



# SYNTHESIS REPORT

## 2022-2023



## AJESH

Founded on June 4, 2006 by a group of development experts, AJESH is legalised under law No. 90/053 of 19/12/1990 relating to freedom of Associations as a Non-Profit, apolitical and non-religious Organisation in Cameroon.

## VISION

An empowered, healthy and sustainable society that is free from poverty and injustice in harmony with its environment.

## MISSION

To improve on the socio-economic conditions of communities, through the empowerment of community members to sustainably manage their natural resources.

## GOAL

To empower communities towards the improvement of their socio-economic wellbeing through participatory management of their natural resources.

## VALUES

**Humanity:** The Other, our focus of interest

**Respect:** We take into account the rights and values of each individual.

**Integrity:** We respect norms, standards and values.

**Commitment:** We put all our energy into our action

**Excellence:** The best of us for better performance



# A WORD FROM THE EXECUTIVE PRESIDENT (CEO)

## FOREWORD



**HARRISON AJEBE NNOKO NGAAJE**

## **A WORD FROM THE CEO (EXECUTIVE PRESIDENT)**

This report is a synthesis of our activities implemented during the period January 1<sup>st</sup>, 2022 to December 21<sup>st</sup> 2023. Despite the socio-political instability in some parts of the country continued, AJESH went an extra mile not only expanding its work in Cameroon but extended its activities to other countries including Ghana, Tanzania and the United

States of America.

The sustainable Management of Natural Resources remained our principal area of intervention but underlining the fact that for this to be effectively implemented, we had also to closely focus on the wellbeing of the communities we work with as their activities will always tend to exert pressure on natural resources. Areas of intervention in the sustainable management of natural resources included biodiversity conservation, the restoration of degraded lands and mangrove ecosystems, biodiversity research and innovation, Forest and marine ecosystems governance and ecotourism. In the area of biodiversity conservation, we monitored the rate of deforestation and poaching in the Nkam and Mungo classified areas and reported illegalities to the administration. We equally carried out community Land Use Planning and participatory Mapping of customary lands; the protection of cultural heritage values and ecological governance and the promotion of conservation education in primary and secondary schools. With respect to the restoration of degraded lands, we assisted in the creation and management of 5 community native tree seedling nurseries with a total of 15,000. 13,000 seedlings were later transplanted into degraded lands covering over 27.3Ha while 2000 were used to promote climate smart agriculture.

Community wellbeing on the other hand involved assisting the communities in the implementation of activities that will enhance their livelihoods and these principally included eco-friendly agriculture (agroecology), regenerative and zero deforestation agriculture. We built the capacities of at least 200 community members in 4 communities on climate smart agriculture and assisted them create and manage 4 community demonstration farms. Our limit was not only to support the locals to increase their production and productivity but also to accompany them store, process and market their produce implying that we assisted them in the development of

the value chains of their commodities. Our support to the farmers included the provision of improved and well adapted cassava cuttings, supply of machetes and sprayers. The Income Generating Activities we carried out with them were not limited to agriculture but we also supported them carry out bee farming. This component of our programme, enabled us reach out to at least 28,000 people including at least 22,000 women and 4,000 youths.

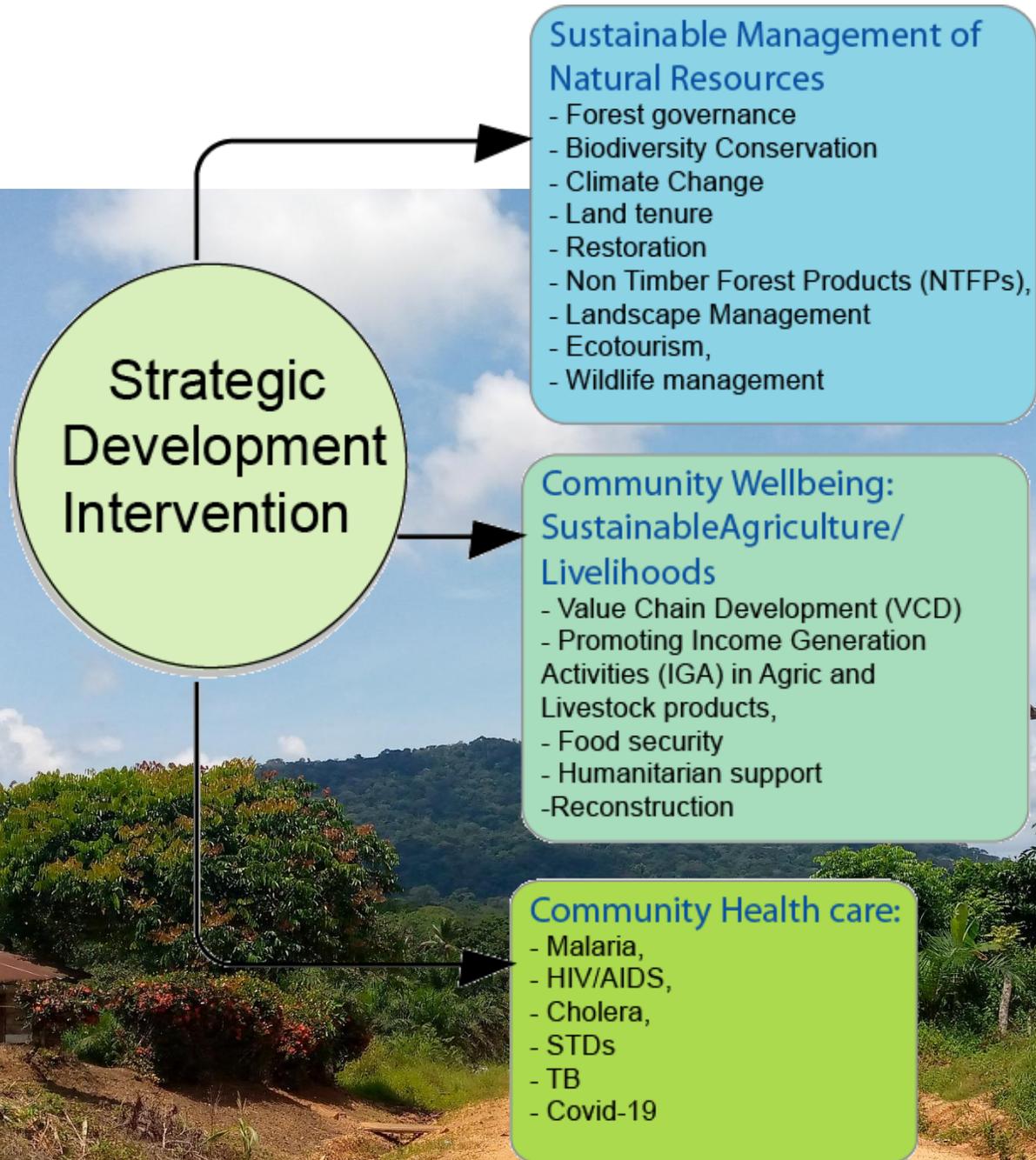
Considering the fact that the socio-political impasse in Cameroon had lasted for so long and still persisted, AJESH had to intensify its commitment in assisting those greatly affected by the crisis. The internally displaced Persons (IDPs), the returnees and community hosts remained at the centre of the project with great attention focused on women, youths, children, the elderly and People Living with disabilities. We carried out hygiene promotion activities with them and assisted them with Non-Food Items (NFIs). In 2023, we assisted those of them whose Housing, Land and Property (HLP) rights were being violated by counseling them and providing others with legal assistance. Here, we reached out to at least 8000 people with 4,800 being women, 2,200 youths, 300 People living with Disabilities (PLWDs) 380 elderly and the rest children.

AJESH continued with the implementation of its community healthcare project titled “Achieve and Maintain Universal Coverage of Interventions to fight malaria for long-term Impact” (AMCUID) – NFM 3 that seeks to fight Malaria, HIV/AIDs and Tuberculosis. Here, our over 140 Community Health Workers in the 2 Health districts that we worked in, reached out to at least 40,000 people including pregnant women, women, youths the elderly, PLWDs and children during the reporting period.

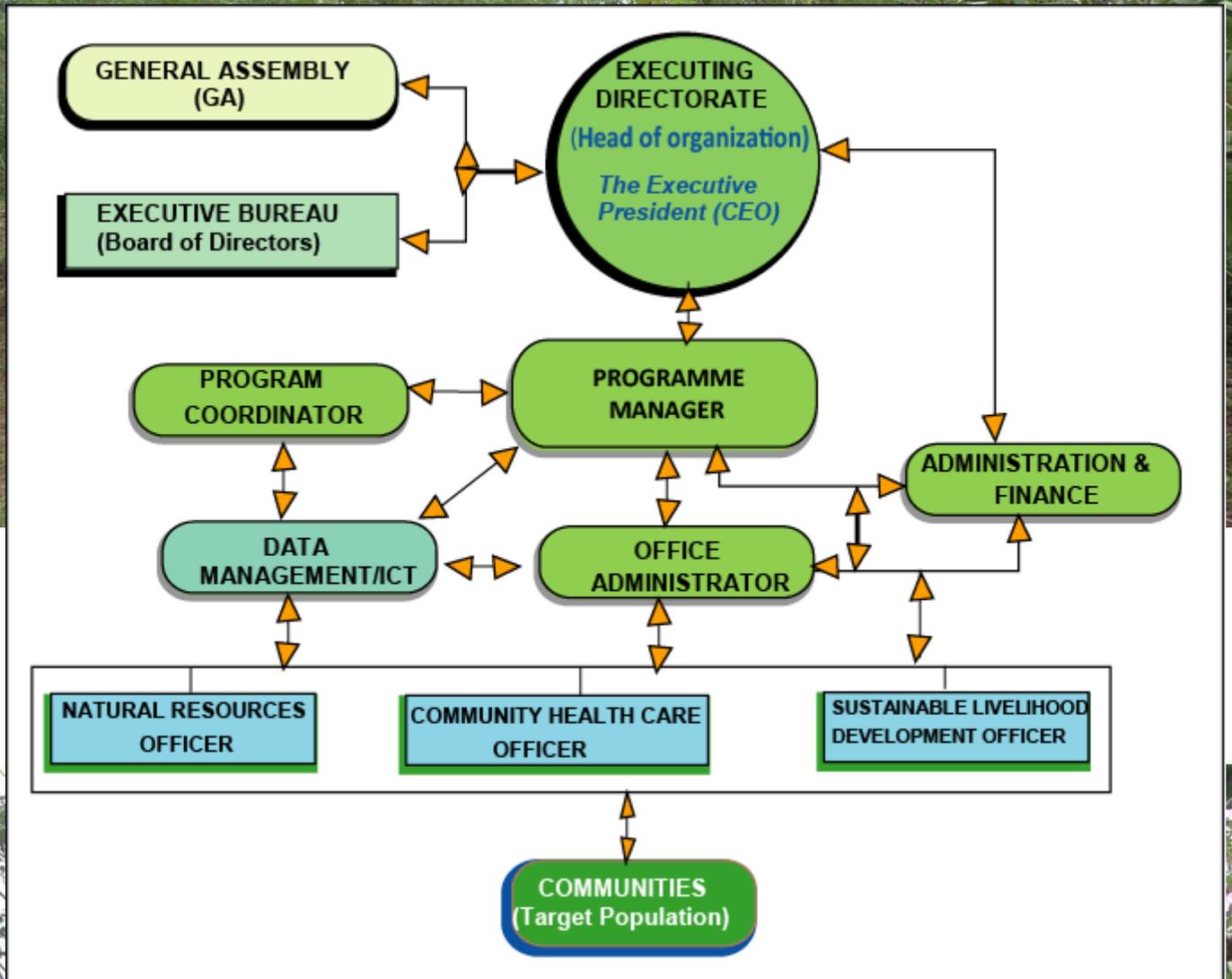
We strongly appreciate the level of financial, material, intellectual assistance an otherwise that we receive from our colleagues, partners and consultants for this went a long way to galvanize our achievements.

Special thanks go to the following partners who supported us through out this period: The Earth-Insight, San Diego Zoo Wildlife Alliance (SDZWA), Rainforest Trust, Critical Ecosystem Partnership Fund (CEPF), Birdlife International South Africa, Rainforest Alliance, IUCN-BIOPAMA, IUCN-PPI, WRI-GFW, NRC, NEBF, Van Tienhoven Foundation, Oceans5, the Full Circle Foundation, PSMNR, Rainforest Connect, Basecamp Research and the Act Commodities Group.

## STRATEGIC INTERVENTIONS (2022-2025)



AJESH ORGANIZATIONAL CHART - 2022-2026



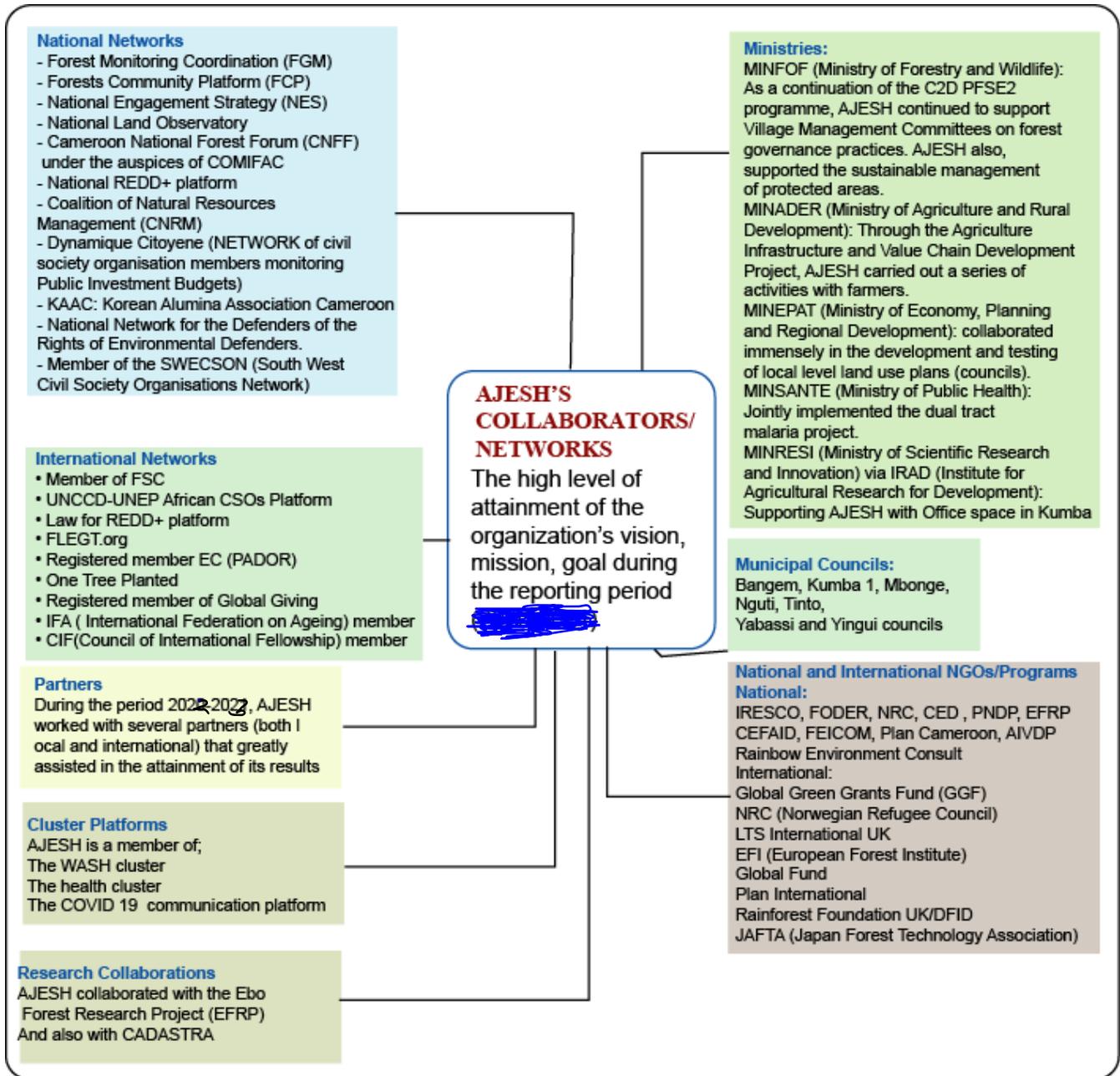
## INTRODUCTION

All projects implemented by AJESH not only strictly comply with our vision, mission, objectives and values but also take into consideration the Sustainable Development Goals (SDGs) - 2030 agenda, Cameroon government’s vision 2035, the government’s Growth and Employment Strategy Paper (GESP) which is a reference document for achieving emergence by 2035. Our activities are equally in line with the three Rio Conventions which are the Convention on Biological Diversity (CBD), the United Nations Convention to Combat Desertification (UNCCD), and the United Nations Framework Convention on Climate Change (UNFCCC) address the need for adaptation to climate change through their activities. AJESH’s approach is community driven and its activities in 2022-2023 were concentrated in the South West and Littoral Regions of Cameroon. Though AJESH’s projects are community driven, the organization also seeks “To end poverty in all forms everywhere (SDG1), “End hunger, achieve food security and improved nutrition and promote sustainable agriculture” SDG2, “Ensure healthy lives and promote well-being for all at all ages”, SDG3 “Take urgent action to combat climate change and its impacts” (SDG13) and “Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and biodiversity loss” SDG15.

AJESH successfully coordinated its activities from its head office in Kumba and coordination office in Limbe where logistical, administrative and technical support to its various field operations is provided.



# AJESH'S COLLABORATORS / NETWORKS



## PROJECTS/PROGRAMS IMPLEMENTATED IN 2022-2023

During the period 2022-2023, AJESH continued implementing projects that included community mobilisation, awareness raising technical training or material/financial support. The projects implemented included aspects of; natural resource management/protection, community land rights, sustainable agricultural practices, capacity building for local communities, women empowerment, community healthcare and wellbeing. All these were in respect to AJESH's 3 core strategic intervention areas. Our success relied greatly on the adaptation and engagement of the participatory approach which puts the community people at the heart of what concerns them in harmony with their environment.

### COMMUNITY HEALTH CARE

#### Preventing Malaria, HIV/AIDs, etc. in Communities

Community health care is a medical practice which focuses on peoples wellbeing in a particular geographical area, this essential public health sector covers programs to help neighborhood members in protecting and improving their health, deter the transmission of infectious diseases such as malarial, HIV/AIDS, and Tuberculosis etc.

Within this reporting period, AJESH worked in Mbonge and Tombel health districts in the south west region of Cameroon, supporting over 100 communities with a population of 172,966 in the reduction of morbidity and mortality rates within these communities.

The community intervention strategy use by AJESH is to ensure that at least 80% of the population adopts conducive practices to the promotion of healthy behaviours, the prevention and integrated management of diseases (Malaria, Acute Respiratory Infections, Diarrhoea, Tuberculosis, HIV/AIDS, Malnutrition, Onchocerciasis, Vaccine-Preventable Diseases, etc.) including combating violence and promoting Family Planning at community level, especially in priority intervention areas, Promoting mindset transformation and good health practices.

To achieve these objectives, AJESH recruited 90 and 47 community health workers (CHWs) in Mbonge and Tombel respectively.

The main activities were;

- Build community capacities of 139 CHWs to address health issues.
- Mobile clinical services offered 139 CHWs in all communities trained by AJESH.
- Create connections between vulnerable populations and healthcare providers in all health areas.
- Provide informal counselling, health screenings, and referral in all communities.
- Collect data and relay information to stakeholders to inform programs in all communities.
- Help patients navigate healthcare and social service systems in all communities
- Manage care and care transitions for vulnerable populations in all communities.
- Sensitization on hygiene Promotion in all communities.



CHWs conducting health visit

## HUMANITARIAN SUPPORT

Within the framework of conducting humanitarian activities in the South West Region of Cameroon, AJESH collaborated with the Norwegian Refugee Commission (NRC). The primary target groups were the IDPs (37%), host communities (20%) and returnees (43%), with a special focus on vulnerable women and girls. Youth groups were also prioritised in beneficiary selection to ensure civic engagement and contribute to the peacebuilding approach.

Our intervention focused on community-based targeting identifying the intended vulnerable beneficiaries based on the needs. This was supported by context informed vulnerability analysis and definition of vulnerability criteria. The method involves stakeholder participation in the selection process through focus group discussions bringing together different members/opinion leaders (women representative, youth representative, IDPs' representative, quarter chiefs, religious leaders etc).

For this reporting period, activities were limited to:

### **WASH and Shelter**

#### **Stakeholder meetings**

There was an entry point for NRC and AJESH in the community to pave the way for community engagement and participation in project implementation. The following sub activities conducted included:

- Informed administrative authorities in project communities about the project goal, objectives, expected results, and impact.
- Mobilized and assisted in organizing community stakeholder meetings at project start, in project communities involving community representatives, IDPs, host community members, and inform them about the project goal, objectives, expected results, and impact. These meetings also informed the communities on the scope of work to be done and the collaboration expected from the community.

#### **Hygiene Promotion**

These entailed community engagement and social mobilization activities that promoted safe hygiene practices at households through small doable actions. Hygiene promotion activities were based on information and recommendations from FGDs using WASH'em which AJESH and NRC conducted at the start of the project.

#### **Distribution of 375 NFIs kits in kind**

The intervention provided both WASH NFIs and Kitchen sets to the most vulnerable households in the project location. Due to the hard-to-reach nature of some of the project communities, kits were delivered in kind to beneficiaries.

## ICLA

- **Carried out awareness raising on HLP rights, responsibilities, and remedies;** and reached 500 individuals.
- **Provided counselling on HLP to 100 persons.** We provided tailored advice on existing legal framework and remedies to issues presented by individuals, and the different options available for resolving the issue in question. The advice enabled the participants to claim and exercise their HLP rights by resolving the HLP issue by themselves.
- **Provided Legal assistance to 75 Beneficiaries at risk of eviction and CDR.** AJESH provided legal assistance to individuals who could not resolve their HLP issues by themselves even after receiving counselling to enable them claim and exercise HLP rights. This involved assistance with legal and administrative procedures, mediating in HLP cases involving the participant and representation of participants in disputes resolution structures for a negotiated settlement of disputes.



# SUSTAINABLE MANAGEMENT OF NAURAL RESOURCES

## Biodiversity Conservation in Terrestrial and Marine Ecosystems (PAs, KBAs, and OECMs)

Biodiversity Conservation in Terrestrial Ecosystems

Activities centered around Genetic resources and Access to Benefit Sharing (ABS).

## Marine ecosystem Other Effective Area-based Conservation Measures (OECMs)

AJESH is committed to the operational and participatory management of marine resources with a view to their conservation and sustainable development for the surveillance of the maritime coastline in three zones (Ekondo Titi, Bamusso, Kombo Itindi) and the zones reserved for artisanal fishermen in the South-West region of Cameroon.

- Research on potential OECM sites on the Bakassi peninsula
- Carryout sensitization campaigns of the local population on the improved management of MPAs and OECMs
- Raising awareness among local populations on the importance of some coastal habitats such as mangroves, salt marshes and coral reefs, which are vital ecosystems for many marine species.
- Geolocation and physico-socio-economic mapping of 25 sites potential OECMs.



*Mangrove degradation*



*sensitization meeting in Bakassi peninsula*

➤ **Fresh water and wetlands**

Located in the coastal region of Cameroon, the Nkam, Ebo, Dibamba and Owen rivers are areas of significant ecological interest, as they are home to a multitude of aquatic species that require special attention. With this in mind, AJESH has set itself the task of ensuring the conservation of these various aquatic resources by:

- Raising awareness among local populations in 20 villages of the importance of good management of fresh water, wetland and good fishing practices.
- identification of the most vulnerable aquatic species, such as *Heterotis niloticus* (commonly known as Kanga), *Trichechus senegalensis* (commonly known as the African manatee or lamanthin), *conraua-goliath* (commonly known as frog goliath)

- Identification and mapping of freshwater and wetland ecosystems



*Sensitization meeting in Bonaniamsy village*



*Trichechus senegalensis traps*

### **Biodiversity research and innovation**

#### ➤ **Research on reptile**

- Identification of reptile populations on the outskirts of the Ebo forest, such as the dwarf crocodile (*Osteolaemus tetraspis Cope, 1861*), the royal python (*Python regius*), The Calabar python (*Calabaria reinhardtii*)
- Mapping of distribution (*Osteolaemus tetraspis Cope, 1861*) of dwarf crocodiles on the outskirts of the Ebo forest.



**Dwarf crocodile (*Osteolaemus tetraspis Cope, 1861*)**

### **Biodiversity Research and Innovation**

## Landscape management

AJESH continued with land-use mapping and participatory mapping and as of 2022- 2023;

- Elaborated and mapped 34 communities,
- Solved land conflicts and developed land use plans for 34 communities,
- Trained 78 community mappers (15 female and 63 males),
- Sensitized 13 communities in the utilization and management of the resources,
- Accompanied 49 communities in mapping out their secret site and cultural heritage around the Bafoussam, Kupe forest area and Yabassi KBA,
- Mapped historical wildlife habitats and ranges for 78 communities in the forest areas of Yabassi and Yingui municipalities,
- Community participatory mapping of degraded lands in Bafoussam,
- Participatory mapping of fresh water and wetlands along Nkam, Dimbamba and Wemb River,
- Sensitized the villages along the Nkam, Dimbamba, wemb, Nlonako on sustainable management and hunting of Goliath frog (*Conraua goliath*) and wetlands,
- Conduct spatial monitoring system in 10 communities' base forest monitoring on deforestation and degradation alert using smart phones, drone and global forest watch application,
- 26 members were train that include, forest managers, chief, communities members (men and women), local NGO representatives were train on the use of global forest watch app.



Map validation



Training on the use of GFW application



Deforestation and degradation monitoring

Under the project titled **“Promoting cultural practices, ecological restoration, and mapping for biodiversity conservation around the Kupe/Muanenguba Mountain Forest Area”** which aims at improving and proving the cultural values of the local communities and also create environmental clubs in three different schools. Its main objective is` to empower local communities around the Muanenguba Mountain Forest Area to conserve their biodiversity and sustain their cultural and linguistic diversities for posterity. The project was carried out within 5 communities in the Nninong Clan. The villages include; Nkack, Ebonemin, Muebah, Epenebel and Elum II, while three schools were programmed; two primary (Elum II and Epenebel) and one

secondary (Muebah) schools. The project equally had an aspect of restoration that was to restore some degraded landscapes. This saw the creation nurseries. This said project registered a number of successful results some of which include:

- A total of 150 persons (30 persons per community) received information and a brief summary of the project.
- 20 persons (4 per community) were trained on the use of the GPS to collect biological, linguistic, cultural and socio-economic data.
- 5 community maps were produced and validated by each community.
- 3 environmental clubs were created in 3 schools with each school having 20 members per club.
- 5 nurseries were created 3 in the schools and 2 in the communities. Each of the schools received 500 seedlings likewise the communities.
- A training was held on the production of the “Muesi” and it had a total of 25 persons (5 per community). At the end of the training, 6 seedlings were given per community for planting.



### Map Validation

## Restoration

- Sensitized and accompanied 50 communities in carrying out restoration of degraded land in Yabassi and Yingui,
- 5 nurse sites of 17.500 capacity of natives plants (species include *Cola nitida*, *Afrostryax lepidophyllus*, *Acacia nilotica*, *Hura crepitans*, *Bauhinia purpurea*) was setup in Yabassi, Yingui and Bangem,

- 20 communities were accompanied in the restoration activity of 300 hectares of degraded and deforestation area.
- 20 communities trained in the monitoring and maintenance of the nursery and planted seedlings,



## Eco-system Governance

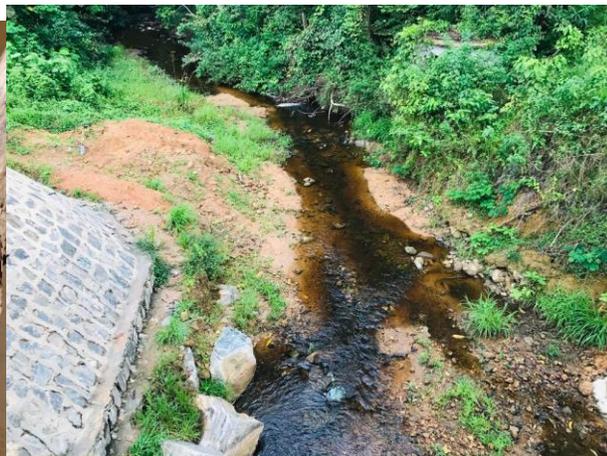
### ➤ Marine

- To capacitate and support local communities and fishers to promote participation in MPA planning and co-management and integrate their experiences to improve MPA management efficiencies
- Supporting communities to monitor Illegal, Unreported and Unregulated (IUU) fishing through the recruitment of community workers.
- Organize capacity-building workshops for key local stakeholders on Sustainable Fisheries Management around MPAs and OECM.
- Awareness is generated about how MPAs can be beneficial to small-scale fishers and MPA adjacent communities and co-management regime is supported



➤ **Fresh Water and Wetlands**

- Support communities to effectively manage lake Mbo and Mbemi
- Promote the reduction of pollution in the aquatic environment, such as pollution by plastics, toxic chemicals, agricultural nutrients and hydrocarbons, which have a devastating impact on aquatic ecosystems
- The promotion of sustainable fishing practices, such as selective fishing and the use of more selective fishing methods
- Strengthening local capacity in aquaculture



## Supporting women rights to livelihood land

Land is a fundamental natural resource as most other natural resources are found either in it or on it. There is therefore very high pressure on accessing this resource. In most parts of Cameroon and especially where AJESH's activities are concentrated, the rights of women and girls to land are seriously compromised, especially when traditions and customs triumph over formal laws. The traditions and customs in most communities consider women and girls as belonging to another family as they will eventually get married and leave and so when it concerns inheritance of land and other property, it is this vulnerable group that is marginalized. Public laws and policies do not, however, discriminate on land rights. On the other hand, land is inevitable to women in Cameroon as they are the ones that produce at least 80% of food crops either for home consumption or sale for household income. Guaranteeing women's land rights (access to land) at all levels is inevitable.

In especially the Yabassi KBA, the current scramble for land for agro-industrial establishments, logging concessions and private ownership exert strong pressure on land and are a threat to women's land ownership rights.

AJESH and its partner Global Green Grants initiated and implemented activities geared towards supporting and empowering women on their rights to livelihood land within the littoral region starting from the village level.

The results obtained included;

- Women were mobilised and sensitised on the different land laws and advocacy mechanisms within Yabassi in Nkam Division
- Key women from Logutoka, Yabassi, Ndockban I, Banen, Ndogboa, Bodisman, Monkonto, Dibeng, Ndogfaya and Nsake villages within Nkam division had their capacities on land laws and advocacy strategies strengthened
- Elaborated and documented with the women their plights concerning land acquisition for their livelihood activities
- Collaborated with the Yabassi Council to ensure that the women's plights would be tabled to their various chiefs for change

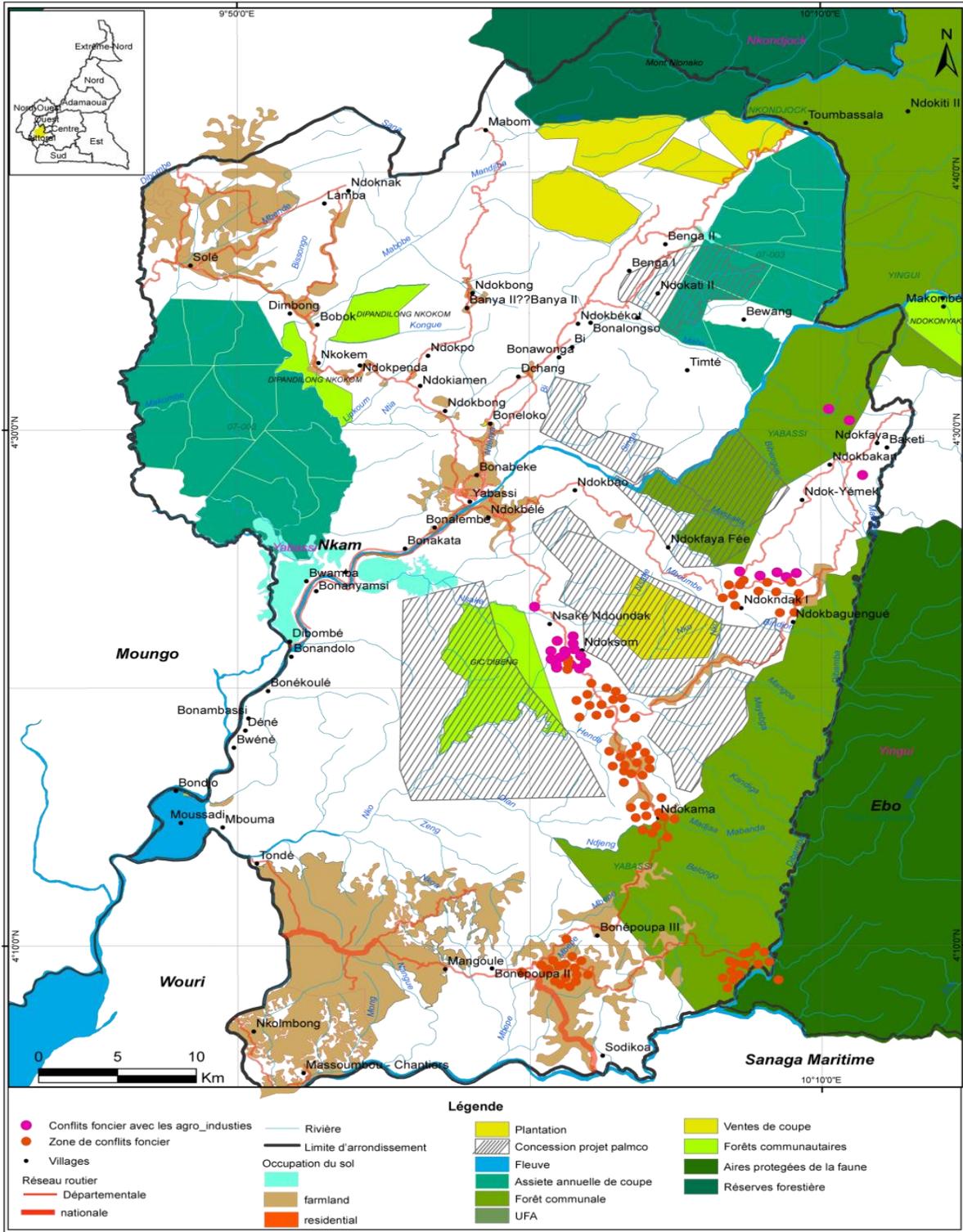
## Advocacy with chiefs to recognise women rights on land

Chiefs have always considered women as subordinates of the man and have thus always regarded their rights to land insignificant. This has made them less concerned and bothered of the women's land rights and insecurities in land access and ownership within the community. They and the members of their traditional councils have supreme authority over land and are normally consulted for their approval before giving a land title to an individual within a community. Having documented the plight of women concerning their access to land in the Yabassi KBA, AJESH with funds from Global Green Grants, supported the women to approach their chiefs and advocate for a reconsideration of the woman's position on access to land for their livelihood activities. The following results were obtained;

- Women from Logutoka, Yabassi, Ndockban I, Banen, Ndogboa, Bodisman, Monkonto, Dibeng, Ndogfaya and Nsake villages within the Nkam division were supported to advocate for their rights to livelihood land;
- Organized and facilitated an advocacy meeting between the chiefs of Logutoka, Yabassi, Ndockban I, Ndogboa, Bodisman, Dibeng, Ndogfaya and Nsake villages and the women of Logutoka, Yabassi, Ndockban I, Banen, Ndogboa, Bodisman, Monkonto, Dibeng, Ndogfaya and Nsake villages within the Nkam division respectively;
- Together with the women succeeded to get the chiefs to reconsider women situation regarding access to land ;
- Documented the chiefs resolutions regarding women's rights to land and the men's perspective towards women regarding land access.



*Workshop to facilitate land right for women with women and Chief for in Yabassi*



Major women land conflict in Yabassi Road

## Climate Change

Since its creation, AJESH's activities have always been geared towards the mitigation of climate change effects. This has been done through its two main programmes namely the Sustainable Management of Natural Resources and its Sustainable Agriculture/Livelihood programme.

Some achievements during the reporting period include:

- AJESH, other civil society stakeholders and the Cameroon Government partnered in the validation of the Redd+ strategies.
- Mobilised communities towards the acquisition of community forest in the Yabassi KBA.  
Continued to conduct Research on the BIOCHAR technology so as to significantly contribute in reducing global warming emissions and if possible remove existing carbon dioxide from the atmosphere
- Together with some of our partners, participated and facilitated a BIOCHAR testing project in the Yabassi KBA. Continued to sensitize and train communities and other stakeholders on the plant and animal material turned into charcoal to store carbon. It is highly proposed as a climate change mitigation strategy.
- Continued capacity building of civil society actors and community members on climate change mitigation, adaption and resilience approaches. Over 60 community people and local CSOs were reached with messages on REDD+ in 2020.



*Exchange of the use of Biochar in Ntui (Center Region)*



Training on the production of biochar in Ntui and Salakounou;

## COMMUNITY WELLBEING: SUSTAINABLE AGRICULTURE/LIVELIHOODS

Despite the fact that Cameroon aims at attaining its vision 2035 which is principally to reduce poverty to minimal levels, become a middle-income country, become a newly industrialised country and consolidate and enhance democracy and national unity, in 2020-2021, the country still relied greatly on its agric sector, exporting mainly primary agricultural products. The socio-political crises in the north (Boko Haram), east, south west and north west regions of the country (Anglophone crises) coupled with the challenges of a stagnating economy, rapid population growth and urbanisation and poor governance make the vision appear as an aberration.

Agriculture on the other hand was still viewed as a key driver of deforestation and degradation with accompanying climate change consequences.

AJESH therefore continued to contribute in ensuring that the ecosystems are protected by promoting agricultural practices and other income generating activities that are climate-friendly thereby reducing deforestation and forest degradation while ensuring that the livelihoods of the farmers are improved. Activities carried out included:



*Agricultural material for people escape from CREFAT plantation site*

## DEVELOPING VALUE CHAINS OF SOME COMMODITIES

- We continued to build the capacities of some community members on zero deforestation agricultural practices and supported them to develop the value chains of cassava and cocoa in Meme and Nkam divisions in Cameroon.
- Agricultural Infrastructure and Value Value-Chain Development Project (AIVDP) is an Economic Development Project (EDP) of the South West Development Authority, an initiative of the Ministry of Agriculture and Rural Development of Cameroon. This organization in collaboration with AJESH, Continued to facilitate the elaboration and documentation of the business plans of over 55 cooperatives within Meme, Fako and Lebialem divisions.

## PROMOTING INCOME GENERATION ACTIVITIES

- In 2021, AJESH continued to support some members of the communities of Ndokama and Dibeng in the littoral region who did not benefit in 2020 through the distribution of emergency farming assistance tools to secure and restore their livelihoods.
- From June 2021 to December 2021, AJESH created a poultry demonstration farm with 1000 broilers. A total of 60 poultry farmers were trained on modern poultry farming techniques from brooding (Day old) right up to mature broilers and were linked to buyers in target markets (Limbe).
- In 2021, AJESH continued to support the rehabilitation and livelihood restoration for 4 communities notably; Ndokama, Dibeng, Matamba and Jeng affected by illegal amass of land by exploitation companies in the littoral region of Cameroon.



Value change on NTFP



## The Board of Directors (BoD)

The Board of Directors of AJESH is the Administrative Decision making organ of the organization. It establishes policies for the organization and its members define the action plans, the budget and the annual accounts of the organisation. Composed of the founding members and some new members elected by the General Assembly. Some other members are appointed or invited by the Board of Directors.

As of 1<sup>st</sup> January 2022, AJESH's Board of Directors membership stood at ten (10) disaggregated as follows: 6 women and 4 men.

The Board meets at least once annually to permit them plan the next year. As at ending 2023, the composition of the BoDs was as follows:

<b>Board Of Directors (BOD)</b>					
<b>No.</b>	<b>Name</b>	<b>Position</b>	<b>Profession</b>	<b>Location</b>	<b>Sex</b>
1	Prof. Marie Louis Kelle	Chairman of the Board	IT Biologist	USA	F
2	Dr. Serah Malike Ngoe	Financial Secretary	Health Specialist and Finance Manager	Cameroon	F
3	Prof. Kelly Herber Dunning	International Adviser / Representative	Prof. Auburn University USA	USA	F
4	Mr. Epie Piemme Patrick	Secretary	Quality Manager	Cameroon	M
5	Mrs. Christina Fonbah	Member	Community Development	Cameroon	F
6	Mr. Richard Molua Nebale	Adviser	Environmental and Agricultural Scientist	Cameroon	M
7	Dr. Ngane Benjamin	Adviser Member	Forest Ecologist	Cameroon	M
8	Mss. Lawong Edith Kiningla	Member - Logistic Adviser	Risk Management	Cameroon	F
9	Mr. Harrison Nnoko Ngaaje	Executive President (CEO)	Conservation and Social Forester	Cameroon	M
10	Dr. Andrew Enongenekang	Environmental Officer	Environmentalist	UK	M

## Staff strength

AJESH is committed to respecting the environmental, social and regulatory standards of the state in putting into practice its key values in harmony with a good working environment.

By this reporting period, AJESH's staff strength stood at 25 (8 female and 13 male) direct contracted staff, 5 volunteers and 230 community workers.

For the security and safety of personnel and for the smooth functioning of the organization, AJESH has put in place a series of policies and regulatory documents to uphold social and moral conduct of both the staff and the target audience.

## Capacity building and experience sharing

### Capacity building of Natural resources management

#### Biodiversity conservation

- Built the capacity of the mbayam mbo community people on community mapping and land use planning
- Supported community livelihood management of the Bamijerem community people on Bee farming, community participatory mapping

#### Freshwater and wetlands

- Built capacity in communities to promote sustainable fishing practices
- Built capacity in communities on how to effectively manage fresh water and wetlands
- Built capacity in communities on regular fire monitoring

#### Restoration

- Built capacity on land restoration practices

### Forest and Marine Ecosystem Governance

- Built the capacity of government agent on wildlife monitoring with the use of drones, GPS, smart phones
- Built state agent capacity on deforestation monitoring and land degradation
- Built capacity of the community on the mapping of land right
- Built capacity on the mapping of land use conflict around the key bio diversity area( KBA)

## Landscape Management

- Built capacity management on collaborative landscape community planning
- Built community capacity on the mapping of land right
- Built capacity on the mapping of land use conflict around the key bio diversity area( KBA)

## Cultural heritage protection

- Built the capacity of the community members on the production of Muesih a calabash used to drink palm wine
- Built the capacity of the community on the mapping of cultural sites and shrines
- Built the capacity of the community on the restoration of medicinal plant species
- Built the capacity of the community on the protection of cultural values

## Capacity Building of Community well being

We built the capacity of the community on the establishment of Agroforestry, ecological practices and climate smart agriculture reaching out to 10 communities targeting.

### Aquaculture

- Capacity building of community members on best aquaculture practices in 4 communities

### Agroforestry

- Capacity building of the community in Agroforestry through farming
- Carried out capacity building on ecological practices

## Community Health care

- Carried out capacity building on best health practices
- Carried out capacity building on hygiene promotion practices to improve health care

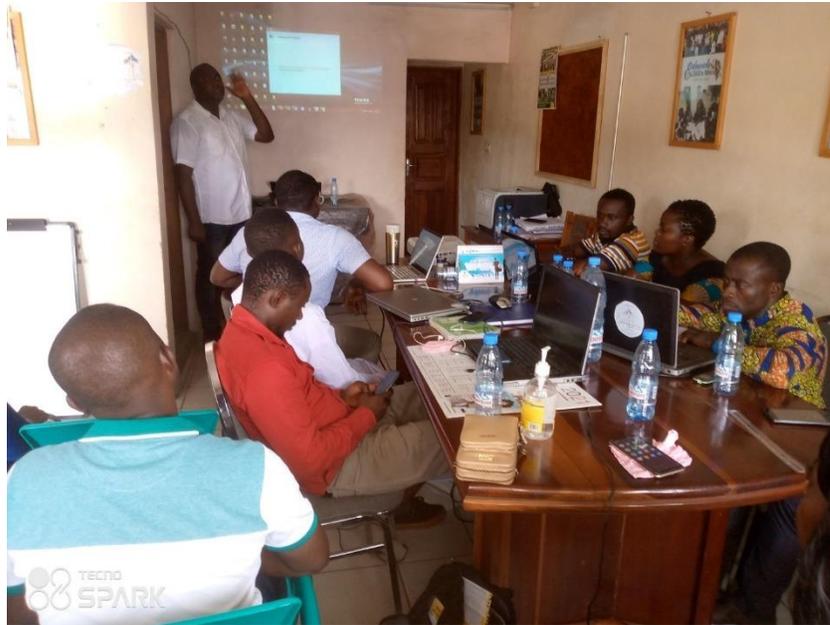
## Humanitarian activities

- Carried out capacity building on conflict management on land right targeting host community members and returnees reaching out to 1100 men and women in the Fako and kupe muanenguba sub division ( information, counseling and legal assistance)

- Carried out capacity building on Hygiene promotion practices targeting IDPs, host community members and returnees reaching out to men , women , children and the physically challenged people to improve health care in the Fako and kupe muanenguba sub division

## Institutional capacity building

- AJESH staff benefited capacity building on Financial management
- AJESH staff benefited capacity building on project elaboration
- AJESH staff benefited capacity building on information technology
- AJESH staff benefit capacity building on marine ecosystem management



*Stafftraining in the office*

## Experience Sharing

- AJESH participated in the High Level Political Forum on SDGs and the African Forums
- AJESH participated in the FSC African conference on forestry worship council
- AJESH participated in the UNFCCC COP 27 and COP 28
- AJESH participated in the UN-CBD COP 15
- AJESH participated in the UNCCD COP 15 and CRIC 21
- AJESH participated in the African protected Area conference (APAC)
- AJESH participated in the IPCC 57 session in Kenya
- AJESH participated in the society for ecological restoration conference in Australia
- AJESH participated in the world water resource conference

## FINANCIAL RESOURCES AND MANAGEMENT

AJESH operations of 2022-2023 was based on an approximate budget estimate of FCFA 1,262,079,373 (US \$2,103,466) valued for both assets and physical cash.

## GOOD GOVERNANCE

True to the policy of good governance, AJESH fixed and institutionalized the principle of management by focusing on the result. This is how each staff is evaluated annually in relation to his/her performance with regard to the expected results. This assessment allows for the personnel to improve on his/her weaknesses and to maintain its good points. In the same vein, AJESH is subject to regular internal and external audits as well as the certification of the annual financial statements by an independent auditor. Another good practice is in the strict application of the administrative and financial procedures manuals and the related policies.

## CHALLENGES ENCOUNTERED

- Some level socio-political instability in the two English speaking regions of Cameroon.
- Dwindling funding opportunities to achieve planned activities for the year.
- The unresponsive attitude of some persons towards the community project.

## ACKNOWLEDGMENT

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