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CSOs Institutional Development

International Governance Institute's Focal Integrity Team for Cameroon (IGI-FITCAM) Civil Society Institutional Advocacy Development Program



IGI-FITCAM...building integrity in acquiring and exercising public duty

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2. Expert Consultation on Young People in Poverty Reduction Strategies: Investing in the Next Generation: Report of the Technical Meeting: January 2007.	
3. University of Buea; Anti-corruption and ethics advocacy progress report.	
4. University of Buea: Advocacy and Institutional Capacity Strengthening Program Completion Report: 2009-2011.	
5. South West Regional Anti-corruption Plan of Action: 2014 and 2015.	

IGI-FITCAM'S
Advocacy Training Program

I. Introduction

Understanding Policy development, advocacy strengthening and education for sustainability Policy Development (Context & Justification)

Civil society organisations or individuals have a right to advise their government at local and national levels after identifying a problem in society (and in the context of this proposal, advise on ecological and sustainable development related problems in their environment. Policy development is therefore an essential step towards institutionalizing regulations that support sustainable development changes in society. Once the capacity of all 5 CSOs is strengthened on (public) policy formulation process they will be empowered to influence and guide the direction of policy (statements of intention) towards the desired outcome of sustainable livelihoods, business and industrial initiatives as well as conservation of environmental protected areas from a rights based standpoint.

- **Advocacy Strengthening**

Successful advocacy efforts requires that the advocating CSOs understand not only the existing laws and regulations in force in the area of their interest, so as to engage government and communities from a rights based and authoritative perspective; but more so, success in advocacy will require the five (5) CSOs under this proposal to acquire skills on the methods or approach (advocacy) best suited to advance environmental and ecological sustainability outcomes and change livelihoods. Thus the institutional advocacy strengthening plans under this proposal will help these 5 CSOs to change policies and practices, reform institutions, alter power relations, change attitudes and behaviors and give their project work a broader impact.

- **Education for Sustainability**

Overcoming environmental and social barriers faced by humans and their ecosystem in present day requires real education especially learning in education for sustainability. To enable civil society organizations to complement deficiencies in present day formal system of education with respect to teaching and training society on sustainable development; skill sets and understanding of the 5 CSOs in the following areas (values and participation in education for sustainability, rights in development, cultural perspectives in sustainable development including skills in researching education for sustainability will be enhanced. Training approaches like this will empower all 5 CSOs to educate and train communities on how to design and manage environmental and eco-friendly business and industrial projects. This will enhance the role of CSOs in improving and complementing knowledge on sustainable development through informal learning processes. Thus Policy development, advocacy strengthening and education for sustainability are essentials skills for CSOs engaging in Sustainable Development Actions.

II. Thematic focus of our proposed advocacy training for the 4 CSOs

In alignment with the two (2) medium term outcomes of Green Heart of Africa (GHOA) civil society project through which the skill sets on advocacy for the 5 CSOs are to be enhanced, the following thematic areas will constitute the focus components under which a comprehensive training on advocacy will be delivered to beneficiaries by IGI-FITCAM.

1. Advocacy skill sets for problem diagnostics & solving

- Strengthening the institutional performance of all 5 CSOs in putting an identified environmental or sustainable development problem on the agenda of stakeholders; providing a solution to that problem and building support for acting on both the problem and the solution

2. Advocacy skill sets for change in policy and practice

- Strengthening the institutional performance of all 5 CSOs on a series of methods and approaches (e.g. expanding space for open discussions & dialogue between citizens and authorities) that they could employ to change those policies and practices that are not environmentally sustainable including attitudes and behavior that act as obstacles to achieving the sustainable development goals set out for each organization under the GHOA project.

3. Advocacy skill sets for mobilization, participation and shifting of power

- Strengthening the institutional performance of all 5 CSOs on strategic system thinking and unity, planning, outreach and mobilization, tactics and campaigns, including overcoming the effects of fear, movement formation and the management triangle of leadership.

4. Advocacy skill sets to draw attention to an issue: Pressing your Case Using Media Outlets

- Strengthening the institutional performance of all 5 CSOs in analyzing and understanding the current media landscape, the audience to whom the CSOs' will address advocacy, their message and use of language as well as image. The purpose of adding a media element to their advocacy skill sets is to empower all 5 CSOs to understand the changing media landscape to use it to push forward and press for changes in ecosystem management and create voice for the voiceless.

5. Advocacy skill sets for constructive engagement with public authorities while engaging nonviolent discipline

- Strengthening the institutional performance of all 4 CSOs on how to maintain nonviolent discipline, engage public institutions and authorities for changes in policy, practice or collaboration using non-confrontation; including networking and information sharing amongst all 4 CSOs will cover the fifth aspect of the CSOs capacity strengthening.

III. CSO's Institutional Advocacy Capacity Strengthening Methodology and Methods

For this assignment IGI-FITCAM will use Participatory Action as its main methodological framework for strengthening the skills of the 5 CSOs. Participatory Action (PA) is a learning method which engages the learner in a collaborative learning process (with their coach or community stakeholders) to bring about a more sustainable, just and equitable world. Here the role of the Consulting institution (IGI-FITCAM) will be to strengthen the institutional capacity of all 5 CSOs by introducing training and coaching support anchored on PA methods.

Knowing that the field operation of the 5 CSOs' advocacy action will demand participatory action exercises between the CSOs and other stakeholders, PA has been selected for the following reasons:

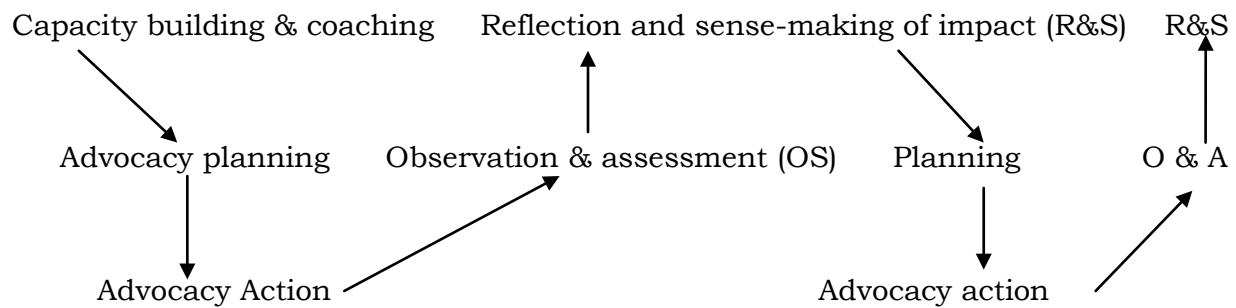
- Exploration and Assessment of Needs (EAN)
- Collaborative learning and sharing of knowledge (CLNS)
- Participation and sense-making of action plans (PS)

Exploration and Assessment of Needs (EAN): PA will help IGI-FITCAM to explore the thematic focus area of each CSO to tailor and adjust advocacy training to suit their needs and focus area. PA will also help all 5 CSOs to generate and explore data that could be used to identify the needs and desired changes of their beneficiary population or community.

Collaborative learning and sharing of knowledge (CLNS): PA methodology requires that learning experiences of the 5 CSOs are mutually reinforcing; where learning histories and successes are shared amongst CSOs to support each other during the implementation of their 1 year advocacy plan.

Participation and sense-making (PS): The use of PA methods will allow IGI-FITCAM to engage the 5 CSOs during training and coaching as 'actors in the learning process not just training objects'. Building and designing the training program along the framing of participatory actions empowers the 5 CSOs to be producers of knowledge and initiatives that produces/provoke action and support local change. Sense-making under the training and coaching style of this program will allow the 5 CSOs to engage in a cyclical learning process that involves: reflection, planning, action, observation and assessment. At any point where impact is negative a strategic enquiry process into a plausible solution is sort through the cyclical process of reflection, planning, action, observation and assessment until their individual institutional actions or plans reflect anticipated community improvements and changes through their advocacy actions. Successful methods from sense making exercises will generate SMART knowledge for each CSO which can then be shared with other CSOs to improve their challenges and overall impact of the GHoA project during implementation.

CSO's Institutional Capacity Strengthening Methodological Learning Cycle



N.B: Through this methodology the advocacy implementation plan of the CSOs will be driven by a reflection on their training in order to identify how to improve their plan of actions, reframe future advocacy strategies and then use that knowledge to actually make improvements/adjustments in the field.

IV. CSOs' Institutional Capacity Strengthening Implementation Methods

Part 1: (Type) General Training Workshops Output (delivered by facilitators) (PowerPoint and video presentations)

Number: 30 workshops will be organized under this proposal.

Distribution: 14 General training workshops where all 5 CSOs will receive joint capacity building will be organized to develop their:

1. Enhance CSOs advocacy skill sets for problem diagnostics & solving
2. Enhance CSOs advocacy skill sets for changing policy and practice
3. Enhance CSOs advocacy skill sets for mobilization, participation and shifting of power
4. Enhance CSOs advocacy skill sets to draw attention to an issue: Pressing your Case Using Media Outlets
5. Enhance CSOs advocacy skill sets for constructive engagement with public authorities while engaging nonviolent discipline to act as stewards of nature and voices of change.

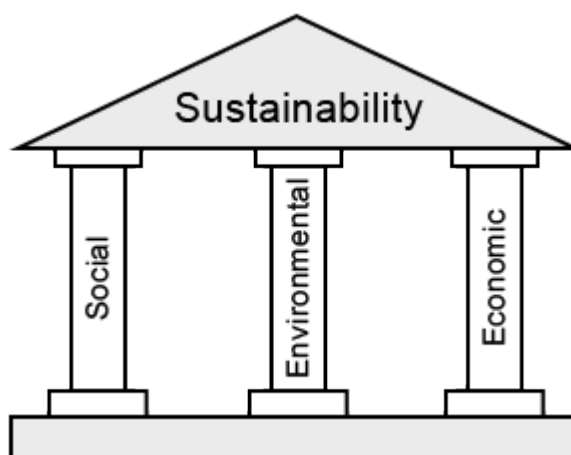
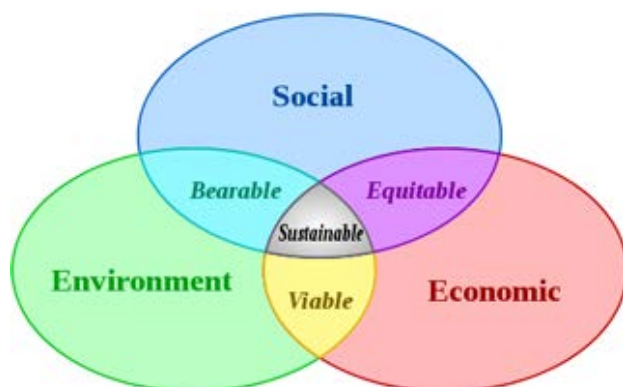
Part 2: (Type) Individual Coaching Workshops Output (delivered by facilitators)

These will be conducted with the various CSOs individually at their locations of operations. The essence is to work with individual CSOs (using PA) to capture their specific needs and provide a further capacity strengthening in new areas of weakness or recognized areas of challenges. The second objective is to provide focused individual CSO support, guidance and coaching in designing/developing their individual 1 year advocacy plan to be implemented.

Distribution: 16 individual CSO workshops spread over a period of 5 months holding 2 days per week per CSO for all 5 CSOs.

Components:

1. Ensure individual need assessment for all 5 CSOs including training sessions on how to design stakeholder's need assessment and advocacy impact assessment tools (surveys, CRC, focus groups and interviews) conducted
2. Ensure learning on the Dependent Three Sector Model (the global ecosystem, social sphere and economic sphere and their implications when designing advocacy action plans



3. Ensure learning on Economics of Happiness: A rights based approach to livelihood, industrial development and businesses and their implications on the sustainability of our planet (including designing advocacy plans).
4. Ensure strategic 1 year advocacy plan framing (using systems thinking & inquiry learning cycles) to improve the design and framing each CSOs advocacy plans
5. Ensure capacity development on advocacy evaluation methods tailored to the advocacy assignment/plan of each CSO

Sample advocacy plan development framing and reframing table to used under axis 4

CSO X	CSO's original framing	CSO's new reframing
Objective of advocacy	e.g. education	e.g. conservation
Impact of advocacy	e.g. changes in behavior and attitudes	e.g. planting of new trees
Advocacy message		
Target audience		
Participants		
Desired impact		
Underlying lesson learned		
Risk 1: Potential supporters		
Risk 2: Potential opposition		
Theory of change		
Vision of the future		

Training delivery and allocations

Training modules will include the following components:

- Power point presentations that includes slides. (30% of program delivery)
Power point presentation will be provided for each module that includes slides. This will be expanded by speaker's oral discussion to give participants a change to interact with the material and inform the facilitator of any misunderstanding.
- Videos
Videos will be used as part of the training and learning process. Participants will be able to hear the voice of the presented and see motion pictures as well. Video sessions will include brief pause sessions where participants will be allowed to engage in brain storming exercises to evaluate their understanding of the knowledge gained. (15% of program delivery)
- Training manual. (10% of program delivery: practical examples of tested and effective advocacy strategies conducted in Africa, US and Europe by CSO activist)
Training manual will include selected contents from the modules. The training manual is intended to serve as reference guide for participants containing key information under each module presented. The training manual will be provided to each participant. Practical sessions and exchanges that will include break out into working groups, illustrations and demonstrations moderated by lead consultant (45% of overall program delivery).

V. General Workshop Plan

Medium term outcomes	Capacity building focus	General Workshop Module Outline
GHoA Outcome 1	Policy development	Understanding advocacy and its purpose
		Learning how to putting environmental problems on the agenda: Understanding the steps in policy formulation and development
	Advocacy strengthening	Advocacy Tool Box and How to Use them
		Advocacy Issues and Problem Analysis using the ‘Y’ Technique
		What is Visioning in Advocacy
		Conducting Movement Formation and Stakeholder analysis
		Pressing the advocacy case; How to use and manage media outlets:
		Sustaining Change and building partnerships: How to engage collaborative non-confrontation and nonviolent discipline techniques
		Fundamentals of advocacy networking and solidarity building
GHoA Outcome 2	Education for Sustainability	Using systems thinking and strategic inquiry
		Learning cycles in designing and framing advocacy action plans
		Researching education for sustainability: What activists need to know
		Understanding values and participation in development education advocacy
		Understanding rights in development (Rights based Development Approach)
		Understanding cultural perspectives in sustainable development advocacy

VI. Individual CSO Coaching Outline Action Plan Development

Medium term outcomes	Coaching focus themes	Individual CSO Coaching Outline
GHoA Outcome 1	Policy development	Schedule and plan working arrangements with each individual CSO
		Identify related needs/issues
	Advocacy strengthening	Provide tailored support workshops for each individual CSO following individual need assessment; including training sessions on how to design need assessment and advocacy impact assessment tools for their stakeholders (surveys, CRC, focus groups and interviews)
		Carry out training workshops to school each CSO on the Dependent Three Sector Model (the global ecosystem, social sphere and economic sphere and their implications) when designing advocacy action plans.
		Conduct/begin strategic 1 year advocacy plan framing (using systems thinking & inquiry learning cycles to capture and improve on the design and framing of advocacy plans
		Workshop on advocacy evaluation methods tailored to each CSOs advocacy assignment/plan
GHoA Outcome 2	Education for Sustainability	Provide a comprehensive learning package on the Economics of Happiness: A rights based approach to livelihood, industrial development and businesses and their implications on the sustainability of our planet (including designing advocacy plans).
		Establishment of a Follow up feedback Coaching communication mechanism

VII. Activity work plan Logical Framework

	Verifiable indicators	Means of verification	Assumptions
Goal Strengthen institutional performance of 5 CSOs as stewards of nature and voices of change	Performance of all 5 CSOs significantly improved in sustainable development and education for sustainability engagements	Statistics on number of advocacy and sustainable development actions conducted and documented	Statistics on number of related activities will be available
Purpose CSOs engage in successful advocacy in their respective areas of intervention	All 5 CSOs are capable of developing a specific advocacy plan within 6 months and begin implementing a 1 year advocacy plan	Plan of action and advocacy plans developed	CSOs participate and are available for the timely development and design of their advocacy action plans
Output Training modules bring out key advocacy issues needed by all 5 CSOs CSO performance needs have been identified All 5 CSOs have been trained and are fit to implement their respective advocacy action plan	22 Training modules/outline developed and delivered to all 5 CSOs All 5 CSOs participate in training and have their capacities developed in thematic areas All 5 CSOs are capable of developing and implementing a 2 years advocacy plan	Training manual & Coaching plan Monthly training reports Workshop training and Coaching attendance sheets FITCAM receipts	Resources are made available and on schedule
Activities	Inputs		
Contracting with project owner and program logistic preparations Request for nomination of 3 staff per CSOs prepared	Contract Terms of Reference prepared and agreed by all parties Mobilization of financial resources All 5 CSOs submit list of 3 staff members nominated for training/issued letter	Signed contract document Letter/notice on transfer of payment List of participants produced	Consulting contract is signed with IGI-FITCAM
Developing training modules/outline	Consulting team, financial resources	Published document References & Bibliography	Resources and working materials are available
Identify venue and arrange overall training workshop logistics	Transport, materials, financial resources	FITCAM receipts Pictures Attendance videos	Material resources are released on time
Conduct 5 General Workshops with all CSOs	Training, transport. Projector, accommodation, meals, financial resources	FITCAM receipts, pictures, attendance sheets	
Prepare training report	Minutes of meetings, notes, pictures, videos	Published report	
Conduct 26 CSO Coaching Workshops	Training and materials, facilitators, projector, meals, accommodation, video camera	Training report FITCAM receipts Attendance sheets	
Development of CSO performance evaluation monitoring tool	Consulting team and material resources	CSOs specific training supervisory/evaluation reports	
Monitoring/ technical follow up Prepare Post training supervisory and evaluation	Transport, accommodation	FITCAM receipts Evaluation reports of CSOs	

VIII. Implementation Timeframe

Date	Name of Activity	Module outline	CSOs involved	Venue
1-6 July, 2015	Program organization	Contracting of assignment, transfer of funds, mobilization of program material resources, organizing all 5 CSOs for training etc	IGI-FITCAM	Buea
9 July, 2015 8:00AM-3:00PM	General workshop	Learning how to put environmental problems on the agenda:	All 5 CSOs	Buea
		Understanding the steps in policy formulation and development		
		Economics of Happiness and Sustainable development practice		
		Understanding advocacy and its purpose		
10, July 2015 8:00AM-3:00PM	General workshop	Advocacy Tool Box and How to Use them	All 5 CSOs	Buea
		Advocacy Issues and Problem Analysis using the 'Y' Technique		
		Conducting Movement Formation and Stakeholder analysis		
		Pressing the advocacy case; How to use and manage media outlets:		
		Fundamentals of advocacy networking and solidarity building	All 5 CSOs	Buea
		Using systems thinking and strategic inquiry in advocacy practice		
		Learning cycles in designing and framing advocacy action plans		
		Understanding values and participation in development education advocacy		
24 July, 2015 9:00AM-3:00PM	Individual CSO Coaching	Schedule and plan working arrangements with each individual CSO	ASYOUSED	Limbe
		Identify related needs/issues		
		Provide tailored support workshops for each individual CSO following individual need assessment; including training sessions on how to design need assessment and advocacy impact assessment tools for their stakeholders (surveys, CRC, focus groups and interviews)		
31 July, 2015 9:00AM-3:00PM	Individual CSO Coaching	Schedule and plan working arrangements with each individual CSO	PEP AFRICA INTERNATIONAL	Limbe
		Identify related needs/issues		
		Provide tailored support workshops for each individual CSO following individual need assessment; including training sessions on how to design need assessment and advocacy impact assessment tools for their stakeholders (surveys, CRC, focus groups and interviews)		
7 August, 2015 9:00AM-3:00PM	Individual CSO	Schedule and plan working arrangements with each individual CSO	EGI	Buea

	Coaching			
		Identify related needs/issues	EGI	Buea
		Provide tailored support workshops for each individual CSO following individual need assessment; including training sessions on how to design need assessment and advocacy impact assessment tools for their stakeholders (surveys, CRC, focus groups and interviews)	EGI	Buea
14 August, 2015 9:00AM-3:00PM	Individual CSO Coaching	Schedule and plan working arrangements with each individual CSO	FORUDEF	Limbe
		Identify related needs/issues	FORUDEF	Limbe
		Provide tailored support workshops for each individual CSO following individual need assessment; including training sessions on how to design need assessment and advocacy impact assessment tools for their stakeholders (surveys, CRC, focus groups and interviews)	FORUDEF	Limbe
21 August, 2015 9:00AM-3:00PM	Individual CSO Coaching	Schedule and plan working arrangements with each individual CSO	CAD	Bamgem
		Identify related needs/issues	CAD	Bamgem
		Provide tailored support workshops for each individual CSO following individual need assessment; including training sessions on how to design need assessment and advocacy impact assessment tools for their stakeholders (surveys, CRC, focus groups and interviews)	CAD	Bamgem
28 August,2015 9:00AM-3:00PM	Individual CSO Coaching	Understanding rights in development (Rights based Development Approach) & Understanding cultural perspectives in sustainable development advocacy	ASYOUSED	Limbe
4 September, 2015 9:00AM-3:00PM	Individual CSO Coaching	Understanding rights in development (Rights based Development Approach) & Understanding cultural perspectives in sustainable development advocacy	PEP AFRICA INTERNATIONAL	Limbe
11 September, 2015 9:00AM-3:00PM	Individual CSO Coaching	Understanding rights in development (Rights based Development Approach) & Understanding cultural perspectives in sustainable development advocacy	EGI	Buea
18 September, 2015 9:00AM-3:00PM	Individual CSO Coaching	Understanding rights in development (Rights based Development Approach) & Understanding cultural perspectives in sustainable development advocacy	FORUDEF	Limbe
25 September, 2015 9:00AM-3:00PM	Individual CSO Coaching	Understanding rights in development (Rights based Development Approach) & Understanding cultural perspectives in sustainable development advocacy	CAD	Bangem
2 October, 2015 9:00AM-3:00PM	Individual CSO	Carry out training workshops to school each CSO on the Dependent Three Sector Model (the global ecosystem, social sphere and economic	ASYOUSED	Limbe

	Coaching	sphere and their implications) when designing advocacy action plans.		
		Conduct/begin strategic 1 year advocacy plan framing (using systems thinking & inquiry learning cycles to capture and improve on the design and framing of advocacy plans	ASYOUSED	Limbe
		Workshop on advocacy evaluation methods tailored to each CSOs advocacy assignment/plan	ASYOUSED	Limbe
9 October, 2015 9:00AM-3:00PM	Individual CSO Coaching	Carry out training workshops to school each CSO on the Dependent Three Sector Model (the global ecosystem, social sphere and economic sphere and their implications) when designing advocacy action plans.	PEP AFRICA INTERNATIONAL	Limbe
		Conduct/begin strategic 1 year advocacy plan framing (using systems thinking & inquiry learning cycles to capture and improve on the design and framing of advocacy plans	PEP AFRICA INTERNATIONAL	Limbe
		Workshop on advocacy evaluation methods tailored to each CSOs advocacy assignment/plan	PEP AFRICA INTERNATIONAL	Limbe
14 October, 2015 9:00AM-3:00PM	Individual CSO Coaching	Carry out training workshops to school each CSO on the Dependent Three Sector Model (the global ecosystem, social sphere and economic sphere and their implications) when designing advocacy action plans.	EGI	Buea
		Conduct/begin strategic 1 year advocacy plan framing (using systems thinking & inquiry learning cycles to capture and improve on the design and framing of advocacy plans	EGI	Buea
		Workshop on advocacy evaluation methods tailored to each CSOs advocacy assignment/plan	EGI	Buea
28 October, 2015 9:00AM-3:00PM	Individual CSO Coaching	Carry out training workshops to school each CSO on the Dependent Three Sector Model (the global ecosystem, social sphere and economic sphere and their implications) when designing advocacy action plans.	FORUDEF	Limbe
		Conduct/begin strategic 1 year advocacy plan framing (using systems thinking & inquiry learning cycles to capture and improve on the design and framing of advocacy plans	FORUDEF	Limbe
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		Conduct/begin strategic 1 year advocacy plan framing (using systems thinking & inquiry learning cycles to capture and improve on the design and framing of advocacy plans	CAD	Bangem
		Workshop on advocacy evaluation methods tailored to each CSOs advocacy assignment/plan	CAD	Bangem

6 November, 2015 9:00AM-3:00PM	Individual CSO Coaching	Provide a comprehensive learning package on the Economics of Happiness: A rights based approach to livelihood, industrial development and businesses and their implications on the sustainability of our planet (including designing advocacy plans).	ASYOUSED	Limbe
		Sustaining Change and building partnerships: How to engage collaborative non-confrontation and nonviolent discipline techniques	ASYOUSED	Limbe
13 November, 2015 9:00AM-3:00PM	Individual CSO Coaching	Provide a comprehensive learning package on the Economics of Happiness: A rights based approach to livelihood, industrial development and businesses and their implications on the sustainability of our planet (including designing advocacy plans).	PEP AFRICA INTERNATIONAL	Limbe
		Sustaining Change and building partnerships: How to engage collaborative non-confrontation and nonviolent discipline techniques	PEP AFRICA INTERNATIONAL	Limbe
20 November, 2015 9:00AM-3:00PM	Individual CSO Coaching	Provide a comprehensive learning package on the Economics of Happiness: A rights based approach to livelihood, industrial development and businesses and their implications on the sustainability of our planet (including designing advocacy plans).	EGI	Buea
		Sustaining Change and building partnerships: How to engage collaborative non-confrontation and nonviolent discipline techniques	EGI	Buea
27 November, 2015 9:00AM-3:00PM	Individual CSO Coaching	Provide a comprehensive learning package on the Economics of Happiness: A rights based approach to livelihood, industrial development and businesses and their implications on the sustainability of our planet (including designing advocacy plans).	FORUDEF	Limbe
		Sustaining Change and building partnerships: How to engage collaborative non-confrontation and nonviolent discipline techniques	FORUDEF	Limbe
4 December, 2015 9:00AM-3:00PM	Individual CSO Coaching	Provide a comprehensive learning package on the Economics of Happiness: A rights based approach to livelihood, industrial development and businesses and their implications on the sustainability of our planet (including designing advocacy plans).	CAD	Bangem
		Sustaining Change and building partnerships: How to engage collaborative non-confrontation and nonviolent discipline techniques	CAD	Bangem
8 December, 2015 9:00AM-3:00PM	Individual CSO Coaching	Establishment of a Follow up feedback Coaching communication mechanism	ASYOUSED	Limbe
10 December, 2015 9:00AM-3:00PM	Individual CSO Coaching	Establishment of a Follow up feedback Coaching communication mechanism	PEP AFRICA INTERNATIONAL	Limbe

12 December, 2015 9:00AM-3:00PM	Individual CSO Coaching	Establishment of a Follow up feedback Coaching communication mechanism	EGI	Buea
15 December, 2015 9:00AM-3:00PM	Individual CSO Coaching	Establishment of a Follow up feedback Coaching communication mechanism	FORUDEF	Limbe
18 December, 2015 9:00AM-3:00PM	Individual CSO Coaching	Establishment of a Follow up feedback Coaching communication mechanism	CAD	Bangem

IX. Statement of Suitability (Our Comparative Advantage)

The International Governance Institute (IGI) is a UK registered charity and the Focal Integrity Team for Cameroon (FITCAM) is the organisation's chapter in Cameroon headed by its country director Stephen Nkem Asek. Stephen Nkem Asek is a sustainable development expert with extensive research experience in education for sustainability.

Mr. Asek has an extensive experience in the design and development of diagnostic tools for evaluation and service improvement; including climate change score cards and project maps to monitor and benchmark human activity impact on the ecosystem.

He has conducted environmental and development related education and research in leading tea, coffee and cocoa producing companies in Uganda; including Kyagalanyi Coffee Corporation as an African Commonwealth Scholar on sustainable development since 2013.

With regards to advocacy policy document preparation at international level, Mr. Asek served in 2007 as lead expert consultant for Cameroon on the joint World Bank/United Nations Population Fund expert consultations aimed at preparing an advocacy model strategic protocol to be used for the inclusion of young people's issues in poverty reduction strategy papers of World Bank clients. This initiative propelled the establishment of a National Youth Council in Cameroon as part of the voice platform for the inclusion of youth issues in national strategic development programs funded by the World Bank such as PRSP.

Apart from this, Mr Asek worked as lead consultant for Cameroon on the V-DEM project aimed at generating democracy and governance related data for policy advocacy by democracy and governance practitioners, academia, researchers as well as civil society organisations. For this assignment Mr. Asek was contracted in early 2013 by the Department of Political Science-University of Gothenburg (Sweden) working jointly with the Kellogg Institute at the University of Notre Dame (USA), the Department of Political Science-Lund university -Sweden, and the department of Political Science at Boston University-USA as a lead coding expert for its Varieties of Democracy (V-Dem) project. The task carried out include conducting high profile research, coding, analysis and data processing for various national and international organizations and academic institutions covering a data size of over 300 indicators of various aspects and core principles of democracy and governance.

The resulting database <https://v-dem.net/DemoComp/en/data> which is now being used globally as a data hub for governance and democracy information for advocacy is currently the largest of its kind, and makes possible both highly detailed, nuanced analysis of virtually all aspects of democracy in a country. The data is also downloadable from a public V-Dem website which can be viewed here <https://v-dem.net/DemoComp/en/data/analysis>.

Consulting internationally has not only provided him with a multi-disciplinary capacity and cosmopolitan perspective of what type of advocacy approaches work well and how; but have contributed towards his ability to delivery unique time bound participatory action advocacy training services for middle-level civil society organizations such as ASYOUSED, PEP-Africa International, CAD, FORUDEF and EGI in processing and managing change.

For the overall GHOA project realization for instance, Mr. Asek could assist in mobilizing broad base political will to support the advocacy actions of the 5 implementing organizations, mindful of his key role playing in strengthening the performance of government ministries and departments across the country to improve service delivery, accountability and the fight against corruption.

Since 2010 he has contributed to the institutional capacity enhancement of specialized sub-committees of universities in Cameroon through training and performance enhancement in social accountability, ethics, anti-corruption and transparency. Through the trainings and development of strategic anti-corruption plan of actions; the anti-corruption advocacy sub-committees of these universities have now been able to track and document a list of corrupt practices in their respective universities, curb mismanagement and profile perpetrators. As a result, the International Governance Institute's-Focal Integrity Team for Cameroon became the premier non state organisation to be lauded and authorized publicly, by the present Cameroon Minister of Higher Education -Prof. Jacque Fame Ndongo to intensify advocacy training that would help curb corruption and promote ethics in all public and private higher education institutions in Cameroon.

Besides the aforementioned, Mr. Asek has currently been nominated by the Cameroon National Anti-Corruption Commission (CONAC) to provide a rapid result (IRR) senior coaching and mentoring consulting services for the following government ministries working on environment and sustainable development programs: the Ministry of Environment, Natures Protection and Sustainable Development; the Ministry of Wildlife Fishery and Animal Husbandry as well as the National Oil and Gas Refinery of Cameroon. This political appointment gives Mr. Asek the leeway to lobby and pressure regional delegates of the aforementioned services to collaborate and assist the 5 CSOs in realizing their project most especially the implementation of their specific advocacy action plans in the region.

To sum it up, in 2013 the Minister of State at the Presidency of the Republic of Cameroon also recognized Mr Asek's contribution in the field of development and anti-corruption advocacy in Cameroon by appointing him a non state actor member of the public procurement ministry's central anti-corruption unit in Yaoundé. Other assignments with regards to facilitating the development of regional advocacy frameworks for senior government level officials include his participation in the establishment of a regional advocacy plan against corruption in all sectors of government activity in the South West Region including monitoring and assessment operations to score the performance of the various regional delegations in the South West Region against progress in anti-corruption. In the area of strategic nonviolent discipline training in advocacy, Mr Asek is a fellow of the Fletcher School for the study of Non-violent Conflict at the Fletcher School of Law and Diplomacy in Boston Massachusetts, USA. Mr. Asek is an experienced practitioner in the field of sustainable development advocacy and will like to use this assignment to engage IGI-

FITCAM's wide network of expert resources and proven experience in training, research and development evaluation to contribute an added value to the skill sets needed to improve the institutional performance of all 5 CSOs under this program (that is to design and implement specific high profiled 1 year advocacy action plans).

X. Outputs of similar assignments

6. Planning and education of Partnership for Transparency Fund sponsored CSOs in Cameroon on Knowledge Sharing, Lessons Learned and advocacy towards reducing corruption in municipal councils, state universities, government departments and secondary schools: Year October 2013. I played the principal role of designing the content of the workshop exercises, mobilization of CSO and delivery of a report assessing the impact of partner CSOs' advocacy activities in mitigating corruption in key public institutions in Cameroon
7. Organized and arranged the United Kingdom Department for International Development (UKDFID) Mid Term Review of CSOs in Cameroon funded by Partnership for Transparency Fund: Year May 2011. Here I facilitated the interviewing and evaluation of UKDFID funded programs in Cameroon under PTF.
8. Expert Consultation on Young People in Poverty Reduction Strategies: Investing in the Next Generation: Report of the Technical Meeting: January 2007. I play the key role of contributing expert knowledge and advise on how to include youths in problem diagnostic, planning, costing and evaluation stages of poverty reduction strategy papers. The final policy document has been used by youth ministers and civil society organizations across more than 50 countries in the world to advocate for the inclusion of the youth constituency, and establishment of a youth voice platform for their involvement in macro-economic development plans of their countries.
9. University of Buea; Anti-corruption and ethics advocacy progress report. This was a follow up report demonstrating progress and impact of the work of the University of Buea Anti-corruption Advocacy Sub Committees in fighting and curbing corruption which I supervised.
10. University of Buea: Advocacy and Institutional Capacity Strengthening Program Completion Report: 2009-2011. This report is comprehensive overview of the programs and activities that was conducted and supervised by me during a 3 year university of buea institutional performance strengthening support initiative.
11. South West Regional Anti-corruption Plan of Action: 2014 and 2015. This is a template of an advocacy action plan which was delivered to regional delegates of the South West Region by a joint team of me and the Executive Secretary of the National Anti-Corruption Strategy of Cameroon at the National Anti-Corruption Commission (CONAC).

Contracting authorities:

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FINANCIAL OFFER: BUDGET FIXED AT SEVEN MILLION FIVE HUNDRED AND SIXTY ONE THOUSANDS FRANCS CFA (7,561,000XAF)

Items	Quantity	Unit cost XAF	Total cost XAF
Documentation			
Rims of paper	5 packs	15,000	75,000
Bold markers	10 packs	1500	15,000
Flip chart	3	30,000	90,000
Block notes	15	3000	45,000
Pens	2	10,000	20,000
Ink	5	50,000	250,000
Sub total		109,500	495,000
Manual			
Training Module Manual Development (TMD)	30 hrs of research 80% African context 20% world context	500,000	500,000
TMD Printing	50	5000	250,000
Hires			
Hall for general workshop	2 days	80,000	160,000
projector	15 days	10,000	150,000
Communication	30 days	5,000	150,000
Sub total		600,000	1,210,000
Transport for CSOs to general workshop (to and fro and within town)			
ASYOUSED	2 days X 3 persons	5000	30,000
PEP AFRICA	2 days X 3 persons	5,000	30,000
FORUDEF	2 days X 3 persons	5,000	30,000
EGI	2 days X 3 persons	5,000	30,000
CAD	2 days X 3 persons	10,000	60,000
Hotel	2 days X 3 persons	20,000	60,000
Coffee break	2 days X 15 persons	5000	150,000
Lunch	2 days X 15 persons	7000	210,000
Dinner	2 days X 15 persons	7000	210,000
Sub total		69,000	810,000

Transport for consulting team (movements during program overall planning & workshop)	Vehicle hire (1 week)	25,000	175,000
Coffee break (Consulting Team)	2 days X 5 persons	5000	50,000
Lunch (Consulting Team)	2 days X 5 persons	7000	70,000
Dinner (Consulting Team)	2 days X 5 persons	7000	70,000
Sub total		44,000	365,000
CSO Workshop consultancy fees for Team members			
Organization & planning	3 Teams (5 hrs x 3 days)	5000	225,000
Workshop Secretariat affairs Manager	1 Team member (5 hrs x 2 days)	5,000	50,000
Lead consultant Consultancy fee	1 persons (5hrs x 4 days)	12,500	250,000
Hotel	1 person x 2 days	20,000	40,000
Associate consultant Consultancy fee	1 person (5hrs x 2 days)	10,000	100,000
Hotel	1 person x 2 days	20,000	40,000
Sub total		72,500	705,000
Individual CSO coaching & training			
Transport for Team members	Vehicle hire x 28 days	25,000	700,000
Lead Consultant	1x 28 days	35,000	980,000
Constancy fee			
Coffee break		3500	98,000
Lunch		5000	140,000
Hotel		20,000	560,000
Sub total		85,500	2,478,000
Research & development officer	1x 28 days		
Training ration		25,000	700,000
Coffee break		3500	98,000
Lunch		5000	140,000
Hotel		20,000	560,000
Sub total		53,500	1,498,000
Grand total		1,034,000	7,561,000

1. Annex: Resume of Consulting Team Members



1. Annex: Certification of Availability