distribution channel is only based on direct contacts: from producer to customer. Let's add that according to the market survey, some promoters could be hired with success.

Moreover the development of nurseries, which represents lucrative ventures for farmers and youths, the production of fruits and non timber forest products will represent a direct income for the peasantry around: with improved fruit trees, the quality and the quantity of their crop will increase: Estimates of the economic value of such agroforests that combine "domesticated trees" with food crops suggest Net Present Values of around USD 5,000 per ha over a 10 year period. This is a major issue according to the increasing population of Cameroon and the huge risks of food penury.

3.2.2. Benefits of honey and by-product production

Honey production could **supply the family** while increase income with the **over-production** and the fabrication of **by-products**. Thus the production of honey can be an interesting way of diversification of the production for households: except in the West Province, honey has been adopted by the population and is no more considered as a luxury item.

Market survey for honey and wax in the Highlands, West, North-West, South-West provinces of Cameroon (2006) shows that the market is well developed and that with a better organisation of chains and distribution the market can grow more (*Honey Market Study, Netherlands Development Organisation Highlands Team, 2006*). If some dynamic firms are present in the South-West, the lack of organisation and awareness of the market makes honey distribution negligible compared to its high potential.

Prices of honey are between 1 400 francs CFA in villages to 2 000 francs CFA in cities like Douala or Yaounde. With hives of 20 litres per harvest and two harvests per year, farmers could generate money quite easily. Besides, by-products of honey and wax can be sold: block of wax (1550 F/kg), candles, soap, liniment, curative cream, lehogogin syrup (medicine).

However the condition on marketing honey and by-products is to produce good quality honey which is not possible with the traditional way of bee-keeping and harvesting, and also to have a well organized market to strengthen farmers and youths.

3.2.3. Benefits of medicinal plant cultivation

More than 3,5 billion people are using plants for their primary health care and their cultivation is an obvious use (*Balick and Alan Cox, 1997, Van Seters, 1997*) for both personal use and local market. According to the Centre du Commerce International (2001), the amount from drugs issued of medicinal plants was about to 12.5 billion USD and reached 30 billion USD in 2000.

Moreover, in the particular case of *Prunus africana*, which has a very high value medicinal tree (about 135 millions USD for Cameroonian production), its domestication allows farmers to have a production on their farm and so alleviate heavy transportation of bark while diversify the crops, protect the over-exploitation of forest. (*Cunningham, A.B.; Mbenkum, F.T., 1993*)

Thus in Boyo division, numerous traditional healers are taking care of patients and consumption of medicinal plants is high. According to the *Rapport sur la pauvreté rurale au Cameroun, 2006*, 21,3% of the people 24,2% of the poor people in the North West are using traditional medicine: conventional medicine do not meet necessarily the needs of health problems. Medicinal plants are completely necessary and contribute to public health in Cameroon.

3.1. The training program

MIFACIG proposes trainings for **reinforcement** and empowerment of **existing farmer groups** which need to receive some technical support to develop their venture as a lucrative activity. Thus MIFACIG is to select **groups of farmers and youths** or cooperative, focus on marginal people as poor or young, and which have gender balance: two of each group will be trained by MIFACIG.

They will follow **three sessions of trainings** in order to acquire techniques, notion of group dynamics and of marketing. The single condition is to be available to read and write.

The trainings are open to farmers and youths of the seven Regions of the southern part of Cameroon: Centre, East, Littoral, North-West, South, South-West and West according to our transportation facilities. Thus MIFACIG will cover both francophone and anglophone areas: bilingual trainers are already available.

Groups or cooperatives will be aware of MIFACIG trainings thanks to advertisement broadcasted on the radio, on advertisement published in specialized newspaper. Some NGO or other groups will also be used to relay the information to those who do not have access to information. They will apply to the training on MIFACIG website or contact directly the co-ordinator by a phone call. Then MIFACIG will select fifteen groups or cooperatives that represent thirty farmers and youths with gender respected.

All of these trainings are organized at MIFACIG Resource Centre as follow:

- ❖ 5 days of training where the main **techniques** (domestication or bee-keeping or organic vegetable gardening, medicinal plant cultivation) are acquired and **starter-kits** (tools, plants, seeds, hives, etc.) are distributed
- ❖ 5 days of **group dynamic** training
- ❖ 5 days of **marketing** training

These three sessions of training are organized each four months in order for farmers and youths to explore the whole chain: **from the production to the organisation of farmer groups, then the marketing of the products**. Between each training farmers are **followed up** by the technicians of MIFACIG and are helped for technical, organisational or administrative problems. Also, MIFACIG can have a look on their activities and so can better the training and evaluate results and impact on particular cases. As **monitoring**, evaluation will be done by MIFACIG staff after trainings and follow-ups (see Annexe 2).

With these three sessions of trainings, farmers and youths will be able to master the main techniques in order to produce good quality products with good yields, to develop their own venture and to face the challenge and succeed.

3.2. The 5-years time frame of trainings

	Year 1											Year 2			
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Group 1	MC		F-U		GD		F-U		Mar		F-U				
Group 2		TD		F-U		GD		F-U		Mar		F-U			
Group 3			TD		F-U		GD		F-U			Mar		F-U	
Group 4				HP		F-U		GD		F-U			Mar		F-U
Group 5														MC	
Group 6															TD

TD : Tree Domestication / Agroforestry training

HP : Honey Production / By Products transformations training

MC : Medicinal Plants Cultivation / Organic Vegetable Gardening

GD : Group Dynamic

Mar : Marketing

F-U : Follow-up of groups, and visit of the plots

Table 6: MIFACIG training schedule - 1st Year

For the month of December, there won't be any training, because it won't be possible to carry out with the personal follow-up, the administrative closure of the year, the annual reporting and Christmas break. The calendar has been decided according to the natural and vegetative constraints.

You can go and see the five year program detailed in Annex n°1. Thus it represents:

	2009	2010	2011	2012	2013	Total
Bee-keeping program	1	1	1	1	0	4
Tree Domestication Program	2	2	2	2	2	10
Medicinal Plants cultivation program	1	1	1	1	0	4
Total	4	4	4	4	2	18

- 18 groups of 30 farmers and youths gender respected: **540 farmers and youths** with very solid abilities
- **270 farmer and youth groups** empowered: represents **2,700 farmers** and youth groups potentially trained
- **54 trainings** in 5 years

- **540 visits** to the youths farmers' plots for personal follow-up: **three days** (that can be adapted to the needs)

Therefore, the planning of MIFACIG staff will be organised as follow:

Table 7: Number of training per programme and per year

	Week 1	Week 2	Week 3	Week 4
Trainers	Technical preparation of the training	Training	Follow-up	Follow up
Co-ordinator	Organisation of the training and follow-up: schedule and budget	Supervision of the training	Organisation of the training and follow-up: schedule and budget	Organisation of the training and follow-up: schedule and budget

Table 8: MIFACIG typical monthly planning

3.4. Impact of training programs on the communities

1. Employment

The thirteen jobs that MIFACIG offers will provide new skills: as qualified people are scarce and training them is a wealth for the area.

2. Empowerment of farmers

While mastering the techniques of domestication, farmers and youths are able to develop their own nurseries, gardens, orchards and the modern bee-keeping techniques and the transformation of by-products are very lucrative knowledge.

Therefore thanks to the diversification of the productions, the increase of yields, the farmers are able to increase their household income. But among everything this knowledge is a great tool for them to get more aware of all the opportunities they have: illiterates represent 70 % of the rural population and without training no hope of change is possible in rural area (UNDP).

3. Reducing the pressure on environmental resources

The forest of Ijim is very vulnerable and without any protection, its disappearance would be fatal according to the human pressure. This protection has allowed its area to increase of 7,8% in the 1988-2005 period while it has been reduced of 50% between 1958 and 1988 (*Botanic Garden, London – Birdlife International, 2001*).

MIFACIG is working in that way and the domestication of endemic species (as *Prunus Africana*) help the human pressure on the forest to be lighter: agroforestry practices and tree domestication help people to earn a better living from the land they have outside the forest, and thus avoid opening of new farmland at the expense of forestland. Thus they avoid destroying the country's largest watershed and animal habitats of vulnerable species: especially birds as *Tauraco bannerman*, *Platysteira liticincta* (source: *Birdlife International*).

Besides, tree domestication encourages farmers and youths to plant more trees, and thus protects the watershed, combats soil erosion and increase fertility of soils: thanks to fertilizer trees as *Caliandra* or *Acacia*, very efficient new agricultural techniques can be developed.

Records show that in the period 2004-2006, **not less than 235,000 agroforestry trees were planted** in the area thanks to the tree domestication initiative of MIFACIG.

4. Promote food security and production of food locally consumed

The innovative domestication techniques make the yields and quality better. Moreover with fruit trees cultivation in mixed farms, transformation in juice or adapted post harvest preservation techniques, more food would be available on the market and this effort has to be done in order to feed the increasing population of Cameroon.

Indirect impact of MIFACIG activities

While farmers and youths are creating their own nurseries, new networks of traders will be created for plants and products, especially fruits which represent a lucrative market, especially if transformed or conserved.

And this is also the case for honey, which is under produced in Cameroon, and whose trade network is negligible according to the opportunities (SNV).
This way of developing Cameroon is completely **coherent with national and international policies** in order to reach the **goals of the Millennium** especially eradicating hunger and poverty with sustainable environmental management.

Part IV – Finances

Development of production capacity

In the near future, MIFACIG wants to go-on its development and increase the production and the area of selling in order to reach 65,000 plants produced at the end of our 5 years program and about 8,400 vegetative propagated trees.

It represents an increase of 10% per year for vegetative propagated trees and 5% for seedlings. These domesticated plants should be enough to provide free trees to farmers' groups.

Therefore, with an increase of its income of more than 5,5%, MIFACIG wants to be able to finish the on-going construction, to continue the development of pedagogical resources, to buy means of transportation for trainers, and also to maintain a financial equilibrium. MIFACIG wants also to develop partnership in order to raise funding to train numerous farmers and to compensate properly the staff.

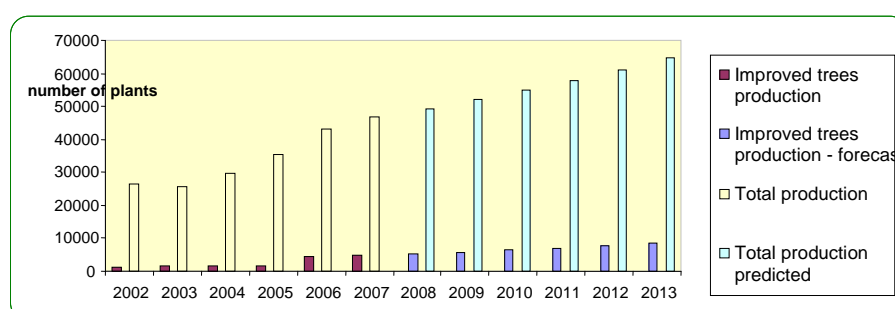


Figure 9: Expected evolution of the production. Source for data 2002-2013, annual reports

Financial evaluation for each training

The costs of each training program could be evaluated as follow, in euros:

	Budgeted item	Units / numbers	Unit cost	Total costs
1	Workshop preparation			
	Documentation	30 persons	4.58	137.40
	Transportation of participants	30 persons	15.27	458.02
	Transportation (resource pers)	3 persons	15.27	45.80
2	Logistics			
	Workshop hall hire / chairs	5 days	30.53	152.67
	Car hire and fuel	5 (1 vehicle fr 5 days)	30.53	152.67
	Telephone	1 Lump sum	15.27	15.27
3	Writing material			
	Packet of pens	2 packets	9.16	18.32
	Packet of pencils	3 packets	2.29	6.87
	File jacket	30 fils	3.05	91.60
	Notebooks	30 books	3.05	91.60
4	Training material			
	Hiring of overhead projector	5 days	15.27	76.34
	Transparent paper	1 packet	22.90	22.90
	Flipchart paper	1 roll	30.53	30.53
	Flipchart	2 1 per day	7.63	15.27
	Bold marker	2 packets	15.27	30.53
	Generator (hiring + fuel)	5 days	15.27	76.34
5	Accomodation			
	Lodging	150 persons(5x30)	4.58	687.02
	Feeding	150 persons(5x30)	4.58	687.02
6	Secretariat			
	Printer ink	1 cartridge	22.90	22.90
	A4 paper	2 reams	7.63	15.27
	Photocopying	1 Lump sum	38.17	38.17
7	Coverage			
	Photo coverage	2 rolls	13.74	27.48
	Press coverage	4 2 for 2 days	38.17	152.67
	Hiring a video camera for 5 days	5 days	38.17	190.84
	Video coverage	10 discs	10.69	106.87
8	Co-ordination			
		1 Lump sum	30.53	30.53
9	Reports			
	Preparation and compilation	5 copies	22.90	114.50
	SUB-TOTAL			3495.42

Table 9: Budget for a training session

Evaluation in euros of the cost of a program for 30 farmers including youths and gender respected from 15 groups for three trainings and one year of follow-up:

10	Starter kits of material and equipment for groups			
	Honey training			
	A. Material / equipment	15	763.36	11450.38
	B. Seeds / trees / plants	15	305.34	4580.15
	Total			16030.53
	Domestication training			
	A. Supply of seeds, germplasm and material in the nursery	15	763.36	11450.38
	B. Nursery building	15	763.36	11450.38
	Total			22900.76
	Medicinal plants training			
	A. Supply of seeds, germplasm and material	15	763.36	11450.38
	Total			11450.38
11	Three Follow-up			
	Transportation (hiring a vehicle)	45 days	91.60	4122.14
	Lodging and feeding	45 days	30.53	1374.05
	SUB-TOTAL			5496.18
	TOTAL PRICE OF EACH PROGRAM			
	Bee-keeping			32013
	Table 10: Budget for a training programme			
	Medicinal plants Cultivation			27433

Total cost per year for our training program (euros):

	2014	2015	2016	2017	2018
Bee-keeping programme	32,012.98	32,012.98	32,012.98	32,012.98	0
Tree domestication programme	77,766.41	77,766.41	77,766.41	77,766.41	77,766.41
Medicinal plant cultivation programme	27,432.82	27,432.82	27,432.82	27,432.82	0
TOTAL	137,212.2	137,212.2	137,212.2	137,212.2	77,766.41

Table 11: Total cost per programme per year

4.3. Financial needs for 2014 -2018 period in euros

EXPENDITURES	2009	2010	2011	2012	2013	TOTAL
1 Infrastructure						
Upgrading of lodging and training equipment	10,381.68					10,381.68
SUB-TOTAL	10,381.68	0.00	0.00	0.00	0.00	10,381.68
3 Training Running cost						
Secretariat expenses	1,832.06	1,832.06	1,832.06	1,832.06	1,832.06	9,160.31
Electricity	916.03	916.03	916.03	916.03	916.03	4,580.15
Co-ordination expenses	3,664.12	3,664.12	3,664.12	3,664.12	3,664.12	18,320.61
Communication: telephone, internet	5,496.18	5,496.18	5,496.18	5,496.18	5,496.18	27,480.92
Transportation	1,832.06	1,832.06	1,832.06	1,832.06	1,832.06	9,160.31
SUB-TOTAL	13,740.46	13,740.46	13,740.46	13,740.46	13,740.46	68,702.29
3 Nursery building / material / germplasm						
Propagators	76.34	76.34	76.34	76.34	76.34	381.68
Grafting knives	45.80	45.80	45.80	45.80	45.80	229.01
Secateur	7.63	7.63	7.63	7.63	7.63	38.17
Scissors	2.29	2.29	2.29	2.29	2.29	11.45
Spades	10.69	10.69	10.69	10.69	10.69	53.44
Wheelbarrow	22.90	22.90	22.90	22.90	22.90	114.50
Cutlasses	6.11	6.11	6.11	6.11	6.11	30.53
Digging forks	10.69	10.69	10.69	10.69	10.69	53.44
Hand cart	68.70	68.70	68.70	68.70	68.70	343.51
Shears	7.63	7.63	7.63	7.63	7.63	38.17
Sprayers 16l	38.17	38.17	38.17	38.17	38.17	190.84
Watering can	7.63	7.63	7.63	7.63	7.63	38.17
Shovel	7.63	7.63	7.63	7.63	7.63	38.17
Rake	2.29	2.29	2.29	2.29	2.29	11.45
Machete	6.11	6.11	6.11	6.11	6.11	30.53
Digger	9.16	9.16	9.16	9.16	9.16	45.80
File	1.53	1.53	1.53	1.53	1.53	7.63
Hammer	2.29	2.29	2.29	2.29	2.29	11.45
Sieve	3.82	3.82	3.82	3.82	3.82	19.08
Buckets	3.05	3.05	3.05	3.05	3.05	15.27
Ladder	7.63	7.63	7.63	7.63	7.63	38.17
Saw	3.82	3.82	3.82	3.82	3.82	19.08
Spades	10.69	10.69	10.69	10.69	10.69	53.44
Measuring tapes	15.27	15.27	15.27	15.27	15.27	76.34
Ropes	1.53	1.53	1.53	1.53	1.53	7.63
Plywood	6.11	6.11	6.11	6.11	6.11	30.53
hoe	4.58	4.58	4.58	4.58	4.58	22.90
Seeds	763.36	763.36	763.36	763.36	763.36	3,816.79
Scions	763.36	763.36	763.36	763.36	763.36	3,816.79
Polyethylene bags	4,580.15	4,580.15	4,580.15	4,580.15	4,580.15	22,900.76
Sand	229.01	229.01	229.01	229.01	229.01	1,145.04
Plastic bands	229.01	229.01	229.01	229.01	229.01	1,145.04
SUB-TOTAL	6,954.96	6,954.96	6,954.96	6,954.96	6,954.96	34,774.81
8 Animal care						
Animal feed	1,221.37	1,221.37	1,221.37	1,221.37	1,221.37	6,106.87
Vetinary services	152.67	152.67	152.67	152.67	152.67	763.36
SUB-TOTAL	1,374.05	1,374.05	1,374.05	1,374.05	1,374.05	6,870.23
9 Staff compensation						
General manager	3,664.12	3,664.12	3,664.12	3,664.12	3,664.12	18,320.61
Production manager	2,748.09	2,748.09	2,748.09	2,748.09	2,748.09	13,740.46
Training and public relation manager	2,748.09	2,748.09	2,748.09	2,748.09	2,748.09	13,740.46
Three technicians	5,496.18	5,496.18	5,496.18	5,496.18	5,496.18	27,480.92
Secretary	1,832.06	1,832.06	1,832.06	1,832.06	1,832.06	9,160.31
Accountant	1,832.06	1,832.06	1,832.06	1,832.06	1,832.06	9,160.31
Five attendants	4,580.15	4,580.15	4,580.15	4,580.15	4,580.15	22,900.76
SUB-TOTAL	22,900.76	22,900.76	22,900.76	22,900.76	22,900.76	114,503.82
5 Training expenditures						
Training costs	137,212	137,212	137,212	137,212	77,766.41	626,615.27
Publication (newspaper, radio)	458.02	458.02	458.02	458.02	458.02	2,290.08
SUB-TOTAL	137,670.23	137,670.23	137,670.23	137,670.23	78,224.43	628,905.34
TOTAL	193,022	182,640	182,640	182,640	123,195	864,138
Miscellaneous 10 %	19,302	18,264	18,264	18,264	12,319	86,414
GRAND TOTAL	212,324	200,905	200,905	200,905	135,514	950,552

Table 12: Financial needs for the next 5 years

According to MIFACIG income in the last five years, MIFACIG can contribute financially to the project with the following amount: **18,200 € per year (11,900,000 FCFA)**.

As a result MIFACIG is making the following demand for the five years program of trainings:

	2014	2015	2016	2017	2018	Total
Amount in euros	194,124 €	182,705	182,705	182,705	117,314	932,352
Amount in FCFA	127,172,450 FCFA	119,692,450 FCFA	119,692,450 FCFA	119,692,450 FCFA	76,861,750 FCFA	610,711,550 FCFA

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