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## AFRICA YOUTH THEMATIC HUB INCEPTION WORKSHOP REPORT



MAY 8 -10, 2018  
YAOUNDÉ, CAMEROON

## ACRONYMS

AYTLP	Africa Youth Transformational Leadership Programme
CBO	Community Based Organization
CLIP	Free an Informed Prior Consent
CSO	Civil Society Organization
DRC	Democratic Republic of Congo
EE	Environmental Education
ESD	Education for Sustainable Development
EU	European Union
FLEGT	Forestry Law Enforcement, Governance and Trade
ICT	Information Communication Technology
M & E	Monitoring and Evaluation
MEL	Monitoring Evaluation and Learning
NGO	Non Governmental Organization
RBM	Results Based Management
SDGs	Sustainable Development Goals
Sida	Swedish International Development Agency
ToC	Theory of Change
WWF	World Wide Fund for Nature

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## 1.0 Introduction

WWF in Africa has developed a series of transformational projects to help fast track its commitment of ensuring that the continent's natural resources are sustainably managed to bring about positive ecological and socio-economic transformation for the people of Africa. The Africa Youth Transformational Leadership Project (AYTLP) is one such project as WWF recognizes that in order to achieve its goals it is imperative to mobilize and engage with the largest segment of its population, the youth who comprise of 70 per cent. The AYTLP is the project that is fast tracking this intervention through a series of both regional and country specific projects and interventions. WWF Cameroon in collaboration with WWF Sweden is coordinating youth engagement in Africa under the Sida Leading the Change Civil Society Programme through the Regional Africa Youth Thematic Hub component. An inception workshop for this specific component involving 9 countries implementing the Leading the Change Programme was planned and held at Djeuga Palace Hotel in Yaoundé, Cameroon during May -10, 2018.

### Participation:

The inception workshop was attended by more than 20 people majority of whom were WWF staff from countries including Cameroun, Gabon, Tanzania, Kenya, Madagascar, Uganda, the Democratic Republic of Congo and Sweden. The Cameroon Ministry for Youth Affairs and Youth CSOs were also represented.

### Expectations:

All participants introduced themselves mentioning their title, the country they represented and their expectations of the meeting. The expectations are listed below:

- Improve, obtain input and refine youth engagement strategies
- Learn from each other
- Understand objectives, purpose, technical and administrative requirements of the programme
- Understand reporting requirements
- Youth involvement in conservation
- Solidify plans and get a good start to programme implementation
- Understand the different country plans
- Understand the 9 focal points
- Networking and relationship strengthening
- Obtain inspiration especially from the youth present

- Links to the youth network strategy
- Understand Conflict management strategies
- Understand how to create awareness and empowering the youth in DRC

## 2.0 Opening of Workshop by Dr. Cleto Ndikumagenge, Conservation Director, WWF Cameroon

He welcomed the participants to Cameroon and pointed out that WWF Cameroon was happy to host different countries to Yaoundé which is a hub of many organizations in Central Africa. He also pointed out that to be young is not a question of age, but commitment. Africa is growing and there was need to integrate the young people who are the majority of the Africa's population.



*Dr. Cleto delivering his speech during the opening of the workshop*

He emphasized on the need to use young people to conserve biodiversity and ensuring issues of rights both political and human are included in our work. He pointed out that inclusion of indigenous peoples like the Baka women in the programme and also explained that capacity building is necessary for us to be able to influence decision making through developing tools that will lead us there. He pointed out that economic transformation for youth in Africa will be achieved through networking and hard work. He thereafter declared the workshop officially opened.

## 2.1 Workshop Objectives and expected Outcomes by Zipporah Musyoki, Regional Coordinator Education for Sustainable Development (ESD) Programme

The ESD Programme Coordinator readout the programme that was to be followed for the three days the workshop was to run and reminded participants of the workshop objectives and outcomes as listed below;

### Objectives:

- 1) Review and finalize Country Youth Implementation Strategies
- 2) Exchange experiences and strengthen our methods for good Civil Society Cooperation
- 3) Increase understanding of Gender mainstreaming and conservation
- 4) Increase understanding of Conflict sensitivity/Conflict management and Security.
- 5) Develop good systems for and operationalization of MEL

### Expected Outcomes:

- 1) Refined and finalized Country Youth Implementation Strategies
- 2) Participants from the different countries have improved capacity on good civil society cooperation
- 3) Participants have improved understanding on gender mainstreaming in project activities
- 4) Participants have improved capacity for managing conflict in project work
- 5) Countries have clear MEL approaches for youth engagement in the Leading the Change Programme
- 6) Countries have an updated results framework with complete indicators for measuring youth engagement activities
- 7) Countries have updated intervention budgets for youth work in the Leading the Change Programme
- 8) Countries have a common vision and understanding of the programme implementation modalities



## 3.0 Presentations

### 3.1 Leading the Change Programme: Civil Society, Rights and Environment

by Germund Sellgren, Programme Manager, WWF-Sweden

The presentation highlighted the following:

- The Relationship between Sida - Swedish International Development Cooperation and WWF-Sweden
- Sida, is a government agency working on behalf of the Swedish parliament and government, with the mission to reduce poverty in the world. He shared Sida's global assistance work in a short video and mentioned that more on Sida work could be accessed via [www.sida.se](http://www.sida.se)
- Leading the change programme addresses issues of rights, capacity and roles of communities and civil society in Natural Resources Management, advocacy and participation in decision making in the following six thematic areas - Wildlife, forests, oceans, fresh water, climate, energy and food
- It is operating in 17 regions as the umbrella platform, however, the Africa Youth Transformational Leadership Project is operating in 9 countries including Cameroon, DRC, Kenya, Mozambique, Namibia, Tanzania, Uganda, Zambia and Zimbabwe
- The desired change is that people and communities in programme areas are effectively: i) exercising their rights ii) controlling decisions and equitably receiving benefits from natural resources iii) contributing to the sustainable management of key ecosystems and habitats.
- He further presented the programmes contribution to SDGs, WWFs social commitment, and the global results chain.

### 3.2 Presentation of Country Youth Engagement Strategies

Countries in attendance presented their draft youth engagement strategies that they had been developing since the initial AYTLF meeting held in Nairobi in December 2017. This included plenary sessions that provided feedback to help them refine and improve their youth engagement strategies:



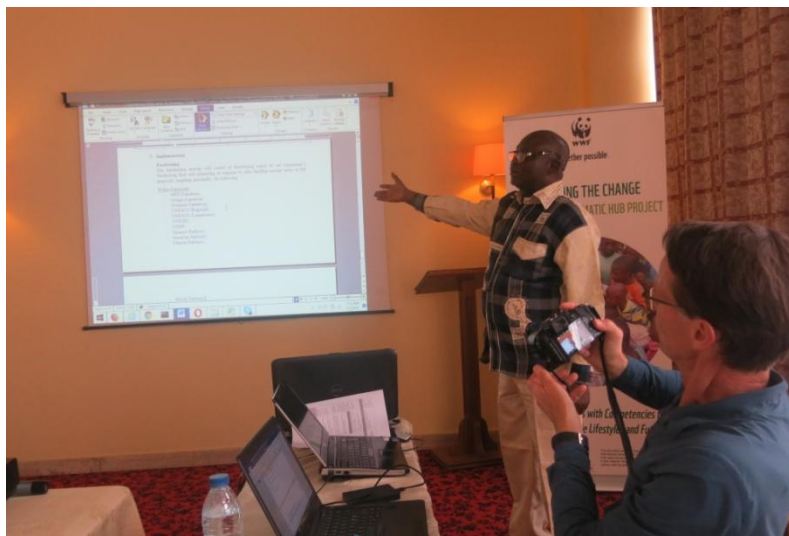
### 3.2.1 WWF Cameroon Youth Engagement Strategy by Ekpe Inyang, ESD Technical Advisor, WWF Cameroon

*Vision - A Cameroon in which youth in school are transferring ESD best practices to their communities and demonstrating sustainable lifestyles and those out of school are participating in decision-making on conservation and development issues and demonstrating leadership in green entrepreneurship and green growth.*

#### Key Strategies:

- Policy advocacy and curriculum development
- Capacity building for ESD up scaling
- Development of green entrepreneurship and networking platforms.

Key landscapes of focus were pointed out to include Bakossi, Campo, Jengi Landscapes with policy engagement being driven from Yaoundé.



*Ekpe Inyang presenting the WWF Cameroon Youth Strategy*

#### Plenary Comments:

- Networking, a key pillar that should be reflected in the Strategy
- Linkage between SDGs and the Cameroun youth implementation strategy
- Strategy on policy advocacy for curriculum development and policy advocacy for youth engagement could be merged
- Log frame – there is a need to add targets and means of verification
- UNESCO

- Pan African Youth Strategy – All our work should fall under this strategy so that there is some form of institutional framework at the regional level that our work feed into
- Funding issues – how do you realize the strategy in the face of budget cuts?
  - Continue working with the pilot projects that countries have been working on so that we don't spread thin the limited available resources
  - Ensure partnerships with government institutions and other organizations to ensure sustainability
  - Continue fundraising.
  - WWF also has a new network on education that should be scaled up and could be an opportunity for funding

### 3.2.2 WWF DRC Youth Engagement Strategy by Gédéon Bakerethi Education Officer & Naomi Nzayi, Partnerships & Fundraising Assistant, WWF DRC

The WWF DRC Youth Engagement Strategy has the same vision as the Africa Youth Transformational Leadership project but aligned to focus on DRC. :*" A strong network of young people in DRC is playing a key role in driving Africa's development and conservation agendas towards green growth and sustainable development."*

The strategies for youth engagement were pointed out to include:

- Capacity building
- Policy Advocacy
- Awareness raising to the Youth on environmental and sustainable development issues
- Partnerships development with stakeholders to enhance youth empowerment



*Naomi Nzayi presenting the WWF DRC Youth Strategy*

Plenary Comments:

- Limited education among the youth who are unemployed, redundant and are becoming a security threat to society and WWF work/staff
- Develop different fundraising concepts to help address these challenges in addition to going to the field with security
- WWF-DRC should advocate and lobby government to own the processes
- Revisit the strategy to address urgent needs of the youth in terms of livelihood options

### 3.2.3 WWF Kenya Youth Engagement Strategy by Irene Mwaura, Project Officer, WWF Kenya

Goal: Youths are actively supporting achievement of Kenya's conservation agenda for their wellbeing and economic growth.

The WWF Kenya Youth Engagement Strategy highlighted four key areas of youth engagement:

- Youth leadership
- Capacity building / empowerment
- Policy advocacy
- Green entrepreneurship

Key specific strategies to feed into the objectives were pointed out to include:

- Promotion of networking platforms
- Partnerships -,leveraging partners to deliver on the youth agenda

- Policy advocacy
- Education for Sustainable Development



*Irene presenting WWF Kenya's Youth Strategy*

### 3.2.4 WWF Madagascar Youth Engagement Strategy by Serge Solo, Senior Education Officer, WWF Madagascar

The WWF Madagascar Youth Engagement Strategy has four key areas of intervention:

- Strengthening the institutional capacity of youth structures in terms of credibility and advocacy
- Facilitating the links between youth CSOs at the regional level to national platforms on the reinforcement of the youth voicing
- Engaging youth movements in the promotion of social and environmental sustainability principles and initiatives
- Partnerships with regional and national institutions to strengthen them and ensure the sustainability of ESD activities (Models schools, ESD mainstreaming in school curriculum, etc.)



*Serge presenting the WWF Madagascar Youth Strategy*

#### Plenary Comments:

The shared vision for the strategy does not capture conservation which is the key goal of our engagement as an organization.

#### 3.2.5 WWF Tanzania Youth Engagement Strategy by Roy Namgera, Oil and Gas Programme Coordinator

The WWF Tanzania Youth Engagement Strategy was noted to four key strategic areas of engagement to include:

- Capacity development and knowledge exchange
- Policy development and advocacy
- Green growth and entrepreneurship development
- Education for Sustainable Development

Youth engagement in Tanzania would mainly focus on the Ruvuma – Selous Landscape.

#### Plenary Comments:

- Add a focus on ecotourism
- Youth in cities seem to be left out

- Engagement of existing youth movements



*Roy presenting the WWF Tanzania Youth Strategy*

### 3.2.6. WWF Uganda Youth Engagement Strategy by George Kaija, Community Conservation Manager, WWF Uganda

The WWF Uganda Youth Engagement Strategy was noted to be anchored on four pillars:

- Youth as change agents through mobilization and networking
- Youth engagement in improving governance by ensuring youth voices in decision making and policy advocacy
- Livelihoods and career building by enhancing employability and green entrepreneurship based on sustainable development and green economy principles
- Knowledge and skill building by creating and enabling environment that fosters values, innovations, knowledge and skill building towards a sustainable future.

Plenary Comments:

- It was noted that their draft strategy still had a lot to be done. It was agreed that the framework for the strategy that was used by the different



countries be shared with the Ugandan team to facilitate quick progress in developing their youth engagement strategy.



*George presenting the WWF Uganda Youth Strategy*

### 3.3. The Civil Society Partnership Approach by Dr. Phillip Forboseh, Programme Coordinator, WWF Cameroon



*Dr. Philip presenting on Civil Society Partnerships*



WWF principles on CSO engagement were presented and later participants formed three groups to discuss how the countries were addressing the following issues; a) Ownership by CSO partners b) Alignment and c) mutual accountability and transparency. Under each of these categories participants discussed different areas guided by questions in the table below:

Guiding questions		
1) How (well) have we addressed the issue 2) What experience have we gained – good practices, methods/approaches developed 3) What are the main constraints and gaps 4) Issues to be taken forward in the implementation 2018 - 2022		
Ownership by CSO partners	Alignment	Mutual accountability and transparency
<ul style="list-style-type: none"> <li>- Long-term, predictability and flexible funding</li> <li>- Partners lead in planning and decision making</li> <li>- Approaches for identifying and overcoming power imbalance between WWF and partner CSOs</li> <li>- Approaches for identifying and overcoming power imbalances between NGOs and partner CBOs</li> </ul>	<ul style="list-style-type: none"> <li>- Building on and aligning with partner CSOs overall mandates, strategies and plans</li> <li>- Use and strengthening, as necessary, of partner CSOs own systems for monitoring, evaluation and reporting of activities and results</li> <li>- Use and strengthening, as necessary, of partner CSOs' own systems for financial management and reporting</li> </ul>	<ul style="list-style-type: none"> <li>- Role of CSO partners in AYTL P M&amp;E</li> <li>- Transparency of WWF towards partners</li> <li>- Transparency of NGOs towards CBOs</li> <li>- Accountability of WWF and NGO partners towards communities, constituencies, participating CBOs</li> <li>- Procedures or systems for partner NGOs to give feedback on or evaluate the partnership with WWF</li> <li>- Procedures or systems for partner CBOs to give feedback on or evaluate the partnership with NGOs</li> </ul>

### Group Presentations

After the discussions, group leaders presented at least three key issues that the groups felt the programme should take forward in the 2018 – 2022 implementation period. These are listed below

#### Group 1: Ownership

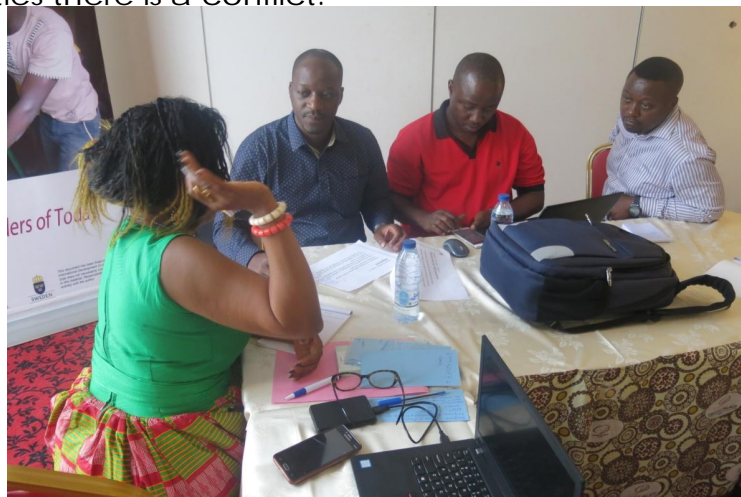
1. Guaranteed 5 year funding through Sida and PSMNR with ability of CSOs to do own fundraising
2. Governance issues within some CSOs, with high rate of staff turn-over leading to loss of organizational experience and skills
3. Involvement of CSOs in planning and proposal writing with adequate M&E for reflection and adaptive management

#### Group 2: Alignment

1. Joint planning between WWF and CSO partner should continue but build on the partners plan
2. Capacity strengthening of partners technical, organizational and financial aspects
3. Jointly agreeing and developing technical and financial reporting templates and systems

#### Group 3: Mutual accountability and transparency

1. Moving forward engage partners in developing M&E plan and actual monitoring and evaluation.
2. Regular and timely communication to partners on any changes to the project and relaying feedback from audit reports and TPR review by donors (they are directly affected by the feedback).
3. Capacity building of partners e.g. on fraud and corruption policies and ensuring they understand complaint mechanism system.
4. Ensure there is transparency in our differentiated engagement with CSOs and CBOs e.g. ensure the CBOs know that the funds they are receiving are from WWF and the umbrella CSO is a conduit.
5. Conflict management: Amicably resolve conflicts without showing the communities there is a conflict.



*Participants engage in group discussions*

## *Day 2: May 9, 2018*

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The day started with recap from George Kaija through a participatory approach. Some of the key highlights were: Youth is not about age; the time to act is now; the youths have played an important role in shaping the history of the world; the importance of mainstreaming gender into programmes.

The issue of sustainability of work/initiatives implemented by CSOs was highlighted as an area that needs further attention. We should support CSOs to identify funding opportunities. When the CSOs are implementing interventions of the ground, they should incorporate/mainstream sustainability into the work. They should assess other CSOs aligned to their work to gather lessons to implement, introduce membership fee to sustain the work and invest in local financial institutions to benefit the local communities e.g. as a shareholder. In addition, Segre from WWF-Madagascar requested the other countries to share their experiences on fundraising to inform future fundraising approaches.

For the youth representatives it was an opportunity to learn from the experience of others.

The countries also had presented the youth strategies/framework and the participants gave comments which were well captured by George.

### **3.4 Conflict Sensitivity in Programme Management by Zipporah Musyoki, ESD Programme Coordinator**

Conflict sensitivity is an awareness of the causes of historical, actual or potential conflict and the likelihood of further conflict and its likely severity. Conflicts manifest differently. Core principles of conflict sensitivity are: participatory approach, inclusiveness, impartial, respect, partnership and coordination, transparency, timeliness, accountability, flexible and responsive.

As programme teams, there is a need to undertake a conflict analysis and then link the analysis to the programme environment. The analysis will entail: Identifying, assessing, mitigating, managing the conflict and 'do no harm'. One should understand the power dynamics and the root causes of the conflict, the drivers of conflict and the drivers of peace. Thus one needs an in-depth understanding of how different groups are affected by the conflict and the

differential impact on different groups such as women; and their perspectives. Conflict analysis findings should be incorporated in project design stage and integrated into log frame in response to mitigating the conflict.

Under the new Sida funding phase dubbed 'Leading the Change', a study was carried out on conflict sensitivity in DRC and Asia (Cambodia and Myanmar). From the results it was noted that WWF has good relation with local authorities and in some instances has supported establishment of village peace committees, database to facilitate monitoring, among other conflict management measures. However, it was noted that conflict sensitivity had not been institutionalized and made systematic within WWF. Recommendations proposed to address some of the gaps were: develop a conflict concept note; managing overlap with risk management; articulate and monitor what impacts work may have on conflict dynamics and documenting success and failures.

Three participants shared their experience on conflict management.

#### *Case Studies:*

#### **Case Study 1: DRC-Managing conflicts between conservation and oil exploration at Virunga National Park by Gédéon Bakerethi, WWF DRC**

Virunga National Park is diverse and is one of the oldest in Africa. It is a World Heritage site (UNESCO) and has an exceptional significant wetland (Lake Edward). The park also has oil reserves. The government of DRC, in 2007, allocated 85% of the park for oil concessions. The challenge WWF faced was convincing the government to stop oil exploration and addressing the division/conflict between those who wanted the exploration to go ahead and conservation.

Despite concerted efforts by WWF and agreement by Total not to carry out any exploration within the park boundary, seismic exploration has been carried out by SOCO. Uganda had started exploration on their side and this brought on more conflict. The Congolese on the other hand felt that they should also explore the concessions.

The levels of conflict identified were: Political (contradiction between different ministries), legal laws (conflict between local and international) and, position and interest (this is between the politicians, the public and conservation NGOs)

Consequences of the conflict: Corruption, orientation and positioning campaigns, threats, division of actors and false promises (Petroleum Company

promised to employ many people but instead employed three drivers). WWF reputation was at risk because the public was saying WWF was against exploration yet they public expected to benefit.

To resolve the conflict, each level of conflict was analyzed by carrying out a socio-economic study of Virunga National Park (income generated is far higher than what is reported). The report shows the income is \$40m/year. Drilling will have a negative impact on fish and other IGAs); defining the scenarios; determining the strategies (to stop exploration); mapping key players and led advocacy actions by developing advocacy strategy; developing alliances and coalitions. A multi-level approach was used to resolve the conflict:

- i. National level: Sensitization, advocacy, collaboration and capacity Building;
- ii. Regional level: CSO coalition; sensitization of different stakeholders (DRC, Rwanda and Uganda). There was a positive impact e.g. some CSOs are vocal supporters of conservation based on experience from the exposure visits;
- iii. International Level: Cooperation (SOCO, WWF, UNESCO and CSOs. OECD- was the mediator); negotiation; collaboration and mediation. This resulted in SOCO stopping exploration in the park.



*Gédéon explains different levels of intervention by WWF on conflicts at Virunga National Park*

Findings of the assessment were: Oil operators do not respect Free and Informed Prior Consent (CLIP). If companies do not follow CLIP, there is conflict. Congolese state wants to give back block 4 and 5 for exploration.

WWF DRC also had to manage the conflict (WWF was a target due to its lack of support towards exploration). People were given death threats. WWF decided to expand the awareness activities and improved interaction with the communities.

### Case Study 2: The Digital Economy, Environmental Protection and Conflict Prevention by Dr. Kato Samuel

Dr. Kato a youth representative in the workshop first shared his background how he became an entrepreneur after graduating and not able to secure a job in his initial area of training in the biological sciences and ventured into Information Communications Technology (ICT) after having identified a gap within the community and addressed it. He taught himself ICT and later did online certification courses. He then set up training centres to teach people interested in ICT and also college graduates.



*Dr. Kato presenting his work on IT and Conflict Management*

#### IT for Conservation and Conflict Management

Dr. Samuel Kato went further ahead to share his work and how it has managed to mitigate conflict in conservation work:

- In 2009, Dr. Kato developed a Timber Management package for the South West Region of Cameroon curbing conflicts in exploited numbers, volumes and diameters between stakeholders
- In 2012 he developed the KatLog Pro timber Management software for his PhD (with a grant from ITTO), with an online component for illegal timber detection curbing conflicts between EU FLEGT / US Lacey Act timber regulators and timber producing countries
- In 2016 he developed a software package that manages Mount Cameroon National Park to compute percentage implementation of their management plan
- He pointed out that he is currently developing the Mount Cameroon National Park website to showcase park activities and ecotourism potentials
- He further pointed out on the importance of creating awareness on youths for example, how they can generate income by posting photos and videos of wildlife on YouTube through subscribers and views - Google pays you via the Add Sense program. As your number of subscribers increase, advertisers and other sponsors contact you directly to sponsor your YouTube page.

### Case Study 3: Addressing conflicts to implement conservation activities by Ekpe Inyang, WWF Cameroon.

Ekpe Inyang shared his experiences in resolving conflict ranging from social issues in family setups, community conflicts frustrating conservation works and conflicts in In-Park villages with eco-guards. He emphasized on the importance of applying the precautionary principle and asking oneself- what is the effect of the conflict on conservation work? Do you have adequate information on the conflict situation and are you psychologically and technically ready to address the conflict?

He further emphasized that experience is important when addressing conflict. It is important to give an opportunity to communities/aggrieved parties to express their opinion. If this is not done, the conflict is likely to recur. He pointed out that conflict is expensive.



## Plenary

Q (Serge): economic assessment of Virunga national park-when you did the assessment, what were the benefits (social, economic and environmental)

A: WWF DRC worked with a consultant who had no vested interest in the park. During the study, the consultant assessed the benefits of the lake to the surrounding communities and computed the value of the park based on the fish catch (i.e.  $1\text{kg} = \$5 \times \text{number of fishermen} \times \text{year}$ ). The consultant considered other sectors such as potato farming. He then compared the benefits thereof to oil exploration potential. Oil exploration will have a domino effect on the economy (negative mostly)

Q: Legal conflict: is it a lack of respect of the law or a conflict?

Legal conflict is on loss. It is about following the laws of DRC. In Congo, the international law take precedence over local laws.

## Remarks

Roy: Use of ICT in conservation-there is a challenge of illegal forest trade. Conflict between development and conservation. Using techniques and approaches in development that cause minimal impact to the environment e.g. using directional drilling.

George: Communities using ICT to monitor conservation areas e.g. communities sending pictures or messages on illegal activities to a central location for action to be taken.

Germund: it is good to work on conflict sensitivity as conflict is all around us. It is important to start ESD (a tool to help resolve conflict) at an early stage for youths and children. It is important to understand and respect different perspectives.

### 3.5 Learning Cycle for M & E, From a ToC Approach to a Learning M & E Plan by Dr. Philip Forboseh, Senior Programme Manager, WWF Cameroon.

#### Learning from ToC approach

Theory of Change (ToC): conditions to achieve desired change in a given context. ToC is not about what we plan to do but rather what we think will change.

A number of issues have to be considered. What is hidden assumptions between condition and desired change? Assumption: why is the condition important to achieve the desired change? The assumptions have to be tested (leading questions). Indicators: they indicate a behavioral change in the stakeholders and situation. They indicate if we are doing what we were supposed to do and doing it well.

*Example:*

*Desired change:* girls in this community have greater access to their rights and are able to improve their education

*Condition:* Gender sensitive teaching methodologies are practiced in the education system.

*Contribution to condition:* Teachers have acquired and practice gender sensitive teaching skills

*Assumption:* Gender sensitive teaching methodologies improve balanced power dynamics between boys and girls in the school.

*Assumption:* A gender sensitive school is a place where boys and girls learn about democratic behaviors

*Indicator:* Teachers are treating equitably boys and girls in school.

The question then is the school the best place to learn?

Way forward: We need to agree on a clear ToC and results matrix and further capacity building on ToC.

## Monitoring Tools for CSOs - Level of Engagement and Level of Commitment and Action Tools

A brief overview of the tools was given by Philip. WWF and partners are expected to use the tools while implementing the programme.

### 3.6 Critical Review of Youth Interventions in Country Leading the Change RBM, Work plans and Budgets – Alignments - Germund / Zipporah

#### *Presentations of Leading the Change Country Work plans Youth Intervention activities – Plenary*

##### 1. WWF Cameroon

They refined their strategy and currently have three strategies instead of 4. Partners present requested WWF to include a table of what will be done (activities). It was proposed to separate entrepreneurship and networking.

##### 2. WWF Uganda

Office has additional budget for three years from the cities program where youths will be engaged.

##### 3. WWF DRC

Budget: they have secured some funding to support implementation of the activities outlined.

It was recommended that the team considers Education for Sustainable Development (ESD) instead of Environmental Education (EE) but ESD as the former is broader.

##### 4. WWF Kenya

The office has secured some funding from Sida begin 2020. However, other programmes have budgets targeting youths and youth groups. In addition, certain budget lines e.g. on policy advocacy and capacity building can be used to support youth work. In addition, it is anticipated that sub-grantees under Leading the Change programme will incorporate youth issues.

## 5. WWF Tanzania

Expecting to use \$160,000 for five years. The work plan budget will be covered from different sources (donors).

## 6. WWF Madagascar

They have not fully secured funding. Activities have been captured under the Sida budget. There is no direct budget for activities (e.g. those implemented by partners).

End of day closing remarks

Work with different partners to achieve greater impact. We need to remain committed and self-driven.

How can WWF support youths to access funds?

### *Day 3, May 10, 2018*

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The day started with the participants listening to music from a song “We shall shine” played by Germund.

It was noted that Zipporah had earlier in the morning featured on an early morning widely watched TV show “HELLO” hosted on Cameroon Radio Television (CRTV) whereby she talked about the Africa Youth Transformational Leadership Programme and also the Launch Event of the Africa Youth Thematic Hub that was to take place that afternoon. Zipporah thanked the WWF Cameroon Communications team for organizing with the media to create more publicity on the AYTLP to Cameroon as we kick start the implementation of the programme.

This was followed by a recap of the previous Day 2 of the workshop by Irene. This captured the session on Conflict Management & Resolutions. This included how to analyze drivers of conflicts, and working with the different groups involved in by collecting their views and engaging with them to resolve the conflicts. She highlighted further on the usefulness of ICT as mechanism solution to help promote conservation through tracking. She stressed that we all work with conflicts and practical and specialized training is needed for project teams in the network on conflicts due to different scope, dimensions and characteristics.

There were reflections also on the session on M & E that had captured the importance on the learning circle and planning theories.

The session also had mainstreaming of gender and youths into our plans and programmes emphasized. The importance of constructive engagement and capacity enhancement was also emphasized.

A reflection on the session on refining country work plans indicated that countries needs to continue refining their youth activities in the Sida Leading the Change Programme and align to the current budget as we all seek to diversify fundraising for implementation of activities in the Country Youth Implementation Strategies.

The session ended with Germund requesting everyone to write answers on “How to create sustainable development by empowering the youths?”

### 3.7 Financial and Administrative Requirements by Lidwina Berghome, Programme Accountant, WWF Cameroon

The importance of having good administration and financial control was pointed out to include:

- Ensuring reliable and authentic book keeping and financial reporting.
- Creating trust towards donors.
- Preventing fraud and corruption.
- Sida has requested for improved administrative capacity by WWF.

Offices were informed that they can call for the next batch of funds once the agreements had been signed.

General and special conditions from Sida were pointed out touching on audits, the need to seek approval before purchase of cars and the need to give credit to Sida/Sweden in publications but with a disclaimer. It was pointed out that purchase of real estate, land, buildings or redeeming of loans was disallowed. There is a need to ensure full compliance of the standard requirements for the Sida Leading the Change programme.

In regard to reporting, there is a new reporting format. There will be a RBM midterm report after 3 years. There will be yearly reports, a midterm report and a final report.

Financial reports need to be done according to the template. Financial reports will be done quarterly. Auditing standards to be followed would depend on the threshold. After auditing, a management letter is normally issued as per audit findings.

We need to abide by Sida financial requirements as per the contract signed. Countries have obligations to ensure proper financial and procurement management.

## Fraud and Corruption:

Lidwina stated that donors are giving more money to CSOs than to government due to bureaucracy and corruption practices. Corruption was defined as a misuse of money or power for personal gain at the expense of others.

Abuse of trust and improper capital, social or material gains can be categorized as fraud or corruption.



*Lidwina making the Finance and Administration Requirements presentation*

She shed light on some case studies on corruption and fraud. Hinting that reputation of most organizations are at stake because of the same.

- Policy document on corruption & fraud has to be signed by all staff on annual basis.
- Training is done annually as well.
- Hotline numbers are available for immediate reporting
- Zero tolerance and fraud in WWF Offices.
- Let make our policies known widely, dos & don'ts should be spoken and stressed out.

## Plenary:

A management letter is a letter issued to the audited office by the auditors seeking management responses on queries arising from the audit.





*Johnwren, the Finance Manager, WWF Cameroon clarifies a point during the plenary session*

WWF Offices sub- granting to CSO requires the WWF-Country office to audit them. This can be by conducting an audit through Internal accounting procedures or external deepening on existing standards and threshold.

The Regional Component of the Africa Youth Thematic Hub will give grants to identified Pan Africa Networks during the Leading the Change Programme 2018 -2022 to build their capacity and support their initiatives.

Youth focal points from the different country offices will need to share reports on youth engagement activities at country levels so that this can be captured in the Africa Youth Thematic Hub report.

There will be bi - monthly zoom calls for countries to provide updates on their youth engagement activities.

A review of the meeting expectations indicated that most expectations had been met though some not fully as it was work in progress.

#### 4.0 Way Forward by Zipporah

1. Finalize country youth implementation strategies and send to Coordinator by end of May 2018.
2. Finalize country work plans and budget for youth work in leading the change programme and submit to coordinator by end of May 2018

3. Hold Bi-monthly Zoom calls and share progress on country youth engagements
4. Embark on aggressive fundraising
5. Email presentations to group email by today May 10, 2018
6. Workshop report to be shared by end of June 2018
7. Start implementation of Leading the Change Africa Youth activities by 15<sup>th</sup> June 2018
8. Respect reporting deadlines

## 5.0 Closing of Workshop

### 5.1 Reflections from Participants

- Dr Kato a youth representative expressed his appreciation for being invited and looking forward for continuous engagement
- A representative from the Ministry of Youth Affairs, Cameroon pointed out that they had been inspired by the workshop.
- Naomi, WWF DRC expressed her appreciation for having participated in the workshop and pointed out that she had been greatly inspired.
- Johnwren, the Finance Manager for WWF Cameroon thanked all the participants and welcomed all come back to Cameroon again.
- Emma, Lidwina and Fidelis also expressed their appreciation.
- Zipporah thanked all the participants for their active participation in the workshop and pointed out that the entire team had a lot of strengths and capacity and encouraged all to continue working hard to inspire others. She thanked WWF-Cameroon for hosting the entire team in addition to excellent organization of the workshop and also thanked WWF-Sweden for sponsoring the event.

### 5.2 Closing Remarks by Germund Sellgren, Programme Manager, WWF Sweden

- He appreciated Zipporah and the youth focal points for cooperation and hard work towards the inception
- There is need to mobilize resources to drive change
- We need to enhance capacity to lead the change
- He pointed out that he had learnt a lot from all participants and inspired with contributions made to the programme.
- He stressed that the time to act now.
- With those remarks he officially closed the workshop.

- This was followed by closing prayers.

The link to all the workshop presentations can be found here:

<https://drive.google.com/drive/folders/1ZW8y6Rm43TY4t8IMXvX4Nu1Dp-SuqTqM?usp=sharing>

## ANNEX 1: LAUNCH OF THE AFRICA YOUTH THEMATIC HUB

The Launch Ceremony of the Africa Youth Thematic Hub was graced by representatives of the Ministry of Youth Affairs, Ministry of Basic Education and Ministry of Secondary Education present. The event was well covered by both the electronic and print media.

The launch pictures can be found on this link:

[https://drive.google.com/drive/u/1/folders/165Z1yG3Vb0ulpZDYtb9MDpp17V0\\_M-Ne](https://drive.google.com/drive/u/1/folders/165Z1yG3Vb0ulpZDYtb9MDpp17V0_M-Ne)

Watch Zipporah, guest on Cameroon Radio television programme "HELLO" on this link [https://drive.google.com/drive/u/1/folders/1xzt-2U8w\\_St9RMGaP2m5-IN74X9EZQqF](https://drive.google.com/drive/u/1/folders/1xzt-2U8w_St9RMGaP2m5-IN74X9EZQqF)

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