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CAMEROON'S 2021 ANTI-CORRUPTION STATUS REPORT

H.E. Paul BIYA
President of the Republic of Cameroon

"… We must enhance public finance management governance by fighting corruption and embezzlement of public funds. Therefore, all those found guilty of financial malpractice or illicit enrichment will face the consequences before the competent courts…"

(Excerpt from the Head of State's message to the Nation on the 31st of December, 2021)

TABLE OF CONTENTS

The Administrative Map of Cameroon	**vii**
Foreword	**ix**
Acronyms and Abbreviations	**xi**
Tables and Figures	**xv**
GENERAL INTRODUCTION	**1**
Part One **ENFORCEMENT OF PUBLIC POLICIES AND ANTI-CORRUPTION STRATEGIES**	**5**
Chapter 1. IMPLEMENTATION OF THE NATIONAL ANTI-CORRUPTION STRATEGY	**7**
Section 1. Implementation by Control and Regulatory Bodies, Ministries and other State Institutions	**7**
Sub-section 1. Activities of Control and Regulatory Bodies	7
I. Control Institutions	7
A. Anti-corruption activities carried out by CONAC	7
1. Prevention and communication activities	7
2. Investigation activities	13
B. Anti-corruption activities of CONSUPE	56
1. Prevention activities	56
2. Audits	57
II. Regulatory Bodies: Activities carried out by ARMP	58
Sub-section 2. Activities carried out by Ministries	68
I. Activities of Ministries of Sovereignty	68
A. MINDDEVEL	68
B. DGSN	69
II. Activities of Ministries in charge of the Economy, Finance and Infrastructure sectors	70
A. Ministries in charge of the Production, Importation and Distribution of goods and services	70
B. Ministries in charge of Sourcing and Allocating Funds	75
C Ministries in charge of Infrastructure	78
III. Activities of Ministries in charge of the Education, Social and Cultural Sectors	84
A. Ministries in charge of the Education Sector	84
B. Ministries in charge of the Social Sector	96
C Ministries in charge of the Cultural Sector	105
Sub-section 3. Activities carried out by State Administrative Bodies	107
I. Activities of Public Establishments	107
A Scientific Public Establishments	107
B Hospital Public Establishments	114
C Administrative Public Establishments	116
II. Public and Semi-public Establishments	116
Sub-section 4. Implementation of the NACS by Regional and Local Authorities	124
I. Bertoua City Council	124
II. Douala City Council	124
III. Garoua City Council	125

Section 2. Implementation of the National Anti-Corruption Strategy in Regions: the 2021 Regional Action Plans	**125**
Sub-section 1: Presentation of the implementation of Regional Action Plans	126
Sub-section 2: Summary of Regional performance and Action Plan implementation	129
Section 3. Anti-corruption activities in Governance and transparency in the extractive industry sector	**129**
Sub-section 1. Activities carried out under the Kimberley Process	130
Sub-section 2. Activities of the Mining and Quarrying sector	130
Chapter 2. ANTI-MONEY LAUNDERING AND TERRORISM FINANCING IN CAMEROON	**133**
Section 1. Prevention and cooperation activities of NAFI	**133**
Sub-section 1. Publication of the National Risk Assessment on ML/CFT	133
Sub-section 2. Publication of the National Anti-Money Laundering and Counter Terrorism Financing document	134
Section 2. Analysing Suspicious Transaction Reports (STRs) and other information	**134**
Sub-section 1. Suspicious Transaction Reports recorded in 2021	134
Sub-section 2. Analysing STRs in 2021	136
Section 3. The 2021 Cooperation activities of NAFI	**138**
Part Two **SANCTIONING CORRUPT PRACTICES**	**139**
Chapter 1. ADMINISTRATIVE, DISCIPLINARY AND FINANCIAL SANCTIONS	**141**
Section 1. Sanctions imposed by Regulatory Bodies	**141**
Sub-section 1. The Public Contracts Regulatory Board	141
Sub-section 2. The National Communication Council	142
Section 2: Sanctions imposed in Ministries	**142**
Sub-section 1. Ministry of Finance	143
Sub-section 2. Ministry of Women's Empowerment and the Family	144
Sub-section 3. Ministry of Basic Education	145
Sub-section 4. Ministry of Transport	146
Sub-section 5. Ministry of Forestry and Wildlife	146
Sub-section 6. Ministry of Trade	147
Sub-section 7. Ministry of Public Contracts	148
Sub-section 8. Ministry of Public Service and Administrative Reform	153
Section 3 : Sanctions imposed in Public and Semi-public Establishments	**161**
Sub-section 1. National Forestry Development Agency	161
Sub-section 2. Cameroon Postal Services	162
Sub-section 3. Cameroon Telecommunications	163
Sub-section 4. Cameroon Water Utilities	165
Sub-section 5. Electricity Development Corporation	165
Sub-section 6. National Refining Company	165
Sub-section 7. University of Bamenda	166
Sub-section 8. University of Douala	167
Sub-section 9. University of Dschang	167
Sub-section 10. University of Maroua	167
Sub-section 11. University of Buea	168

Chapter 2. COURT DECISIONS RELATING TO THE ANTI-CORRUPTION DRIVE	**175**
Section 1 : Decisions issued by the Budgetary and Finance Disciplinary Council	**175**
Section 2 : Decisions rendered by Law Court	**185**
Sub-section 1. Trial Courts	185
I. Instance Courts	185
A. Courts of First Instance	185
B. High Courts	185
II. Courts of Appeal	186
III. The Special Criminal Court	187
Sub-section 2. The Supreme Court	196
I. Decisions rendered by the Specialised Section of the Supreme Court	196
II. Decisions rendered by the Criminal Section of the Supreme Court	197
Section 3 : Assessment of the financial losses incurred by the State of Cameroon in 2021	**198**
Part Three **COOPERATION IN THE FIGHT AGAINST CORRUPTION**	**199**
Chapter 1. NATIONAL COOPERATION	**201**
Section 1. National partners	**201**
Sub-section 1. Cooperation with National Anti-Corruption Coalition members and Religious Authorities	201
I. The National Anti-Corruption Coalition	201
A. Association des Amoureux du Livre	201
B. Droits de l'Enfant, Un Livre pour Chaque Enfant	201
C. Face à la Santé	201
D. National Organisation for Social Reinsertion	202
E. Action Against Corruption	202
F. *Jeunesse Sans Corruption*	202
G. Federation of Cameroon Consumer Organisations	202
II. Religious Authorities	202
Sub-section 2. Cooperation with public establishments	203
I. National Agency for Financial Investigations	203
II. National Agency for New Information and Communication Technologies	203
Section 2. Cooperation with the Private Sector: GICAM	**204**
Chapter 2. INTERNATIONAL COOPERATION	**205**
Section 1. Cooperation with the United Nations Organisation	**205**
Section 2. Cooperation with the Commonwealth	**205**
Section 3. Cooperation with the African Union Advisory Board Against Corruption	**205**
Section 4. Cooperation with the Central African Anti-Money Laundering Group (GABAC)	**206**
GENERAL CONCLUSION	**207**

ADMINISTRATIVE MAP OF CAMEROON

FOREWORD

Stepping up the fight at the local level

A strategy is a plan of action designed to achieve a long-term initiative. It sets out a vision and direction that is translated into action. A strategy can therefore be seen as an indispensable tool for achieving results, a means to an end. That is certainly why when CONAC became operational, one of the first actions it took was to draw up the National Anti-Corruption Strategy (NACS) for Cameroon in 2010. Since then, there has been varying degrees of success in its implementation.

2021 marks the first decade of implementing the Strategy. A whole decade...! The perfect time to take stock and evaluate the extent to which the Strategy has enabled a change in habits and mentalities in terms of the anti-corruption drive and integrity promotion in the 10 Regions of our country. Can we conveniently affirm that its content has been properly understood and implemented?

Indeed, many public and private institutions have adopted some of the tools developed in the document. Such tools include the Rapid Results Initiatives (RRI), which consist in achieving quantifiable results on targeted corrupt practices within 100 days, and the *PrECIS* tool, which involves the concurrent implementation of actions of **Prevention** aiming at eliminating opportunities for corruption, **Education** to change mentalities, habits and attitudes, creating **Conditions** that foster an unfavourable environment for corrupt acts, **Incentives** to encourage people of integrity in order to provide new models and benchmarks for the society, and **Sanctions** to severely punish perpetrators of acts of corruption.

These efforts notwithstanding, most Regional and Local Authorities (RLAs) have not yet incorporated the guidelines set out in the National Anti-Corruption Strategy into their daily operations. This explains why little progress has been made in the fight against corruption at the community level; an indication that no strategy can truly achieve its objectives unless all stakeholders are genuinely committed to its implementation. Therefore, intensifying the anti-corruption drive at the local level will lead to a more comprehensive and effective fight against corruption throughout the country.

It is high time the heads of Municipal and Regional Councils took the responsibility of ensuring the welfare of their communities and of Cameroon as a whole. Corruption has never been overcome only through strategies, guidelines or specialised institutions. On the contrary, countries that have been very successful in this fight have relied on the commitment of their leaders and citizens at all levels of the society.

Rev. Dr. Dieudonné MASSI GAMS

Chairman of CONAC

ACRONYMS AND ABBREVIATIONS

ACU	Anti-Corruption Unit
ACU-M	Anti-Corruption Unit in Ministries
ANOR	Standards and Quality Agency
AO	Calls for Tender
AONO	Open National Invitation to Tender
APME	Agency for the Promotion of Small and Medium-Sized Enterprises
APU	Public Administrations
ARMP	Public Contracts Regulatory Board
ARSEL	Electricity Sector Regulatory Agency
ARSTM	Regional Academy of Marine Science and Technology
ASMAC	Advanced School of Mass Communication
BA	Board of Administration
BCA	Administrative Purchase Order
BIAOC	International Bank for West Africa, Cameroon
BICIC	International Bank for Trade and Industry, Cameroon
BMBC	BIAO Meridian Bank, Cameroun
BMOD	Docker Workforce Office
BTS	*Brevet de Technicien Supérieur*
CAC	*Crédit Agricole du Cameroun*
CAMBANK	Cameroon Bank
CCLCPEES	Anti-Corruption and Ethics Promotion Unit of the Higher Education
CCPM-AG	Central Control Commission for General Supply Contracts
CDAJ	Head of the Legal Affairs Department
CDB	Cameroon Development Bank
CEMAC	Central African Economic and Monetary Community
CEPICI	Investment Promotion Centre, Côte d'Ivoire
CGC	*Conseil Gabonais des Chargeurs (Gabonese Shippers Council)*
CMS	*Centre Médico-Social* (Welfare Centre)
CNESP	National Commission of Private Higher Education
CNNII	The National Domestic and International Navigation Company *(Compagnie Nationale de Navigation Intérieure et Internationale)*
COBAC	Banking Commission of Central Africa
COLEPS	Cameroon Online E-Procurement
CONAC	National Anti-Corruption Commission
CONSUPE	Supreme State Audit Office
COVID-19	2019 Coronavirus pandemic
CS	Chief of Service
CSA	Cameroon Seafarers Association
CURY	Yaounde Emergency Centre
DAAF	Department of Administrative and Financial Affairs
DAAFRH	Department of Administrative, Financial and Human Resource Affairs
DAAPA	Division of Administrative and Personnel Affairs
DAC	Director of Central Administration
DAF	Directorate of Administrative and Financial Affairs
DAJ	Legal Affairs Department
DAJI	Department of Legal Affairs and Claims
DAMVN	Directorate of Maritime Affairs and Waterways
DAO	Tender File
DAOU	Directorate of Assistance and University Activities *(Direction de l'Assistance et des Œuvres Universitaires)*

DAPAC	Directorate of Port and Related Activities
DAUQ	University Accreditation and Standards Department *(Direction des Accréditations Universitaires et de la Qualité)*
DCAA	Directorate for the Coordination of Academic Activities
DCAC	Divisional Contract Award Commission
DD	Divisional Delegation
DDAS	Divisional Delegation of Social Welfare
DDES	Directorate of Higher Education Development
DFC	Divisional Finance Controller
DG	Directorate General, Director General
DGAMP	Directorate General of Maritime and Port Affairs
DGC	Directorate General of Customs
DGMM	Directorate General of the Merchant Shipping
DGT	Directorate General of Taxation
DGTCFM	Directorate General of Treasury, Financial and Monetary Cooperation
DIAP	Division of Audit and Control of Public Administrations
DICTD	Division of Audit and Control of Regional and Local Authorities
DIEPOS	Division of Audit and Control of Public Establishments and Specific Bodies
DIESP	Division des Audit and Control of Public and Semi-public Enterprises
DIPD	Directorate of Infrastructure, Planning and Development
DJP	Directorate of Judicial Police
DO	Directorate of Operations
DRAS	Regional Delegation of Social Welfare
DREA	Projects Department
DRPROFF	Regional Delegation of Women's Empowerment and the Family
DTC	Divisional Taxation Centre
DTS	Directorate of Territorial Security
DVC-ICE	Deputy Vice Chancellor in charge of Internal Control and Evaluation
ECOWAS	Economic Community of West African States
ENIAAP	National Anti-Corruption Index Survey of Public Administrations
ESSEC	Higher School of Economics and Commerce
FAAS	Faculty of Agronomy and Agricultural Sciences
FALSS	Faculty of Arts, Letters and Social Sciences
FENASU	National Federation of University Sports
FETUC	Cameroon University Students' Forum
FGI	Faculty of Industrial Engineering
FHS	Faculty of Health Sciences
FIU	Financial Intelligence Unit
FMSP	Faculty of Medicine and Pharmaceutical Sciences
FONADER	National Fund for Rural Development
FTA	Fixed Touring Allowances
GDP	Gross Domestic Product
GOPHY	Gynaecological Obstetrics and Paediatrics Hospital, Yaounde
GPM	Gabon Port Management
IACU	Internal Audit and Control Unit
ICAC	Internal Contract Award Commission
IFA	Institute of Fine Arts
IHC	Integrated Health Centre
ILO	International Labour Organisation
IMO	International Maritime Organisation
ISM	International Safety Management
IUT	University Institute of Technology
LRTC	Littoral Region Taxation Centre

MINAT	Ministry of Territorial Administration
MINDDEVEL	Ministry of Decentralisation and Local Development
MINDEL	Minister Deleguate
MINEE	Ministry of Water Resources and Energy
MINEFOP	Ministry of Employment and Vocational Training
MINEPAT	Ministry of the Economy, Planning and Regional Development
MINESEC	Ministry of Secondary Education
MINETAT/SG-PRC	Minister of State, Secretary General at the Presidency of the Republic
MINFI	Ministry of Finance
MINMAP	Ministry of Public Contracts
MINREX	Ministry of External Relations
MINSANTE	Ministry of Public Health
MINT	Ministry of Transport
MLC	Maritime Labour Convention
MPAFC	Administrative, Financial and Accounting Procedures Manual
NA	Not Available
NCPBM	National Commission for the Promotion of Bilingualism and Multiculturalism
NF	Not Found
NSIF	National Social Insurance Fund
NT	Not Transmitted
NTR	Nothing To Retain
ONECCA	National Order of Chartered Accountants of Cameroon
OPRAG	*Office des Ports et Rades du Gabon* (Office of Ports and Harbours of Gabon)
PCDPM	President of the Divisional Contracts Award Commission
PEPS	Public Expenditure Efficiency and Statistical System Improvement Project
PM	Prime Minister
PO	Project Owner
PPBS	Planning, Programming, Budgeting and Monitoring/Evaluation
PSC	Port State Control
RAP	Regional Action Plans
RD	Regional Delegation
RQ	Request for Quotation
RRI	Rapid Results Initiatives
RSP	Revenue Security Programme
SACAR	Archives and Incoming Mail Service
SCAO	Tender Analysis Sub-Committee
SCB	*Société Camerounaise de Banque*
SEI	Secondary Education Institution
SEMPA	*Syndicat des Entreprises de Manutention des Ports Autonomes de Côte-d'Ivoire*
SMAC	Anti-Corruption Management System
SNLCC	National Anti-Corruption Strategy
SOLAS	Safety Of Life At Sea
SRC	Cameroon Debt Recovery Company
STCW	Standard Training, Certification and Watch keeping
SUSPEND BMBC	Suspension of BMBC compensation
TOU	Technical Operations Unit
XAF	Central African CFA franc

TABLES AND FIGURES

I – TABLES

References	Titles	Pages
Table 1	Sectors with the highest number of complaints lodged through the CONAC toll-free number	14
Table 2	Origin of complaints received through the CONAC WhatsApp number	15
Table 3	Origin of reports lodged with CONAC through the electronic mail	15
Table 4	Overview of reports received at CONAC in 2021 in order of proportion	16
Table 5	Origin of reports received at CONAC in 2021 in order of proportion	17
Table 6	Summary of the charges in cases of misappropriation of public funds at Lycée Scientifique of Bertoua	21
Table 7	Summary of the losses incurred under the management of the two DGs	35
Table 8	Summary of the charges for errors or offences in the management of State private land in Buea City	45
Table 9	Overview of legal procedures initiated by CONAC in 2021	53
Table 10	Summary of the financial losses incurred by the State and assessed on the basis of the field investigations conducted by CONAC	55
Table 11	Reports received and treated by the DAJEI of CONSUPE	57
Table 12	Comparative statement of complaints received and treated by CONSUPE	57
Table 13	Comparative statement on the audit missions carried out by the DICs of CONSUPE	57
Table 14	Implementation of the RAP in the Adamawa Region	126
Table 15	Implementation of the RAP in the Centre Region	126
Table 16	Implementation of the RAP in the East Region	127
Table 17	Implementation of the RAP in the Far North Region	127
Table 18	Implementation of the RAP in the Littoral Region	127
Table 19	Implementation of the RAP in the North Region	127
Table 20	Implementation of the RAP in the West Region	128
Table 21	Implementation of the RAP in the South Region	128
Table 22	Implementation of the RAP in the South West Region	128
Table 23	Summary of the performance of Regions in 2021	129
Table 24	Number of suspicious transaction reports recorded in 2021 according to sources	135
Table 25	Breakdown of the number of cases forwarded to Courts in 2021 and volume of financial flows	136
Table 26	Number of cases per predicate offence transmitted to the Courts and other competent national Authorities in 2021	137
Table 27	Summary of decisions taken by the CDBF in 2021	176
Table 28	Summary of SCC decisions relating to corruption and related offences	188
Table 29	Summary of decisions taken by the Specialised Section of the Supreme Court relating to the fight against corruption and related offences	196
Table 30	Summary of decisions taken by the Criminal Section of the Supreme Court on corruption and related offences	198
Table 31	Overall financial loss incurred by the State of Cameroon in 2021	198

II – FIGURES

References	Titles	Pages
Figure 1	Graphic representation of achievement levels in 2021	129
Figure 2	Graphic representation of the number and distribution of STRs recorded in 2021 as per source	135
Figure 3	A graphic representation of the number and distribution of cases transmitted to the different competent courts in 2021 according to predicate offences	136

GENERAL INTRODUCTION

Today, Cameroon's Anti-Corruption Status Report is at its 11th edition. This edition outlines the activities carried out in 2021 to curb corruption. Unlike the previous editions, this report stands out in both content and presentation.

The report has been structured in three parts, which focus on:

- implementation of the National Anti-Corruption Strategy,
- sanctioning of corrupt practices, and
- cooperation in the anti-corruption drive.

There is therefore a perceptible change in terms of information organisation and analysis, assessment of the anti-corruption drive and above all, prospects. This change is in line with efforts to align the fight against corruption with the 2020-2030 National Development Strategy (NDS30), and to update Cameroonians on the impact of corruption and the merits of fighting it.

Part One focuses on the implementation of the National Anti-Corruption Strategy by Administrations, Public and Semi-public Establishments and the Private Sector in Cameroon. Activities carried out by these structures have been highlighted. In the usual tables presenting the five axes of the *PrECIS* tool, the actions carried out in the fields of Prevention, Education, Condition, Incentives and Sanctions can be clearly identified.

CONAC received a total of ninety-six contributions, compared to sixty-seven in 2020, from:

- Control institutions,
- Regulatory bodies,
- Courts,
- Ministries,
- Public enterprises,
- Regional and Local Authorities,
- Private companies, and
- Civil Society Organisations.

Part Two highlights the enforcement of administrative and disciplinary sanctions taken by public and semi-public establishments against their staff who are guilty of corruption, as well as legal sanctions imposed by such instances as the Special Criminal Court and the Budgetary and Finance Disciplinary Council.

Part Three focuses on cooperation as an indispensable weapon in the fight against corruption. At the national level, cooperation facilitates the dissemination of best practices, while at the international level it provides opportunities to share experiences and pool efforts.

Part One

ENFORCEMENT OF PUBLIC POLICIES AND ANTI-CORRUPTION STRATEGIES

Since the President of the Republic came to power, the fight against corruption has always been a core policy of the government. Accordingly, the principles of rigour and moralisation of public life have consistently been part of political discussions. In addition, several strategies have been put in place to achieve this political will. Given the current reality of globalisation, additional mechanisms have been put in place to support this political commitment and to reinforce the efforts already made to improve economic growth.

This part deals with the level of implementation of the National Anti-Corruption Strategy (NACS) by national stakeholders (Chapter 1) and the efforts made by the Government in combating money laundering and the financing of terrorism and proliferation (Chapter 2).

Chapter 1

IMPLEMENTATION OF THE NATIONAL ANTI-CORRUPTION STRATEGY

In 2021, the National Anti-Corruption Strategy (NACS) was implemented by Control Institutions, Ministries and other public administrations (Section 1), Regions (Section 2) and the Extractive Industry Sector (Section 3).

Section 1. Implementation by Control and Regulatory Bodies, Ministries and other State Institutions

This section covers the anti-corruption activities carried out by Control and Regulatory Bodies, Ministries and other Public Administrations.

Sub-section 1: Activities of Control and Regulatory Bodies

Two Control Institutions and two Regulatory Bodies forwarded their activity reports to CONAC.

I. Control Institutions

This section covers the activities of CONAC and CONSUPE.

A. Anti-corruption activities carried out by the National Anti-Corruption Commission (CONAC)

The prevention and identification of acts of corruption were achieved through sensitization, communication and capacity-building activities. In addition, CONAC initiated proceedings in the competent courts.

1. Prevention and Communication activities

These activities are aimed at preventing acts of corruption in order to build a society of men and women of integrity.

1.1 Prevention activities

In 2021, CONAC carried out prevention activities in the National Assembly and during the commemoration of International Anti-Corruption Days. In addition, the Commission carried out nationwide awareness-raising campaigns and set up ethics and integrity clubs.

a. Activities carried out in the National Assembly

a.1. The plenary session of the National Assembly on road safety

On the 23rd of March 2021, on the invitation of the Secretary General of the National Assembly, CONAC took part, as an observer, in a special plenary session of the National Assembly on road safety and prevention, initiated by the Network of Cameroonian Legislators for Road Safety, LEGIS-SECUROUTE. The session took place under the chairmanship of the 1st Deputy Speaker of the National Assembly, Honourable Hilarion ETONG. The objective of the session was to take stock of road safety in Cameroon and to review the legal texts in force.

CONAC produced an information leaflet on the prevention of corruption on the public highway, which helped members of the LEGIS-SECUROUTE network to come up with recommendations. 240 kits were distributed to Members of Parliament and officials of the General Secretariat of the National Assembly. Each kit contained 01 copy of the 2019 anti-corruption status report for Cameroon, 01 copy of the document titled: "2010-2020, A Decade of Fighting Corruption in Cameroon: Progress made", 03 copies of the recent editions of the CONAC Newsletter, 01 T-shirt, 01 cap, 01 special bilingual leaflet on the actions of CONAC on public highways.

a.2. The Plenary Session of the National Assembly on the Anti-corruption drive in Cameroon

On the 8th of April 2021, following a request from CONAC, the National Assembly organised a special plenary session on the evolution of the fight against corruption in Cameroon and the expectations of CONAC. The session featured sharing of experiences between the Chairman of CONAC and the elected representatives of the Nation.

Two hundred kits were handed out to the Members of Parliament and senior staff of the National Assembly, each containing a copy of the African Union Convention on Preventing and Combating Corruption, a copy of the document titled: "2010-2020, a decade of fighting corruption in Cameroon: progress made", 03 copies of recent editions of the CONAC Newsletter, 01 CONAC T-shirt, 01 CONAC cap, 01 copy of the presentation by the Chairman of CONAC and 01 CD containing a 13-minute documentary in French and English on the awareness-raising activities of CONAC.

b. Commemoration of International Anti-Corruption Days

b.1. The 5th edition of the African Anti-Corruption Day

CONAC commemorated the 5th edition of the African Anti-Corruption Day on the 11th of July 2021 in the Conference Room of CONAC. This commemoration was marked by a press statement by the Chairman of the institution. The African Union placed this celebration under the theme: "Regional Economic Communities: key actors in the implementation of the African Union Convention on Preventing and Combating Corruption".

The Chairman of CONAC reminded the participants that in Africa, corruption constitutes a major impediment to development and a serious threat to political and social stability. He urged all Cameroonians to actively support the fight against corruption by speaking out against it.

b.2. The 18th edition of the International Anti-Corruption Day

On the 9th of December 2021, CONAC celebrated the 18th edition of the International Anti-Corruption Day under the theme chosen by the United Nations: "Your right, your challenge: say No to corruption". To mark the occasion, the Institution organised a training workshop for journalists from the national press on the fight against corruption.

The workshop, which brought together 50 media men and women, focused on the theme: "Journalists: anti-corruption watchdogs".

The following four themes were addressed by officials from CONAC and the National Communication Council:

- Journalists: Anti-corruption watchdogs;
- From press articles to investigations;
- Fighting corruption in media content production: the role of the National Communication Council;
- The media as pillar of integrity in the anti-corruption crusade.

c. National anti-corruption awareness campaigns

This public mobilisation was designed for a larger number of people in order to create a critical group of actors in all walks of life capable of saying No to corruption. The main activities in 2021 included awareness-raising campaigns on the deeds, facts and practices of corruption and the creation of Ethics and Integrity Clubs.

CONAC conducted four major awareness and information campaigns in 2021.

c.1. The "Corruption-free CHAN 2021" campaign

During the African Nations Championship (CHAN), CONAC organised sensitization campaign dubbed "Corruption-free CHAN," which targeted football stakeholders. The campaign was rolled out from the 11th to the 14th of January 2021, in the various host cities of the CHAN, namely: Yaoundé, Douala, Limbe and Buea. Ten (10) large posters on billboards, five of them measuring 4 x 3 metres and the other five measuring 6 x 3 metres, were printed and posted in the four targeted cities. Six (6) roll-ups were also mounted in the Yaoundé and Douala airports.

Several awareness-raising tools were distributed at the same airports, including copies of the CONAC Newsletter, *Cameroon's 2019 Anti-Corruption Status Report* and the document entitled "2010-2020, a decade of fighting corruption in Cameroon: Progress made".

c.2. The campaign dubbed "What does not belong to you, do not take it".

On the 9th of February 2021, CONAC launched a campaign in Yoko, Mbam and Kim Division, as part of the celebration of the 55th edition of the Youth Day. The campaign was aimed at fostering integrity among school children to ward off social deviance.

The campaign focused on the theme: "What does not belong to you, do not take it". On this occasion, the Chairman of CONAC undertook an integrity tour in 8 schools of the town, and co-presided, with the Senior Divisional Officer for Mbam and Kim, an official launching ceremony of the campaign at the premises of the Yoko Town Hall. In the same vein, posters were placed on the front walls of 14 public institutions in Yoko, as well as on the walls of the office of the Divisional Officer. In addition, 02 teachers and 50 students were awarded certificates of congratulations and encouragement.

The campaign was extended to Ketté, Moloundou, Salapoumbé, Bandongoé, Batouri, Kentzou, Gari-Gombo, Ndélélé and ended in the town of Yokadouma on the 2nd of December 2021.

Overall, the following items were distributed:

- 150 copies of the Report on the status of the anti-corruption drive in Cameroon in 2019;
- 500 caps and 500 T-shirts;

- 500 posters with the campaign messages to Heads of Schools for display;
- 1500 copies of the document titled: "2010-2020, a decade of fighting corruption in Cameroon: progress made";
- 2,000 flyers with the campaign slogan and 1,000 stickers with the toll-free number, 1517;
- 5,000 flyers on "how to report corruption";
- 10,000 copies of the different editions of the CONAC Newsletter.

At the end of this campaign, more than 20,000 people were sensitized on the anti-corruption campaign message: "What does not belong to you, do not take it".

c.3. The 'Corruption-free 2021 Back-to-School' campaign

Ahead of the beginning of the 2021 school year, CONAC organised, from the 16th to the 29th of August 2021, a campaign to sensitise the education community on preventing acts of corruption during the school enrolment period. The campaign was launched at Government Bilingual High School Deido, Douala, and consisted basically of mounting the CONAC anti-corruption boards on the front walls of schools and putting up posters listing corruption offences and their related sanctions.

Three teams visited 241 secondary schools, 540 boards were mounted and 1,121 posters posted. The teams also distributed flyers bearing information on how to report corruption, as well as copies of the document captioned: "2010-2020, a decade of fighting corruption in Cameroon: progress made" and copies of the monthly magazine "CONAC Newsletter".

c.4. The campaign to affix anti-corruption boards on the front walls of public buildings in some Divisional and Sub-divisional headquarters

From the 1st to the 4th of November 2021, the exercise was carried out in five Divisional capitals and 18 sub-divisional capitals of the Adamawa, Centre, East, North, West and South Regions. 335 anti-corruption boards were affixed to the front walls of public service buildings in these towns.

In all, CONAC produced and distributed several awareness-raising tools in 2021. They include:

- 60,000 copies of the monthly magazine: "CONAC NEWSLETTER";
- 5,000 copies of the CONAC Code of Ethics booklet;
- 2,000 T-shirts
- 2,000 caps;
- 2,000 bags bearing anti-corruption messages;
- 10,000 stickers;
- 40,000 flyers;
- 400 anti-corruption boards.

d. Mobilisation of the public through the creation of Integrity Clubs

In 2021, CONAC provided support for the setting up of Integrity Clubs in four Universities. The purpose was to create a critical group of positive actors to prevent corruption among young people in general and in universities in particular. These universities were:

- Buea University (6th February 2021),
- FOMIC Polytechnic University Institute of Buea (6th February 2021),
- the Higher School of Trade and Business Management in Yaoundé (SupdeCO) (17th March 2021), and
- University of Yaoundé II-Soa (23rd March 2021).

1.2. Communication and capacity-building activities

1.2.1. Communication activities

In 2021, the communication activities consisted of the production and broadcast of the ESPACE CONAC and ESPACE CONAC Alert magazines, the publication of the 2020 Report on the state of the fight against corruption in Cameroon and the production of the CONAC Newsletter.

a. Production and broadcast of the "ESPACE CONAC"' and "ESPACE CONAC Alert" radio and television programmes

CONAC continued to inform the public at home and abroad on the major issues in the fight against corruption through:

- 21 editions of the 13-minute Espace CONAC Magazine, produced and broadcast on Mondays from 04:45 pm to 05:00 pm, on the CRTV National Radio Station;
- 18 editions of the 13-minute Espace CONAC Magazine in English and French produced and broadcast on CRTV and Canal 2 International Television Stations on Mondays from 6.15pm to 6.30pm, Wednesdays from 3.30pm to 3.45pm and Thursdays from 10pm to 10.15pm;
- 20 editions of the 6-minute Espace CONAC Alert Radio-Television magazine, in English and French, on corruption offences and their criminal implications, broadcast on the CRTV national station, on Mondays at 9am and Wednesdays at 6pm.

b. Publication of the Annual Report on the anti-corruption drive in Cameroon in 2020

In 2021, CONAC produced and distributed 2,000 copies in French and English of *Cameroon's 2020 Anti-Corruption Status Report*. In accordance with its statutory missions, this report was published on the 23rd of September 2021, in an official ceremony attended by more than 500 invitees, including:

- Members of the Government, the Parliament and the Judiciary;
- Representatives of Diplomatic Missions accredited to Cameroon, political parties, Universities and Private Institutes of Higher Education, Consular Services, the media, employers' and other trade unions;
- General Managers of State companies and Semi-public and private enterprises;
- Members of civil society organisations, the private sector and religious groups;
- Chairpersons of Anti-Corruption Units in Ministries.

c. Production of the "CONAC Newsletter"

Twelve editions of the monthly print magazine "CONAC Newsletter", with 5000 copies per issue, were produced and distributed to the public during awareness campaigns.

1.2.2.Capacity-building

In 2021, CONAC trained more than 582 actors on anti-corruption techniques and methods.

The table below summarises the training activities carried out:

N°	Action	Date	Place	Stakeholders	Number of persons	Status of partners and actors trained
1.	Capacity-building of stakeholders of the transport sector on the fight against corruption in Cameroon	25th and 26th February 2021	Mbandjock and Obala	Justice and Peace Commission of the Obala Diocese	300	-Officials of the Justice and Peace Commission of the Obala Diocese; -Heads of Divisional Delegations of Transport for Upper Sanaga and Lékié; -Mayors of Mbandjock and Obala; -Managers of travel agencies in Mbandjock and Obala; -Officials and members of Transporter Unions; -Law enforcement officers; -Drivers and motorbike riders.
2.	Capacity-building of anti-corruption actors in Cameroon	24th of March 2021	Obala	Justice and Peace Commission of the Obala Diocese	23	Members of the Justice and Peace Commission of the Obala Diocese
3.		24-25 May 2021	Yaoundé	- Religious bodies (Christian and Muslim): 48 - CSO leaders: 74 - Representatives of the RLAs: 05 - Legal experts: 4 - Finance expert: 1 - Students: 02; - ANOR: 08; - MINMAP: 02; - MINREX: 02	146	- Religious authorities - Members of CSOs - Members of ACUs
4.	Capacity-building of the Members of the Anti-Corruption Units and monitoring of the development of IRR Action Plan on the timeframe for obtaining cost estimates for connection to CAMWATER	23-24 June 2021	Douala	CAMWATER	16	Members of ACU CAMWATER
5.	Workshop to review and endorse the MINPROFF corruption risk assessment map	25 June 2021	Yaoundé	MINPROFF	15	Members of the ACU and some Directors of Centres for Women Empowerment and the Family

N°	Action	Date	Place	Stakeholders	Number of persons	Status of partners and actors trained
6.	Training workshop for staff of Cameroon Real Estate Company (SIC) on the fight against corruption and the implementation of an anti-corruption management system in accordance with the ISO 37001 standard	24 to 30 Oct.2021	Kribi	SIC (DG, Technical Adviser, Regional Delegates, Audit Director and ACU Members)	26	SIC officials
7.	Anti-corruption techniques and RRI implementation	15-18 November 2021	Mbalmayo	ARMP	15	Members of the Anti-corruption Unit
8.	Training of MINTOUL staff in anti-corruption techniques	19 November 2021	Yaoundé	MINTOUL	19	MINTOUL staff and ACU members
9.	Training of PAD staff in anti-corruption techniques	23-25 November 2021	Douala	PAD	10	Members of the Anti-corruption Unit
10.	Training for CAMTEL ACU staff	08-10 Dec. 2021	Yaoundé	CAMTEL	12	ACU/ CAMTEL Members

2. Investigation activities

CONAC carried out field activities through Rapid Intervention Actions (RIAs) and investigation missions on the basis of the reports received.

These actions enabled CONAC to record several cases of blatant corruption or similar offences in accordance with article 22, paragraph 3 of its constitutive instrument, and to curb acts of extortion or corrupt practices and violations of human rights. Investigation missions were also conducted in the field on the basis of the complaints received.

Evidence of corruption was gathered either through investigations, enquiries and control missions or rapid intervention actions in the field. A total of 06 investigations were completed in 2021.

2.1. Situation of reports on corruption in 2021

In the course of the year, CONAC received 6705 reports (compared to 16,067 in 2020), among which 2,694 were received through the toll-free number (1517), 3,879 through administrative mail, 77 through e-mail and 55 through WhatsApp.

a. Reports received through the toll-free number, 1517

On average, 20 calls were received per day throughout the year 2021. The total annual number of calls was 2694, distributed as follows:

- 57% (1536) concerned the functioning of CONAC and advice on problems unrelated to corruption;
- 43% (1158) were complaints on corruption and similar offences.

The actions taken on reports of corruption received through the toll-free number were:

- information to the Institution's hierarchy about the written complaints (319, i.e., 27.5%);
- referral of callers to other relevant authorities or advice to forward the report, in writing, to the Chairman of CONAC (287, i.e., 24.8%); and
- resolving the issue at stake, by telephone, to Inspectors of Regional Services or Inspectors of Services of the Ministries concerned, for follow-up (552, 47.7%).

Complaints were received from all regions of the country and even from abroad. However, the largest number of them came in from Douala and Yaoundé, followed by Bafoussam and Maroua. Conversely, there were very few calls from the North West and South West Regions.

The table below shows the sectors that attracted the highest number of complaints, through the toll-free number.

Table 1: Sectors with the highest number of complaints lodged through the CONAC toll-free number

N°	Sectors decried	Corrupt acts, practices and deeds
1.	Territorial Administration	- Bribery as precondition for SDOs and DOs to sign documents - Extortion of funds by Mayors during rounds conducted by SDOs and DOs - Demand for financial and material support from citizens during field visits by Fact-finding and Evaluation Commissions
2.	State Property, Survey and Land Tenure	- Issuance of fake Land Certificates - Indulgence in the sale of private State land
3.	Regional and Local Authorities	- Bribery to obtain the signature of Mayors - Extortion of funds from traders by council technical teams - Swindling and extortion of funds in the fitting of car clogs - Extorsion in issuing birth certificates - Indulgence in issuing building permits
4.	Trade	- Extorsion and arbitrary fines by MINCOMMERCE control agents - Bribery to have " seals " lifted
5.	Education	- Corruption in competitive entrance examinations to higher education institutions - Bribery for recruitment and admissions by Heads of Schools - Embezzlement of the salaries of temporary teachers and support staff - Protection of deserting teachers - Illegal sale of uniforms in schools - Refusal to issue receipts after payment of PTA fees - Embezzlement of PTA levies and interference of Heads of Schools in the functioning of PTAs
6.	Finance (Customs, Treasury, Taxation)	- Requesting tips when treating files - Blocking files for non-payment of bribes - Concealment of files - Requesting percentages before treatment of invoices by Finance Controllers and Municipal Treasurers
7.	Forces of Law and Order (Police and Gendarmerie)	- Swindling and extortion of motorcycle riders on public highways - Extorsion from the public in the National Identification Services (NIS) - Bribery to obtain the signatures of the heads of police and gendarmerie units - Bribery for summonses
8.	Forestry and Wildlife	- Corruption of officials of Water Resources and Forestry - Illegal exploitation of forest and wildlife resources - Fake log transport permits - Bribery to obtain consignment notes - Embezzlement and laundering of community forest resources

N°	Sectors decried	Corrupt acts, practices and deeds
9.	Justice	- Partiality of Magistrates - Demand for tips when issuing legal documents - Incessant and unjustified adjournment of cases
10.	Road Transport	- Forgery and embezzlement in the sale of toll tickets - Forgery and extortion of funds from truck drivers at weigh stations - Extorsion from road users - Corruption in driving schools - Corruption in driving licence examinations - Forgery and use in transport offices
11.	Health	- Corruption in the issuance of COVID-19 test results - Swindling in the issuance of Medical Certificates - Extorsion and diversion of patients - Illegal sale of medications

b. Complaints received through CONAC's WhatsApp number

CONAC's WhatsApp number, 658 26 26 82, was activated in September 2021. Within four months (from September to December 2021), this number received 55 messages.

Table 2: Origin of complaints received through the CONAC WhatsApp number

N°	Origin of complaints	Sectors decried	Facts reported
1.	Ten Regions of the country and abroad	Regional and Local Authorities	Bribery before signing documents in some municipal councils
2.		Education	- Sale of school uniforms in some schools - Illegal increase in PTA fees
3.		Forces of Law and Order (Gendarmerie and Police on road checkpoints)	Extorsion on drivers by Road Safety Services
4.		Information and Communication Technology	Defrauding individuals through social networks
5.		Police	Extorsion of users
6.		Public Service	- Blocking of files at the Public Service - Extorsion from users by MINFOPRA personnel
7.		Transport	Corruption in driving schools
8.		Finance	Bribery for prior approval by Financial Controllers

c. Reports received through electronic mail

Following the update of the CONAC website, www.conac.cm and its launch in October 2021, the Institution's e-mail address, info@conac.cm, has become operational again.

In total, CONAC received 77 e-mails from Internet users from all regions of the country as well as from abroad.

Table 3: Origin of complaints lodged with CONAC through the electronic mail

N°	Corrupt practices	Sectors
1.	Breach of trust	Telecommunications
2.	Extorsion of funds	Forces of Law and Order
3.	Embezzlement of part-time teachers' salaries and PTA funds	Education
4.	Corruption in the treatment of files	State Property, Survey and Land Tenure
5.	Extorsion of users by 'middlemen' at airports	Transport
6.	Demand for percentages by the Municipal Treasurers	Finance
7.	- Undue withholding of files, abuse of authority and attempted	State Property, Survey and Land

N°	Corrupt practices	Sectors
	bribery - Bribery for documents to be signed	Tenure
8.	Extorsion of users by some administrative authorities	Territorial Administration

d. Denunciations lodged with CONAC through administrative mail in 2021

3,879 denunciations were received through administrative mail. These mails were either deposited at the CONAC's Mail and Records Service or sent by post.

Table 4. Overview of reports received at CONAC in 2021 in order of proportion

N°	Subject matter of the report	Frequency	Percentage
1	Land dispute	380	9.80
2	Embezzlement	300	7.73
3	Public Contracts	250	6.44
4	Corruption and extortion of taxpayers	180	4.64
5	Processing of career files (integration, salary, pension)	170	4.38
6	Management of PTA fees and school resources	140	3.61
7	Management of resources allocated to organisations	140	3.61
8	Management of Council resources	110	2.84
9	Payment of salaries and allowances	101	2.60
10	Unauthorised and illegal activities (trade, forest and other industrial activities)	100	2.58
11	Diversion of projects	100	2.58
12	Management of state enterprises, projects and programmes	90	2.32
13	Abuse of power and office	84	2.17
14	Bribery for judicial services	80	2.06
15	Undue collection of salaries and other benefits	75	1.93
16	Complaints in the electricity sector	74	1.91
17	Appointment of traditional leaders	70	1.80
18	Bribery to obtain administrative documents	70	1.80
19	Withholding of property	70	1.80
20	Issuance and use of fake documents	65	1.68
21	Customs fraud	60	1.55
22	Extortion of funds	60	1.55
23	Management of hospital resources	55	1.42
24	Dismissal of staff	50	1.29
25	Bribery for medical services	50	1.29
26	Compensation for disaster victims and persons evicted for the purpose of project	45	1.16
27	Bribery at competitive examinations	45	1.16
28	Bribery for postings and job placements	45	1.16
29	Illicit enrichment	40	1.03
30	Management of resources allocated to sports organisations	36	0.93
31	Liquidation of succession rights	35	0.90
32	Debt settlement	35	0.90
33	Criminal protection or evasion	35	0.90
34	Extortion from users	35	0.90
35	Misrepresentation of status and impersonation	30	0.77
36	Invoice settlement	29	0.75
37	Tax fraud and evasion	25	0.64
38	Payment of the rights of former employees and victims of privatised or liquidated state-owned companies	25	0.64
39	Forestry royalties	25	0.64
40	Tampering with scores	25	0.64
41	Swindling and bribery on the public highway	24	0.62
42	Substitution of individuals on lists	21	0.54
43	Competitive entrance examinations to higher education institutions	20	0.52
44	Transport requisition	20	0.52
45	Harassment and threats	18	0.46
46	Management of road weigh stations	18	0.46

N°	Subject matter of the report	Frequency	Percentage
47	Overbilling for purchases and services	18	0.46
48	Bribery for services from forces of law and order	16	0.41
49	Possession of fake diplomas	15	0.39
50	Management of telecommunications funds and structures	15	0.39
51	Management of road toll gates	15	0.39
52	Student enrolment in schools	15	0.39
53	Payment of mission expenses	15	0.39
54	Payment of bonuses	15	0.39
55	Reimbursement of funds collected	15	0.39
56	Disbursement of funds to beneficiaries	15	0.39
57	Influence peddling	15	0.39
58	Staff advancement	12	0.31
59	Electoral process	12	0.31
60	Career reclassification and reconstruction	12	0.31
61	Certificate of non-indebtedness	11	0.28
62	Collection of funds without issuing receipts	11	0.28
63	Solidarity and Education Support Fund	11	0.28
64	Management of microfinance institutions	11	0.28
65	Infrastructure rehabilitation	11	0.28
66	Illegal trafficking	11	0.28
67	Murder and attempted murder	10	0.26
68	Issuance of diplomas	10	0.26
69	Discrimination on the basis of ethnicity and tribe	6	0.15
70	Abduction of persons or property	5	0.13
71	Death threat	5	0.13
72	Physical abuse	5	0.13
73	Medical negligence	4	0.10
74	Telephone scam	3	0.08
75	Parliamentary micro-projects	2	0.05
76	Strike notice	2	0.05
77	Organisation of refresher and holiday classes	1	0.03
	Total	**3 879**	**100**

Distribution by Region

Table 5. Origin of reports received at CONAC in 2021 in order of proportion

N°	Region of origin	Frequency	Percentage
1	Centre	1780	45.89
2	Littoral	810	20.88
3	West	235	6.06
4	North West	170	4.38
5	Adamawa	159	4.10
6	South	150	3.87
7	Abroad	150	3.87
8	East	140	3.61
9	North	110	2.84
10	South West	95	2.45
11	Far North	80	2.06
	Total	**3 879**	**100**

2.2. Investigation activities of CONAC in 2021

In the course of 2021, CONAC carried out Rapid Intervention actions and conducted field investigations following reports from users.

2.2.1 Rapid Intervention Actions (RIA)

A total of 16 Rapid Intervention Actions (compared to 19 in 2020) were carried out in 2021 on various cases of extortion and corruption. The suspects were handed over to the Judicial Police for legal action, in cases where the reports were justified.

N°	Date/Period	Place	Corruption act reported	Remark
1	From 08/02/ 2021 to 18/02/2021	Edea (Edea Main Prison)	Extortion of CFA 5,239,016 francs from a service provider	Report justified
2	From 01/02/ 2021 to 03/02/2021	Douala (Liquidation of Company C.)	Illegal demand for the sum of CFA 3,000,000 francs from a user	Report justified
3	From 14/03/2021 to 16/03/2021	Bana	Impersonation of the Chairman of CONAC	Report justified
4	From 14/03/2021 to 16/03/2021	Bafoussam (Attorney General's Office of the Bafoussam Military Tribunal)	Extortion of CFA 200.000 francs from a prisoner	Report justified
5	31/03/ 2021	Yaoundé (General Delegation for National Security)	Use of a fake diploma	Report justified
6	From 18/04/2021 to 22/04/2021	Maroua (Maroua SDO's office)	- Non-justified absence -Undue collection of salaries	Report justified
7	26/05/2021	Yaoundé (Ministry of Defence)	-Impersonation -Corruption in administrative competitive and other examinations	Report justified
8	From 08/06/2021 to 10/06/2021	Yaoundé (Ministry of Secondary Education)	Demanding bribes from newly recruited teachers for payment of salary arrears.	Report not justified
9	From 17/06/2021 to 18/06 /2021	Nden (CETIC Nden)	-Unjustified absence -Forgery and use	Report justified
10	From 05/07/2021 to 08/07/2021	Bot-Makak (Mintaba Village)	Illegal logging activities	Report justified
11	06/08/2021	Yaoundé (Yaoundé IV Sub-Divisional Office)	-Impersonation -Bribery to obtain the signature of the Sub-divisional Officer of Yaoundé IV	Report justified
12	From 08/09/2021 to 09/09/2021	Yaoundé (GBHS Mimboman)	- Attempted extortion from a parent -Forgery of an official document	Report on extorsion not justified
13	20/09/2021	Yaoundé (National Centre for the Production of Identity Documents of DGSN)	bribery for the production of National Identity Cards	Report justified
14	20/09/2021	Bafia (Mbam and Inoubou land Registry)	Refusal of service	Report not justified
15	30/09/2021	Ombessa (Government Primary School, Boyalong II)	Embezzlement of PTA levies	Report justified
16	From 18 /10/2021 to 21/10/ 2021	Douala (Douala Territorial Gendarmerie Unit)	-Attempted extortion of the sum of CFA 10,000,000 francs from a user -Forgery and use	Report not justified

Out of the 16 complaints received, 13 were founded, making a percentage of 81.25%.

2.2.2. Field investigation missions

Six (06) investigations were completed in 2021, compared to two (02) in 2020.

a. Embezzlement of public funds at the Dja and Lobo Divisional Delegation of Housing and Urban Development

a.1. Summary of the facts

A report was lodged with CONAC against the DD/MINHDU, Mr. M.Y.M, alleging the following:

- destruction of the Toyota Hilux pick-up truck, with registration number CA 3110 D;
- insufficient office equipment for three years;
- fictitious recruitment of B.S.;
- misappropriation of credit allocated to the opening of the earth road in Meyomessi, under the 2018 budgetary year;
- misappropriation of credit allocated to the rehabilitation of the MINDUH Divisional Delegation for the 2018 budgetary year;
- misappropriation of credit allocated to the opening of the earth road in Mintom Sub-division for the 2017 budgetary year;
- fictitious compensation of M.M. (CFA 1 077 567 francs) and O.M.D. (CFA 18 148 295 francs) under the MAGZI project;
- complicity with some beneficiaries of expropriation compensation, leading to the overvaluation of their property regarding the construction of the Sangmelima – Mengong road.

a.2 Findings and irregularities

The CONAC field mission noted the following irregularities:

- misappropriation of credit allocated for supplies to the Divisional Delegation of Housing and Urban Development (DDHDU) of Dja and Lobo for the 2017, 2018 and 2019 financial years;
- embezzlement of a credit of CFA 3 200 000 francs allocated for staff missions of the DD/MINDUH;
- embezzlement of the credit allocated for fuel at the DDHDU of Dja and Lobo;
- embezzlement of the credit of CFA 3 724 527 francs allocated to the rehabilitation of the DDHDU;
- attempted embezzlement of public funds by fraudulently introducing two fictitious names in the final compensation report for the inhabitants of an area affected by the MAZI project in Meyomessala; these names were E.O. and Z.H.N., who were to receive the sums of CFA 18 148 295 francs and CFA 2 339 170 francs respectively.

a.3. Attribution of charges

The following table outlines the charges for the shortcomings recorded at the DD/HDU of Dja and Lobo.

N°	Type of irregularities	Extent of financial loss	Persons involved	Remarks
1	Misappropriation of funds allocated for supplies in the 2017, 2018 and 2019 financial	Not reported	M.Y.M	Refusal to disclose to the Mission the amounts of credits for the

N°	Type of irregularities	Extent of financial loss	Persons involved	Remarks
	years			corresponding financial years
2	Misappropriation of funds allocated for staff missions	CFAF 3 200 000		/
3	Embezzlement of credit for fuel in the 2017, 2018 and 2019 financial years	Not reported		Refusal to disclose to the Mission the amounts allocated for the corresponding financial years
4	Embezzlement of funds allocated for the rehabilitation of the DD/MINDUH building	CFAF 3 724 527		/
5	Fraudulent introduction of two fictitious compensation claimants	CFAF 20 487 465	- Mr. K.H., Senior Divisional Officer of Dja and Lobo, Chairman of the Property Survey and Evaluation Commission - M. E.E.U, Secretary of the Property Survey and Evaluation Commission	/

The Mission was unable to confirm the accusations of complicity with some beneficiaries of the compensation for land dispossession, which caused the overvaluation of their property in the construction of the Sangmelima – Mengong road, as indicated in the complaint. However, the investigation confirmed that several allegations levelled against the accused and others were indeed founded as indicated in the table of violations above. The other accusations, such as the misappropriation of funds allocated for the opening of the earth roads in the Municipalities of Meyomessi, Mintom, etc., were unfounded.

a.4. Recommendations

The Mission recommended the following actions:

- inform the Minister of Housing and Urban Development (MINHDU) to impose disciplinary sanctions against the DD/HDU of Dja and Lobo and also to compel him to reimburse the funds he embezzled;
- request MINDCAF to ensure that the fictitious beneficiaries concealed under the identities of Mr. E.O. and Mr. Z.H.N. be effectively excluded.

b. Verification of the allegations of misappropriation of PTA funds at Lycée Scientifique Bertoua

b.1. Summary of the facts

On the 26th of March 2020, an anonymous individual, presenting himself as the spokesperson of the Teachers' Union of Lycée Scientifique of Bertoua, lodged a complaint with CONAC alleging the embezzlement of PTA funds by the Principal of the school.

b.2 Findings

The Mission focused its verifications on the management of PTA funds for the 2019-2020 and 2020-2021 school years. At the end of the Mission's verifications, the complaint received by CONAC on the 26th of March 2020 was confirmed to be founded. It was actually

ascertained that the funds collected for the PTA of Lycée Scientifique of Bertoua had been misappropriated since the 2018-2019 school year.

Several shortcomings were recorded at the end of the findings by the CONAC mission team. Among them are:

- unjustified expenditure amounting to CFA18 804 300 francs;
- disbursements made from the PTA revenue for expenditure that should have been covered by the school fee funds, amounting to CFA150 000 francs;
- the execution of expenditure on unapproved School Budget and Project, in the amount of CFA8 427 000 francs; and
- the existence of unpaid loans in the amount of CFA 5 033 000 francs.

b.3. Charges and precautionary measures

According to the investigations, during the 2018-2019, 2019-2020 and 2020-2021 school years, the PTA funds of Lycée Scientifique of Bertoua, amounting to CFA 32,414,900 francs, were misappropriated by Mr G.F., Principal of Lycée Scientifique of Bertoua, Mr S.A.P., President of the PTA Association, and Mrs B.M.C., Treasurer of the same Association.

The table below shows the breakdown of these charges:

Table 6. Summary of the charges in cases of misappropriation of public funds at Lycée Scientifique of Bertoua

Academic year	Fault	Person concerned	Duty post	Financial loss (in CFAF)
2018-2019	Unpaid loan	G.F.	Principal	5 033 000
2019-2020	Unjustified expenditures	G.F.	Principal	18 804 300
		B.M.C	PTA Treasurer	
	Disbursements from the PTA revenue for expenditure that should be covered by the school fee revenue	G.F.	Principal	150 000
		B.M.C.	PTA Treasurer	
2020-2021	Execution of expenditure without prior approval of the School project and budget	G.F.	Principal	8 427 600
		S.A.P.	PTA President	
		B.M.C	PTA Treasurer	
			Total	**32 414 900**

Given the mismanagement of the PTA funds of Lycée Scientifique Bertoua, the Mission judged it appropriate to inform the Regional Delegate of Secondary Education of the East. The following precautionary measures were agreed upon with officials of the Divisional Delegation of Secondary Education of Lom and Djérem:

- production of the administrative and management accounts for the 2019-2020 school year;
- suspension of the activities of Mr. S.T. until a new School Council is put in place;
- suspension of the disbursement of PTA funds kept at the Bertoua CAMPOST Office, until the School Project and the Draft Budget for the 2020-2021 school year are approved by the competent authorities.

The Divisional Delegate for Secondary Education of Lom and Djérem signed two letters on the same day, one addressed to the Principal of Lycée Scientifique Bertoua and the other to the Head of the Bertoua CAMPOST Office, to implement these precautionary measures.

b.4. Recommendations

The Mission recommended that the Minister of Secondary Education be requested to take the following measures:

- sanction Mr. G.F., Mr. S.A.P. and Mrs. B.M.C., respectively Principal of Lycée Scientifique Bertoua, PTA President and Treasurer of the said school, in accordance with Circular No. 07/08/MINESEC/CAB of 25 February 2008, to lay down the conditions for the functioning of Parents' Teachers' Associations in State secondary schools. The Mission reminds that Mr. G. F. had already been implicated by a previous CONAC Mission when he was Principal of Government Bilingual High School Yokadouma, for his involvement in the abnormal enrolment of students during the 2014-2015 and 2015-2016 school years;
- set up a School Council at Lycée Scientifique Bertoua in accordance with the provisions of Decree No. 2001/041 of 19 February 2001 to organise public schools and to set the mandates of school administrators.

b.5 Losses incurred by the State

This amounts to CFA 32 414 900 (Thirty-two million four hundred and fourteen thousand nine hundred) francs.

c. Prospective mission to Gabon and Côte d'Ivoire as part of the reorganisation of the Cameroon maritime sector

c.1 Summary of the facts

Numerous complaints were addressed to CONAC by officials of the Cameroon Seafarers Association (CSA), alleging the non-compliance with the laws governing the placement of sailors, thereby causing corruption and significant losses to the State.

A study was done to shed light on this matter and to make proposals to regulate the Cameroon maritime sector.

This study was carried out from the 26th of February to the 7th of March, from the 3rd to the 9th of April 2016, from the 15th to the 21st of April 2018 and from the 7th to the 11th of May 2018. It consisted of field trips and exploratory missions outside the country in order to draw inspiration from the organisation and functioning of the maritime sectors in other countries, specifically Gabon for the CEMAC zone and Côte d'Ivoire for the ECOWAS zone.

c.2. Findings and grey areas

After discussions with some officials of the Ministry of Transport and the field visits, some observations and grey areas were identified, confirming that the management of the Cameroon maritime sector is not without fault. Some of these observations include:

- the fact that the placement of seafarers is not done free of charge;
- the existence of illegal placement companies, with licences issued by MINEFOP;
- the fact that seafarers are not registered at the National Social Insurance Fund (NSIF);
- non-compliance with the CEMAC Code and consequently with international conventions relating thereto, specifically the absence of an effective system to meet the needs of free placement offices for seafarers (Art. 326); the non-existence of

national texts or measures relating to the payment of seafarers' wages (Art. 346-351); the absence of texts/measures to guarantee the affiliation of seafarers to the social insurance (Art. 355-357); the absence of texts/measures laying down sanctions relating to maritime offences and regulations governing auxiliary maritime transport professions (Freight, Handlers, Shipping Brokers, Freight Brokers, Navigation, Haulage, Stevedoring officials, ...);
- financial losses;
- obsolete fines scale dating since 1962, which causes the State to lose large sums of money. This also contributes to the discriminatory practices whereby the enforcement officials charge fines depending on whom the client is.

c.3. Recommendations

In order to clean up the sector and make it more productive, it was recommended that inspiration be drawn from the experiences of the maritime sectors of more organised African countries than Cameroon, specifically Gabon in the CEMAC zone and Côte d'Ivoire in the ECOWAS zone.

At the end of the visits to Gabon, Côte d'Ivoire, Douala and the Ministry of Transport, and based on the findings from the hearings coupled with those of the fact-finding missions, several measures should be taken in order to:

- reduce or even eliminate the inadequacies, dysfunctions and various anomalies observed in the management of the Cameroon maritime sector;
- improve the efficiency and effectiveness of controls conducted onboard ships;
- decongest the various port areas;
- preserve the work conditions of seafarers as well as social peace.

c.3.1. In terms of institutions

The excessive concentration of decision-making power at the central level of the Ministry of Transport is the main cause of the challenges that the management of the maritime sector in Cameroon is facing today. This situation is likely to worsen with the completion of the operational phase of the Port Authority of Kribi. To remedy this situation, the State has to:

- take measures to reform the Cameroon maritime sector by restructuring the existing organisational framework;
- transform the Directorate of Maritime Transport either by giving more power to the Directorate of Maritime Affairs and Waterways, as it is in Gabon with the Directorate General of Maritime Transport which is attached to the Office of the Minister of Transport; or by creating an autonomous structure in charge of maritime affairs, as it is the case in Côte d'Ivoire with the Directorate General of Maritime and Port Affairs;
- set up a State institution in charge of the placement of seafarers or encourage seafarers and shipowners to create an association under the control of the State (Article 262 of the CEMAC Merchant Shipping Code);
- create a structure in charge of auxiliary professions, mainly dockers, following the example of the BMOD in Côte d'Ivoire, which is headed by a Director General;
- encourage shipowners, employment agencies and seafarers to reach an agreement before concluding any employment contract;

- encourage young people to take up the seafaring profession by awarding training grants;
- reinforce the skills of the maritime authorities;
- complete the proposed creation of a Corps of Merchant Navy officials;
- ensure that all seafarers are effectively covered by a social insurance scheme;
- open a register of seafarers and seamen, grouping them by speciality;
- impose, as is the case elsewhere, that vessels which must remain in Cameroonian territorial waters for at least thirty (30) days, have a crew composed mainly of Cameroonian seamen…

c.3.2. In terms of safety

- ensure the enforcement of the Prime Minister's Instructions on shipboard inspections;
- ratify such International Conventions as SOLAS (Safety Of Life At Sea) and MARPOL (Marine Pollution) relating to maritime safety and security;
- ensure that the port area is secured by a special corps of officers, supervisors and harbour masters;
- organise joint and separate inspections on board ships, by technical services, after the visit of the Ministry of Health;
- increase the quays for warships to free up commercial quays.

d. Verification of alleged irregularities at the Cameroon Debt Recovery Corporation (SRC)

d.1. Summary

Numerous complaints received by CONAC relating to liquidations and mandates as well as to the day-to-day running of the company.

The allegations against the former and current administrative and finance officials concern:

- misappropriation of debts owed to the Company by some debtors;
- extortion of funds derived from compensation operations for a number of beneficiaries of payment cheques drawn by the Directorate General;
- treatment of files relating to the liquidation of ex-employees of BIAO;
- authoritarian dissipations and the organised bankruptcy of SRC.

In addition, the following five allegations were related to the attitudes of the current Director General:

- judicial and administrative pressure;
- unpaid entitlements for some dismissed staff;
- prosecution of staff in courts;
- tendency to lead the SRC to bankruptcy;
- his biased attitude and authoritarian tendencies.

In addition, the following practices are blamed on the management of SRC:

- splitting of the company's staff into two conflicting camps;
- recruitment of staff in 2014 on ethnic and tribal grounds;
- discriminatory and opaque allocation of recovery and profit and loss bonuses;

- exclusion of some employees from the company's management;
- complicity of the Board of Directors;
- issuance of false certificates of non-indebtedness, and;
- interest in grant.

Following these complaints, investigations were carried out in 2014, 2015 and 2016 focusing on the period between 2011 and 2014.

d.2 Findings

- **On the misappropriation of funds**

Finding 1: Funds were misappropriated in the following three ways:

- the theft of debt claims files and various guarantees such as land certificates; the fraudulent behaviour of Mr O.S. on the one hand, and the liquidation operations of *Crédit Agricole du Cameroun* on the other hand, are evidence of this practice; several other similar situations have been noted;
- the unavailability of a number of physical files regarding information on outstanding debts could be found on the tables of the managers. These files carry the inscriptions 'Not found' (NF) and 'non-existent client', which indicate that they are unavailable for collection. The total amount of claims relating to these files is CFAF 5 525 351 549 (five billion five hundred and twenty-five million three hundred and fifty-one thousand five hundred and forty-nine). Moreover, many files that had been kept in the home village of the bank liquidator, Mr F. E. in detention, had been declared permanently lost. These are debts considered irrecoverable and irreversible, as SRC has no proof that the people concerned owe them this money. Such cases entail a considerable risk of fraud and fiddling of files, giving grounds for fraud and corruption;
- manipulation of key information relating to debts. Such was the case with the double attempt to reduce the initial value of debts by a total of CFAF 87 543 617 (eighty-seven million five hundred and forty-three thousand six hundred and seventeen), by Mr T.S., former acting Finance Director of the Company.

- **Concerning the extortion of funds**

A corruption network was uncovered during the compensation operations for clients of defunct banks that were placed under liquidation.

Finding 2: The perpetrators of the said corruption network were dismissed by the DG, pursuant to the instructions given by the Board of Directors at its extraordinary session of 30th July 2013. These extortions of funds were perpetrated by some of the company's managers, who applied variable rates of between 25 and 30% to the amounts paid to beneficiaries by cheque. The perpetrators of this mafia network were paid commissions through three microfinance structures: S. C.E.C, F.C.E.D and C.P.

Finding 3: Microfinance structures were irregularly involved in the payment of compensation cheques with the active complicity of commercial banks. The manipulated cheques must have been accepted for settlement. SRC has no bank accounts in the microfinance institutions and specifically in the ones mentioned above. The mission also underlines the

fact that according to regulations in force, these microfinance institutions are not authorised to operate as Compensation Authorities.

Finding 4: Although the courts had been seized with the aim of imposing appropriate sanctions, the investigation team noted that the proceedings thus initiated have been pending for years before the Courts of Appeal and other courts, thereby causing enormous moral and financial losses to the victims of the corruption reported. Besides the former General Manager, Mr H.Y.B, who initiated such an irregular procedure for the payment of cheques submitted for his approval, the following people were dismissed from their jobs following their involvement in this corruption network:

- Mrs S.S.L., former Head of Legal Affairs and Claims Department;
- Mrs. A.I.F., former Head of Legal Affairs and Claims Service;
- Mr B.S.A., Senior Staff in the Legal Affairs and Claims Service;
- Mr B.E.B.D. ;
- Mrs M.A., née D.E. ;
- Mr D.E., staff member of the Legal Affairs and Claims Service;
- Messrs A.M., S.D. and O.E.J., probationary staff at SRC.

The financial implications resulting from these acts of corruption amount to CFAF 677,716,829 (six hundred and seventy-seven million, seven hundred and sixteen thousand eight hundred and twenty-nine), apportioned as follows:

- January 2013.....CFAF 127 351 829
- February 2013..... CFAF 108 330 855
- March 2013.....CFAF 180 746 291
- April 2013.....CFAF 64 759 822
- May 2013.....CFAF 81 040 017
- June 2013.....CFAF 61 795 817
- July 2013.....CFAF 53 488 009

The overall situation of processed cheques (503 cheques for an amount of CFAF 3 464 204 693) relating to this fraud period is as follows:

- 129 reprocessed cheques for CFAF 2 258 375 550, i.e., 66% of cheques processed.
- 374 non-recycled cheques for CFAF 1 205 829 143, i.e., 34%.

Finding 5: The above-mentioned SRC staff were backed up by accomplices who were not employees of SRC. During its session of 30 July 2013, the Board of Directors addressed this issue and, while condemning it, issued an instruction to the Director General to take all necessary measures to eradicate corruption within the company and to restore the severely damaged public image of SRC. Further to that, Mrs. E., one of the administrators of SRC, recommended that this corruption case should be linked to that of the 223 confiscated cheques, which are also proof of this bane (corruption) that was already rumoured to be existing in the company for a long time.

The situation of the said cheques pending introduction into the corruption network is presented as follows:

- 185 BMBC cheques for a total amount of CFAF 529 863 895, including 43 creditors who paid CFAF 135 628 418 in 2013, i.e., an available balance of CFAF 394 235 483, for 142 creditors;

- 26 CAC cheques for a total amount of CFAF 44 465 227, including 15 payments in 2013 for CFAF 36 046 665, i.e., an available balance of CFAF 19 418 562, equivalent to 11 creditors.

➢ **Concerning the problems encountered in the liquidation dues of former BIAO employees**

Finding 6: The financial worth of entitlements as determined by the Joint Commission, in accordance with the provisions of the Labour Code in force as well as the provisions on bankruptcy and liquidation, totalled CFAF 2 063 286 398 (two billion sixty-three million two hundred and eighty-six thousand three hundred and ninety-eight). These entitlements concern 434 ex-employees of the liquidated BIAO. The report of the Joint Commission was not transmitted to the CONAC verification mission, despite its repeated requests. Given this difficulty, the mission could not adopt an informed position on the progress of this matter.

Finding 7: As at 31 December 2014, no payment had been made to the creditors. Accordingly, the mission concluded that only the report of the Joint Commission, which was not transmitted, could shed substantial light on the manner in which this social file was handled.

Finding 8: The said mission notes, however, that if the social file remained unresolved, the State will have suffered a financial loss of CFAF 100 660 966 (one hundred million six hundred and sixty thousand nine hundred and sixty-six), corresponding to the amount of taxes and duties that were not effectively collected.

➢ **On legal and administrative pressure**

Finding 9: Termination of employment for participation in a corruption network set up at the SRC cannot be considered abusive. This concerns the former employees and Mr M., accused of unlawfully keeping the company's revenue. The claim made by the complainants is obviously not valid.

➢ **On the non-payment of entitlements to some laid-off staff**

Finding 10: Similarly, the complaint that the staff concerned were dismissed without payment of entitlements is partially correct given that they did not receive any redundancy benefits. However, some of the said staff received the 2013 recovery bonus for participating in the "SUSPEND BMBC" Commission as well as the balance sheet bonus. Similarly, Messrs T.S., A.S., B. and M. were paid CFAF 4 011 991 (four million eleven thousand nine hundred and ninety-one) in arrears of recovery bonus, CFAF 4 468 405 (four million four hundred and sixty-eight thousand four hundred and five) and CFAF 2 716 808 (two million seven hundred and sixteen thousand eight hundred and eight) in annual bonus respectively.

➢ **Prosecution of staff in courts**

Finding 11: The report pertaining to the prosecution of the persons concerned before the courts is correct. The Director-General explicitly referred some cases to court and not all. However, the result is that any other civil action is now null and void, in accordance with the legal principle that "criminal law takes precedence over civil law".

Finding 12: In the same way, Mr M.A., former Head of the IT and Organisation Department, was dismissed and referred to court for programming a computer bug at SRC and theft of

keys and passwords. As a result, the classification of these facts as serious misconduct leading to his dismissal and prosecution is justified, unless the Courts decide otherwise.

Finding 13: On the other hand, the case of Mr T.S., although also referred to court, seems to be a case of score-settling considering the hasty and swift manner in which the case was handled. Here too, only the court's decision will determine the final charges, in accordance with the legal principle stated above.

Finding 14: In contrast, Mr M., Supervisor in the Operations Department and Staff Representative, who was accused of irregularly withholding rent owed to SRC, and who was dismissed for financial malpractice, was not prosecuted.

Finding 15: Moreover, the termination of his employment contract was in breach of the texts in force concerning the sacking of staff representatives, which must be authorised in advance by the Regional Delegate for Labour and Social Security. So, in writing to the DG, the Regional Delegate for Labour and Social Security of the Centre, noted the procedural flaws in the termination decision and declared it null and void. Unfortunately, Mr M. has not yet been reinstated in the workforce of SRC.

In the opinion of the team on investigation, and considering that as in previous cases, the matter was not referred to court for reasons known only to the DG, the financial misappropriation in question was made possible by shortcomings in the company's recovery and internal control systems. The misconduct can therefore be qualified as an abandonment of financial resources by SRC, meaning that the Company and, by extension, the State are jointly and severally liable for the loss incurred.

- **Concerning the programmed destruction and bankruptcy of the company**

Finding 16: In the light of the above, it is clear that the action taken by the DG is part of a cleaning-up operation, rather than a plan to ruin and bankrupt SRC, although in some cases it involves settling of scores.

It therefore implies that the accusation on this issue is unfounded.

- **The DG's partiality and her overriding behaviour**

Finding 17: The complaint made against the DG was assessed mainly on the basis of the treatment accorded to the different segments of the personnel in connection with the distribution of recovery premiums and their arrears. The payment of entitlements to some dismissed staff as described above, while excluding others from the same entitlements, was confirmed. Thus, the behaviour of the DG is subjective, arbitrary and biased.

- **On the splitting of staff into two conflicting groups**

Finding 18: The investigation actually identified two camps with regard to the payment of bonuses and recoveries in 2013 and the commitment of missions in 2014: the privileged and the underprivileged. For the verification mission, the fact that bonuses of part of the staff were withheld is sufficient evidence that there are two opposing camps.

- **On recruitments made in 2014 by the DG**

Finding 19: Regarding the issue of staff recruitment on a tribal and ethnic basis, the investigation mission noted that out of a total of 20 recruitments, most of which were made prior to the formal approval of the Board of Directors, 15 came from the Centre and South

Regions, compared to five from the rest of the country. These recruitments were made with no regard for national integration and unity, in addition to violating the principle of equity of access to public service. In this respect, the complaint is justified.

- **The discriminatory and opaque payment of bonuses**

Finding 20: The current DG of SRC, who is also a signatory of the memorandum of understanding dated 13th August 2013 with the staff, represented by their duly mandated representatives, does not comply with its provisions. Thus, as at 31st December 2014, only the first instalment of bonuses had been paid to the staff to the tune of CFAF 264,883,266 (two hundred and sixty-four million eight hundred and eighty-three thousand two hundred and sixty-six), distributed as follows:

- Staff serving at the Douala Branch..... CFAF 56 829 449
- Staff serving at the SRC headquarters..... CFAF 181 416 177
- Deduction at source of part of the misappropriated sums.... CFAF 26 587 640

The balance of the first contractual instalment, i.e., CFAF 27 618 887 (twenty-seven million six hundred and eighteen thousand eight hundred and eighty-seven), was paid to Barrister P-A.B. as his fees. The distribution documents for this first instalment show that:

Finding 21: The mission was not provided with any information to prove that the sum of CFA26 587 640 had been paid into the company's coffers or into its bank accounts. Nevertheless, the investigation revealed that the absence of information on this matter constitutes an offence as it detracts from its initial purpose, which is to ensure that the employees receive the benefits they are entitled to.

Finding 22: A review of the core documents indicated that the following persons, named in the complaint, received exorbitant amounts of money:

- Mrs M.M.R.O.T., Director General:
  - cheque references: BICEC n°6532060 of 30/09/2013
  - Amount paid: ..... CFAF 9 040 918
- Mrs. P.G., Head of the Treasury Department:
  - cheque references: BICEC n°6532031 of 30/09/2013
  - Amount paid: ..... CFAF 7 434 852
- Mrs F.Y., Head of the General Affairs Department:
  - cheque references: BICEC n°6532029 of 30/09 2013
  - Amount paid..... CFAF 7 077 183
- Mr M.C.P., former Head of Service, currently Director of Operations:
  - cheque reference: BICEC n°6532055 dated 30/09/2013
  - Amount paid.....CFAF 7 644 186
- Mr T.D., former Head of Service
  - cheque reference: BICEC n°6532038 of 30/09/2013
  - amount paid.....CFAF 7 406 933

The discriminatory amounts unduly collected caused the SRC to lose CFAF 151,825,337 (one hundred and fifty-one million eight hundred and twenty-five thousand three hundred and thirty-seven) francs to 44 beneficiaries. This is in contrast to the poor treatment accorded to Management Officers who receive meagre bonuses that are not

commensurate with their performance, compared to the arrears paid to Management Officers. The investigation mission found this to be a gross injustice.

The lack of transparency in the allocation of bonuses is caused by both the fact that there is no distribution key and that the lists of beneficiaries are not published.

Finding 23: Mrs M.M.R.O.T. was paid the sum of CFAF 9 040 918 (nine million forty thousand nine hundred and eighteen) as bonus for the position of DG, even though she did not hold this position between 1996 and 2012. Indeed, her highest position during this period was Internal Auditor, who was paid a recovery bonus of CFAF 2 200 000.

Moreover, she was aware that the decree that elevated her to SRC top hierarchy did not grant her the right to benefit from the arrears. She therefore deprived the Deputy Director General, Mr. Y.B., appointed by the same presidential decree, of the right to benefit from the arrears, in strict application of the legal rule that stipulates that "the law is not retroactive". The same rule should have been applied to the DG when she collected the actual arrears she was entitled to, as determined in the working document on the reconstitution of bonuses and arrears.

Consequently, the collection of arrears of recovery bonuses by Mrs M.M.R.T.O., on the grounds of her position as Director General, is fraudulent, in addition to being an abuse of office.

Finding 24: The apportionment statement examined by the mission showed that 67 employees were not paid their bonus arrears.

Finding 25: Contrary to the exorbitant allocations already presented, other bonuses amounting to CFA12 598 100 (twelve million five hundred and ninety-eight thousand one hundred) were not paid out to 23 employees.

Finding 26: The investigation mission noted that CFAF 11,972,204 (eleven million nine hundred and seventy-two thousand two hundred and four) was paid out to three staff members who had been dismissed for serious misconduct. The share-out was made as follows:

- Mr T.S.....CFAF 4 011 991
- Mr M.....CFAF 2 716 808
- Mr B.B.D.....CFAF 4 468 405

Finding 27: CFAF 26 587 640 out of CFAF 137 780 219 of the debts due for recovery from sanctioned former staff, i.e., 20%, was deducted at source. This leaves an unrecovered balance of CFAF 111 192 579 (one hundred and eleven million one hundred and ninety-two thousand five hundred and seventy-nine).

The mission describes the DG's attitude towards the welfare of the staff as lax and soft on the issue of revenue deductions, which she is supposed to defend in accordance with the texts in force. The lack of interest shown by the sanctioned staff is in blatant contradiction with the explanation given by the DG, who dismissed Mr M. for not paying back the revenue collected and fired Mr T.S. for reducing the amount of two claims.

The investigation concluded that the two dishonest workers who were dismissed because of misappropriation of funds should not have been granted bonuses.

Finding 28: The payment of the second instalment arrears is similar to the above. For example, discrimination, exorbitant allocations to the same beneficiaries and the lack of transparency in the operation. The mission concludes that the DG has once again ignored the accusations of her biased management of the 2013 annual bonus and the first instalment of employee entitlements.

Finding 29: In accordance with the memorandum of understanding, the 30% disbursement is evaluated at CFAF 219,939,115, whereas the actual payment recorded in the statement of payment is CFAF 160,811,309, i.e., a difference of CFAF 59,128,000. In addition to the reasons for withholding these funds, whose legitimate and legal recipients exist and are known, the destination of these funds must be justified by the DG. The sum of CFAF 160,811,309 includes CFAF 23,850,000 paid to Barrister B. and CFAF 136,961,309 paid to staff.

Finding 30: The allocation statement reports the above amount, instead of CFAF 140,011,964 mentioned on the payment order, representing a difference of CFAF 20,799,345 for which the payment orders were not found.

Finding 31: The allocation statement sent to the mission was unusual in that the identity of the DG as beneficiary was erased, whereas the payment order bore the references of the BICEC cheque dated 12/01/2015 and showed that she collected the sum of CFAF 6,780,689. The mission considered this to be an attempt to conceal.

Finding 32: There is no indication that the DG deducted a proportion of the payment to clear the debts of the dismissed staff, as opposed to the first instalment payment.

Finding 33: 36 persons who are likely not connected to the company were included in the list of beneficiaries of the said arrears. The financial impact resulting from their inclusion was evaluated at CFAF 93,177,879. The investigation team stated that only engagement letters serving as employment contracts could determine the real status of this category of beneficiaries.

Finding 34: The audit mission noted that neither the distribution statement titled "social rights", nor the account statement n°19371900 "allocations for other social rights", make any mention of the ex-D.G. Mr H.B.Y, whose management period mainly concerns arrears and to whom the Board of Directors' resolution fixing the ceiling of the bonus at CFAF 10 million should have been applied. The mission judged that Mr. H.B.Y. should have received the largest share of the bonus since his successor only had the opportunity to manage the file and instead considered the arrears issue as godsend. She was therefore not entitled to it, as there was no legal basis for her to be a beneficiary in her capacity as DG.

Finding 35: The DG was paid the sum of CFAF 15,000,000 through a bank transfer order. Meanwhile, according to a resolution of the Board of Directors dated 25 March 2011, the maximum amount of the DG's recovery bonus had been set at CFAF 10,000,000. Thus, in violation of the provisions of this resolution, the Director General received a surplus of CFAF 5,000,000. Moreover, as she was appointed DG only pursuant to the decree of 18 June 2013, her portion should have reflected five months as Internal Auditor and seven months as DG. Therefore, this quota should have been CFAF 6 649 999.

The difference between the bonus she should have earned and the amount she actually collected shows a surplus of CFAF 8,350,001, which is not justified by the legal principle that "the law is non retroactive".

Finding 36: Recovery bonuses were also allocated and paid to the following selected staff who were considered privileged by the DG:

- Mrs M. née A.Y.P: Head of Human Resources Service, CFAF 5,000,000;
- Mrs. P.G., Head of the Treasury Service, CFAF 5,000,000;
- Mr. M.C.P., former Head of Service, currently Director of Operations, CFAF 6,200,000;
- Mrs. N.E.Y.S., Assistant Director, CFAF 5,000,000.

A detailed situation of allocations and payments to 44 staff was produced. The amounts are significant and show the exorbitant, discriminatory and opaque nature of the allocations. The resulting payment was CFAF 55,725,329, charged on all the beneficiaries.

Finding 37: The overall increase rate for the allocations made by the Board of Directors is 09%, whereas the average rate of individual increases in allocations made by the DG on her own initiative is 279%.

Finding 38: Out of the sum of CFAF 130,000,000 entered under the heading of expenses in the company's operating account, only CFAF 124,975,000 is shown in the statement of allocations analysed by the mission. This leaves an unjustified discrepancy of CFAF 5,025,000. Compared to the Board of Directors' allocation of CFAF 140,000,000, this gap rises to CFAF 15,025,000. The mission found that the DG did not only fail to comply with the Board's recommendations, but also presented accounts that did not correspond to the supporting documents. In either case, this constitutes an irregularity.

Finding 39: Judging from the above, the complaints made against the DG's actions in the allocation of the 2013 recovery bonus are justified. Her actions are indicative of poor management practices, given that there are no legal grounds for them.

Finding 40: The concern that the DG is creating a vacuum around her has no objective basis, given that a camp has been set up in her favour.

Finding 41: The mission identified evidence of complacency and complicity on the part of the Board of Directors. This includes the recruitment of staff without the prior approval of the Board of Directors, although this was regularised; the indifference or inaction following the violation of some of the Board's resolutions; the attribution of discretionary power to the DG to allocate performance and recovery bonuses; the adoption of unbalanced budgets in violation of the relevant provisions of Article 81 of the National Convention for Banks and other Financial Institutions, with regard to the allocation of bonuses, which requires an agreement between the employer and the staff representatives.

- **Concerning the issuance of fraudulent certificates of non-indebtedness**

Finding 42: The audit mission was apprised of a flagrant case of issuance of a fake certificate of non-indebtedness signed on the 13th of January 2005 in favour of the debtors, Companies E.P. and Fr., which owed the global sum of CFAF 109,297,457 (one hundred and nine million two hundred and ninety-seven thousand four hundred and fifty-seven), detailed as follows:

- SCB/L.....CFAF 64 086 376;
- CAMBANK/L.....CFAF 37 305 961;
- BIAO/L.....CFAF 5 162 364;
- BMBC/L..... .....CFAF 2 742 756.

From the above, it is clear that the issuance of fraudulent certificates of debt practised by officials in charge of liquidation operations at SRC was completely disorganised, with a large number of files disappearing from the system. This may have led to the restoration of debt recovery guarantees through the lifting of mortgages, thus nullifying the SRC's ability to act vis-à-vis some of its debtors. This undoubtedly means that such debts are 100% irrecoverable, as debtholders no longer feel bound to their original creditor. Therefore, it is worth mentioning that such practices have been implemented at SRC.

- **On the issue of interest in grant**

Finding 45: Orders were placed on ordinary pieces of paper to Mr M.J., a tailor based in the Nkolndongo neighbourhood, for the production of men's shirts for SRC staff, although the company has purchase order booklets.

Finding 46: The SRC acquired computer equipment through 11 contracts, for a total amount of CFAF 19,049,412 (nineteen million forty-nine thousand four hundred and twelve), using the purchase order procedure.

Finding 47: The same Company A. was awarded most of the orders, compared to its competitors. The distribution of these orders is as follows:

- Company A for 11 POs for an amount of CFAF 19 049 412, i.e., 35%;
- Company O. for 02 POs worth CFAF 7,560,000, i.e., 14.02%;
- Company R. for 04 POs for CFAF 7,499,386, i.e., 13.87%;
- Company T. L. for 02 POs for CFAF 5,260,679, i.e., 09.75%;
- Company M.C. for 02 POs for CFAF 4 999 854, i.e., 09.27%;
- Company F.P. for 01 BC worth CFAF 3 404612, i.e., 06.31%;
- Company URL. for 02 BC worth CFAF 3,046,948, i.e., 05.65%;
- Company U.L. for 04 POs amounting to CFAF 2 537 065, i.e., 04.74%;
- Company E.W. for 01 PO in the amount of CFAF 16,626, i.e., 00.03%;
- Company B.H. for 01 PO in the amount of CFAF 240,000, i.e., 00.45%.

Finding 48: The audit mission noted the multiple maintenance activities of the SRC's IT system, with the supplies of equipment for this system by the same service provider. All the orders awarded to the company constitute splitting of the public contracts. The sole purpose of this split was to circumvent the regulatory provisions. This was done to avoid placing a single order, which had to conform to the rules of competition, through a formal Order Letter. The cost of the services amounted to CFAF 19,049,412, which is far higher than the limit of CFAF 5,000,000 set for Purchase Orders.

Finding 49: Three purchase orders totalling CFAF 6,397,238 were not supported by reception reports. Two of these were issued to Company A. for a total amount of CFAF 5,715,101, i.e. 90%. The third was signed in favour of Company U.L. for CFAF 682,137, representing 10%. The mission concludes that SRC showed favouritism, and close proximity to the project owner, although it was not possible to formally establish a direct link with the latter.

Finally, the cross-checking exercise revealed that 10 of the reported allegations were confirmed, 2 were discarded, 2 were partially confirmed and 1 was left unanswered due to lack of information.

d.3. Recommendations of the investigation mission

- **On general terms**

In accordance with the laws and regulations in force, the available avenues that could lead to compensation for the losses incurred on account of the successive settlements are as follows:

- *reimbursement of the funds caused by losses* incurred in the course of allocating the 2013 bonuses and the first two instalments of employee entitlements to the various beneficiaries, in accordance with Article 13(5) of Law No 74/18 of 5 December 1974 to control authorising officers, managers and administrators of public funds and State enterprises, as amended by Law No 76/04 of 8 July 1976, and Article 109 of Law No 99/016 of 22 December 1999 on the general statute of public administrative establishments and public and semi-public sector enterprises;
- *arraignment before the Budgetary and Finance Disciplinary Council*, in application of the provisions of Article 2 of Decree No. 2008/028 of 17 January 2008, and Article 13(4) of Decree No. 2013/160 of 10 May 2013 on the General Regulations of Public Accounts;
- *arraignment before the competent courts:* The Special Criminal Court may hear cases that fall within its competence, in accordance with Article 2 of Law n°2011/028 of 14 December 2011 to set up the Special Criminal Court and Law n°2012/011 of 16 July 2012 amending and supplementing certain provisions of Law n°2011/028 of 11 December 2011, apart from the funds for which recovery has been compromised, and consequently is impossible (case of the deceased and convicted).

- **Concerning the Director General**

- order that the funds unduly collected by former SRC staff during the payment of the last instalment of bonus arrears be deducted as a matter of priority;
- ensure that the beneficiaries pay back the additional bonus payments collected, with the exception of those employees whose bonuses were reduced;
- establish objective criteria for the distribution of balance sheet and recovery bonuses;
- reinforce the Company's internal control system;
- implement a fully operational debt recovery strategy for the Company;
- ensure that payment orders are issued to the SRC and not to the company's legal advisers;
- remind the DG of the imperative need to comply with the resolutions of the Board of Directors concerning the quotas of bonuses allocated to staff;
- put the accounting system in order;
- rigorously monitor the motivation of the partner lawyers.

- **As regards the Board of Directors**

- draw its attention to the need for rigorous control of the management of the company
- request the Board to put an end to the allocation of bonuses solely by the DG and at her discretion.

➢ **At the level of senior government authorities**

- systematically audit the management of SRC by State supervisory bodies (MINFI, CONAC, CONSUPE);
- take specific measures regarding political and administrative elite debtors;
- refer the matter to the competent state bodies for compensation, specifically the CDBF for mismanagement and the SCC for acts of embezzlement.

d.4. Assessment of the damage, attribution of responsibilities and charges

d.4.1. Damages in the management of the two DGs

Table 7. Summary of the losses incurred under the management of two DGs

N°	Period	Persons concerned	Action	Charges in CFA francs
1.	**Management between 2011 and 18 June 2013**	**Mr. H.Y.B., ex-DG, Main Authorising Officer**	Irregularities qualified as management errors	
			Disappearance of files	5 525 351 549
			Abandonment of debts	6 175 336 038
			Cancellation of debts (Mr A.'s case)	5 195 000 000
			Waiver of debts on rental charges	111 192 579
			Discrepancy on data relating to the 2012 recovery	949 452 159
			Discrepancy on the 2012 compensation data	492 507 306
			Opaque management and non-compliance with balance sheet and recovery bonus balances, through the irregular retention of part of these	-
			Laxity in the management of the litigation of the ex-employees of the BIAO against the SRC, in relation to their social rights; Damages incurred by the State as a result of unpaid taxes	100 660 966
			Preparation and presentation of unbalanced budgets to the Board in 2012	49 500 000
			Preparation and presentation of unbalanced budgets to the Board in 2013	164 500 000
			Unjustified increase in the salary cost in 2011	49 779 847
			Unjustified increase in the salary cost in 2012	88 920 227
			Use of the remaining investment credit in 2012 to be justified	87 700 000
			Diversion of trainees from sorting the records for which they were recruited, to tasks related to the day-to-day running of the company.	-
	Management period between 2011 and 18 June 2013	**Mr. H.Y.B., ex-DG, Main Authorising Officer**	**Financial malpractices, if justified**	
			Involvement in the corruption and extortion network of beneficiaries of payment cheques	615 716 829
			Irregular retention of part of the bonuses granted by the Board to the staff	24 362 016
			Laxity in the handling of the file of ex-BIAO employees, which caused significant damages to the State as a result of uncollected taxes	100 660 966
		Other perpetrators of the fraud network through the extortion of funds from the beneficiaries of payment cheques under the compensation scheme		
		Name	**Function**	**Amount to be charged jointly and severally with the former DG (in FCFA)**
2.		**Mrs. S. L**	Former Head of the Legal and Claims Department	615 716 829
3.		**Mrs. A.I. F**	Former Head of the Legal and Claims Department	

4.		**Mr. B.S.A.,**	Senior staff at the Legal and Claims Department	
5.		**Mr. B.E.B. D**	_	
6.		**Mrs. M.A. née D. E**	_	
7.		**Mr. D. E**	Worker at the Legal and Claims Department	
8.		**Messrs A.M., S.D. and O.E. J**	Trainees	
		Former SRC staff and authorised agents		
		Names	**Function**	**Charges in FCFA**
9.		**Mr O. S**	_	29 714 550
10.		**Mr N.H**	_	8 900 000
11.		**Mr D.M**	_	2 775 000
12.		**Mr B**	_	900 000
13.		**Mr Z. B**	_	35 742 475
14.		**Mrs S. R**	_	3 679 194
15.		**Mr N. S**	_	53 569 000
16.		**Mr N**	_	400 000
17.		**Barrister N.B. I**	Lawyer	43 865 180
18.		**Barrister E.G. & accomplices**	Lawyer	21 000 000
			Total	**200 545 399**
	Second period of governance of the company	**Name**	**Facts or irregularities that can be qualified as mismanagement**	**Charges in FCFA**
19.		**Mrs M.M.R.T.O: current DG, Main authorising officer**	Waivers of claims on liquidation and proxy	6 175 336 038
20.			Waiver of debts on rental charges	111 192 579
21.			Irregular recruitment with an interest	28 210 000
22.			Payment of surplus recovery bonuses to some staff	151 825 337
23.			Laxity in the management of ex-BIAO employees, leading to damages incurred by the State	100 660 966
24.			Payment of bonus arrears to dismissed staff	11 972 204
25.			Public contract splitting	19 409 412
26.	**Second period of governance of the company**	**Mrs. M.M.R.T.O: current DG, Main Authorising Officer**	Public contract splitting	7 560 000
27.			Unjustified payment of the amounts owed by unscrupulous staff debtors	26 587 640
28.			-Unauthorised overspending on the operating budget; -Violation of resolutions of the Board of Directors resulting in withholding of a fraction of the 2013 bonuses and the 2nd instalment of the corporate entitlements	–
29.			Delay in the payment of the second instalment of employee entitlements in violation of the memorandum of understanding signed with the staff representatives	–
30.			Discrimination in the allocation of bonuses and employee entitlements that led to overpayments and the withdrawal of these benefits to 125 others	151 825 337
31.			Unlawful dismissal of Mr. M., in violation of labour regulations concerning the dismissal of staff representatives	_
32.			Failure to introduce the debt securitisation process granted by the Minister of Finance	–
33.			Creation of a hostile climate within the company	–
34.			Payment of reduced bonuses to certain staff, causing them a loss in income	12 598 100
35.			Cash payment of 2 million to each of the 5 privileged staff members, to cover their share	10 000 000

			of the first instalment of the corporate entitlements	
36.			**Irregularities qualifying as misappropriation**	
37.			Unclear management of a fraction of the 2013 bonuses, after they were withheld	15 025 000
38.			Unclear management of part of the second instalment of the corporate entitlements	59 128 000
39.			Discrepancy between the allocation statement and the payment orders and concealed management.	20 799 345
40.			Collection of bonuses in excess of the amounts actually earned	8 149 168
41.			Collection of the 2nd instalment of corporate entitlements in excess of the allowable amounts	4 073 568
42.			Collection of the 1st instalment of corporate entitlements in excess of the allowable amounts	4 178 918
43.			Additional amounts unduly granted to staff	135 418 683
44.			**Total**	**246 772 682**
			Making CFA 111,353,999 for the DG alone and CFA 135,418,683, jointly and severally with the beneficiaries of the overpayments	
		Other persons jointly and severally liable with the DG		
			Names	**Amounts (in FCFA)**
45.			Mr F.J.	3 012 252
46.			Mr N.M.	11 608 310
47.			Mrs E.V.	277 069
48.			Mrs K. G	2 043 097
49.			Mr M. S	4 255 874
50.			Mr B.H.	3 275 559
51.			Mr M.C	2 443 117
52.	**Second period of governance of the company**		Mrs F.Y.	8 966 993
53.			Mrs P.G.	9 365 393
54.			Mr A.E.	1 521 054
55.			Mr N.M.	851 156
56.			Mr N.	525 047
57.			Mrs N.O.	7 267 787
58.			Mrs N.B.	2 235 606
59.			Mr N.M.	3 667 383
60.			Mr B.F.	3 110 344
61.			Mr M.C.	13 206 584
62.			Mr M.à M.	158 086
63.			Mrs N.L.	2 222 295
64.			Mr T.D.	11 911 818
65.			Mr A.B.	879 510
66.			Mr M.L.	5 906 210
67.			Mr K.J.	2 122 295
68.			Mr S.I.	4 143 972
69.			Mr T.	2 929 743
70.			Mr I.A.B.	1 364 878
71.			Mr M.C	14 768
72.			Mr N.J.M.	2 000 657
73.			Mr O.A.C.	2 996 000
74.			Mr B.B.	600 524
75.			Mr K.	1 551 695
76.			Mr D.B.	3 778 232
77.			Mrs M.	3 587 964
78.			Mrs M.S.	2 368 556
79.			Mrs E.M.M.	4 672 776
80.			Mrs N.E.	673 561
81.			Mr E.T.	605 932

82.			Mrs P.	1 308 951
83.			Mrs E.N.	1 109 742
84.			Mrs M.	955 670
85.			Mr I. à Y.	33 595
86.			Mr A.E.	81 831
87.			Mrs A.	111 487
88.			**Total**	**247.077.372**

d.4.2. Damage caused by bank and judicial liquidators... CFAF 6 000 000 000
d.4.3. Cancellation due to court decisions..... CFAF 356 152 226:

- Mr K.R.A. (deceased)..... CFAF 396 474 420
- Mr E.F. (in prison) ..... CFA 247 373 314
- Mr K.R.A. and F.E. (deficit).....CFAF 165 000 000
- Mr M.M.S.: Doubtful conduct of the BMBC liquidation, including disappearances of basic documents.

Overall damage..... CFAF 24 249 045 479 (twenty-four billion two hundred and forty-nine million forty-five thousand four hundred and seventy-nine francs)

e. Management of State Private Land in Buea, Fako Division, South West Region

e.1 Summary of facts

On the instructions of the Presidency of the Republic, CONAC conducted investigations into the management of State-owned and State-private land in the town of Buea. Regardless of the instructions to suspend all land transactions in Fako Division, State land, administrative properties and land housing some administrative services as well as the presidential land in the city of Buea are still being sold and occupied irregularly. The following 14 sites have been identified as being under irregular sale and occupation:

- Buea Fuel Plantation also known as GRA Extension Lay-out;
- Federal Quarter;
- Government Practising School, Molyko;
- Buea Regional Hospital Land;
- Bostal Institute;
- Presidential Residence Land Buea;
- Upper Farms /Buea Up Station/Escarpment;
- Clerks Quarters;
- Lower Farms;
- Government Residential Area (GRA;
- Buea Station Land;
- SRC Infrastructure;
- Guest House, Buea;
- Warders Barracks Buea.

The Mission Team conducted its investigations over an 11-year period, from 2010 to 2020.

e.2 Findings

The findings result from both actual field inspections and the exploitation of the documents received from the above-mentioned administrations and occupants of the 14 sites.

e.2.1 Findings in the field

The Mission visited all the sites listed, after which the following observations were made concerning each of them:

- **Buea Fuel Plantation**, part of which is called **GRA Extension Lay-out**: Excavation works and houses under construction are visible;
- **Warders Barracks, Federal Quarter, Escarpment and Lower Farms**: no anomalies were noted at first sight;
- **Buea Regional Hospital Land**: The Mission found that the entire site is fenced off. According to the Director of the hospital, this site was fenced off at least 15 years ago;
- **Presidential Residence Land Buea**: Several foundations and houses were found, some of which are adjacent to the fence of the Presidential Lodge;
- **Bostal Institute**: There are 24 houses, 4 foundations, 11 fences and numerous boundary pillars;
- **Guest Houses**: existence of 04 houses, one fence and one foundation.
- **Government Practising School, Molyko**: There are two Government Primary Schools on the site, adjacent to numerous houses in the vicinity, some of which are completed and others under construction. Numerous fences and boundary pillars were also observed.
- **Government Residential Area**: There are 28 houses and 9 fences. The Mission also noted that the front yard of the home of the Regional Delegate of MINDCAF in this area is fenced;
- **Clerks Quarter**: The site is filled with houses, offices, churches and shops, some of which were built by the Buea City Council. Commercial activities are so intense that parts of the site could be likened to a market.
- **Upper Farms**: There are two houses under construction.
- **Property of the National Debt Recovery Company**: Presence of a functioning private nursery and primary school. The Mission also noted the presence of two houses and a fence.

e.2.2 Exploitation of documents

Based on all the information collected so far, the Mission identified 525 occupants of the 14 sites.

A table of each site was drawn up after analysing the information contained in the occupants' files. From the observation of these tables and the situation on the ground, several irregularities were noted, particularly with regard to the mode of acquisition of the plots of land claimed by some occupants, which were drawn from land certificates N°0032/Fako; N°0043/Fako; N°0044/Fako and N°01876/Fako. Encroachments on SRC land were also noted.

According to the regulations in force, these irregularities are either attributable to the occupants themselves or to the administrative authorities.

e.3. Charges

e.3.1 Irregularities constituting management errors

Most of these are deliberate violations of the relevant regulations, specifically Article 88 of Law No. 2018/012 of 11 July 2018 to lay down the Financial Regime of the State and other Public Bodies.

For example:

- the uncontrolled issuance of occupation permits;
- the absence of a land occupation permit;
- no land tax payment;
- the absence of building permits and/or the non-payment of building or occupation permit fees;
- possession of a building permit without an occupation document;
- failure to comply with the requirement to obtain the approval of the President of the Republic;
- violation of the requirements of correspondence n°B1621/SG/PRC of 22 September 2020 signed by the Minister of State, Secretary General of the Presidency of the Republic.

- **The unregulated issuance of allocation letters**

This practice is the root of all the land disorder observed. Normally, the relevant authority has to allocate state-owned lots only after a proper demarcation process has been carried out. In this regard, Article 14 of Decree No. 2008-0738-PM of 23 April 2008 to organise the procedures and set the conditions for land development states that State or State housing estates are created on the initiative of the Minister in charge of State Property or on the proposal of the territorially competent Senior Divisional Officer.

Over the period from 2010 to 2020, 165 allotment letters were signed by the various signatories as follows:

N°	Signatory	Number	Surface area
1	Mr B.E.F. (Fako Senior Divisional officer: 2010-2012)	05	2986 m^2
2	Mr Z.III (Fako Senior Divisional officer: 2012-2015)	19	10 126 m^2 (1ha 126 ca)
3	Mr E.E.L (Fako Senior Divisional officer: depuis 2015)	138	73 585,6m^2 (7ha 3a 585, 6ca)
4	Mr O.E.N. (Fako Divisional Delegate of MINDAF)	02	1333 m^2
5	Mr K.E. (Chief of Bokwai village)	01	592 m^2
	Total	**165**	**88 622,6 m^2 (8ha 8a 622,6ca)**

This table shows that in 11 years, 3 Senior Divisional Officers gave away 8ha 6a 697.6ca of State-owned land, including 7ha 3a 585.6ca for Senior Divisional Officer E.E.L. alone.

- **Absence of land occupation permits**

Given the prevailing disorder, some people have even decided to occupy areas belonging to the State without permit. This serious anomaly concerns 129 people spread over the 8 sites known as Federal Quarter, Lower Farms, Government Residential Area (GRA), Government Practising School Molyko, Upper Farms/Buea, Up Station/Escarpment Buea, Clerks Quarters, Bostal Institute, Presidential Lodge Land.

- Federal Quarter: 30
- Lower Farms: 11
- Government Residential Area (GRA): 19
- Government Practising School, Molyko: 16
- Upper Farms/Buea Up Station/ Escarpment Buea: 36
- Clerks Quarter: 13
- Bostal Institute: 3
- Buea Regional Hospital Land: 1

- **Non-payment of land taxes**

This situation concerns 219 out of the 525 occupants identified, spread over 9 sites, namely: Federal Quarter, Lower Farms, Government Residential Area (GRA), Buea Station Land, Government Practising School, Molyko, Presidental Lodge Land Buea, Bostal Institute, Upper Farms/Buea Up Station/Escarpment and Clerks Quarter. These individuals have land certificates but have not paid or have only partially paid the land tax.

The total amount of money owed to the State for these taxes stands at CFAF 492,703,100 (Four hundred and ninety-two million seven hundred and three thousand one hundred francs). This amount was calculated according to the surface area occupied, the date of acquisition of the plot and based on both Decree n°2014/3211/PM of 29 September 2014 to set the minimum price applicable to land transactions on State private land and Circular n°0001 of 22 March 1994 of the Vice Prime Minister, Minister of Urban Development and Housing to set the minimum sale prices of State land.

- Federal Quarter: CFAF 144 039 400
- Lower Farms: CFA 14 386 000
- Government Residential Area (GRA.): CFAF 67 281 800
- Buea Station Land: CFAF 7 635 000
- Government Practicing School, Molyko: CFAF 2 375 200
- Presidential Lodge Land: CFAF 7 000 000
- Bostal Institute: CFAF 7 313 000
- Upper Farms/Buea Up Station/Escarpment: CFAF 213 890 700
- Clerks Quarter: CFAF 28 782 000

- **Absence of a building permit and/or failure to pay the relevant charges**

The following sites are affected by this irregularity: Federal Quarter, Lower Farms, Government Residential Area, Buea Station Land, Government Practising School, Presidential Lodge Land, Bostal Institute, Upper Farms/Buea Up Station/Escarpment, Clerks Quarter, Buea Regional Hospital Land.

Of the 525 occupants identified on these sites, 331 do not have a building permit:

- Federal Quarter: 88
- Lower Farms: 12
- Government Residential Area: 62
- Buea Station Land: 2
- Government Practising School, Molyko: 17
- Presidential Lodge Land: 2
- Bostal Institute: 6
- Upper Farms/Buea Up Station/Escarpment: 112
- Clerks Quarter: 29

- Buea Regional Hospital Land: 1

- **Possession of building permits without occupancy documents**

Of the 525 occupants counted, 25 are concerned by this anomaly:

- Federal Quarter: 1
- Lower Farms: 3
- Government Residential Area (GRA): 6
- Government Practising School, Molyko: 2
- Bostal Institute: 1
- Upper Farms/Buea Up Station/Escarpment: 8
- Clerks Quarter: 4

- **Violation of requirement to obtain the approval of the President of the Republic**

It is necessary to remind that this requirement is established by article 31 of decree n°95/146 of 04 August 1995 to amend and supplement certain provisions of decree n°76/167 of 27 April 1976 to set the modalities for the management of State private land.

The obligation to obtain the endorsement of the President of the Republic before signing any deed of sale by private treaty of a property in the State private land is the duty of the Minister in charge of the State land. The officials of this Ministry have not always respected this requirement, at least, not during the period under investigation. This explains the grabbing of State property.

The following are involved in these unauthorised operations:

- Mr E.A.H. (Minister since 2019);
- Mrs K. à B.J. (Minister from 2011 to 2019).

- **Violation of the stipulations of correspondence No. B621/SG/PRC of 22 September 2020 signed by the Minister of State, Secretary General of the Presidency of the Republic**

To highlight this flaw, the Mission relied on the document presented by each individual as a title deed for the plot of land they were claiming, on the date of issue of the document and on the identity of the signatory authority.

This approach led to the identification of a total of 52 documents signed after the Minister of State/SGPR's correspondence of 22 September 2020 suspending land transactions in Fako Division.

This shows that on the 30th of December 2020, Mr H.E.A, Minister of State Property, Surveys and Land Tenure, issued two decisions authorising the sale by private treaty of two plots of land measuring 800 m² and 822 m² respectively, located at Federal Quarter, to the Deeper Life Bible Church.

Similarly, on the 2nd of October 2020, Mrs. B.G.M., Land Registrar of Fako at the time of the event, signed the Land Certificate No. 012618/Fako, in favour of Mr. W.J.N., covering an area of 470 sqm on the site known as Upper Farms/Buea Up Station/Escarpment.

Mr. E.E.L., the current Fako Senior Divisional Officer, issued a total of 50 land allotment letters to occupants of the following sites after the date mentioned above: Federal Quarter,

Lower Farms, Government Residential Area, Buea Station Land, Bostal Institute, Upper Farms, Buea Up Station Escarpment.

The references of all documents signed after the 22nd of September 2020 by the three above-mentioned officials are contained in the tables below, established for each site.

- **Federal Quarter: 19**

N°	Name and surname	Type and references of the occupation title	Date of allocation	Signing authority
1	C.E.A.	Allotment letter n°694/G37/C90/Vol/I/A2	11 Oct 2020	Fako Senior Divisional Officer E.E.L.
2	G.N.E.	Allotment letter n°1516/G37/C90/Vol/I/A2	15 Oct 2020	
3	J.B.E.	Allotment letter n°1515/G37/C90/Vol/I/2 AP		
4	E.L.M.	Allotment letter n°1513/G37/C90/Vol/I/2 AP		
5	E.C.E.	Allotment letter n°1514/G37/C90/Vol/I/2 AP		
6	L.E.N.	Allotment letter n°1517/G37/C90/Vol/I/2 AP		
7	M.L.E.	Allotment letter n°1518/G37/C90/Vol/I/2 AP		
8	E.L.I.	Allotment letter n°1518/G37/C90/Vol/I/2 AP		
9	N.L.A.	Allotment letter n°1520/G37/C90/Vol/I/2 AP		
10	J.N. E	Allotment letter n°1521/G37/C90/Vol/I/2 AP		
11	A.N.M.	Allotment letter n°1523/G37/C90/Vol/I/2 AP		
12	C.E.M.	Allotment letter n°1524/G37/C90/Vol/I/2 AP		
13	F.J.T.C.	Allotment letter n°1250/G37/C90/Vol/I/SP	21 Oct 2020	
14	E.P.M.	Allotment letter n°1404/G37/C90/Vol/I/SP	18 Nov 2020	
15	Deeper Life Church	Decision n°3525/D/MINDCAF/SG/D1/D12/D122	30 Dec 2020	MINDCAF, H.E.A.
16	Deeper Life Church	Decision n° 3534/D/MINDCAF/SG/D1/D12/D122	30 Dec 2020	MINDCAF, H.E. A
17	E.L.M.	Allotment letter n°629 /G37/C90/vol I/2AP	15 Oct 2020	Fako Senior Divisional Officer E.E.L.
18	E.V.A.	Allotment letter n°1522/G37/C90/Vol/I/2 AP		
19	A.J.E.	Allotment letter n°629 /G37/C90/vol I/2AP		

- **Lower Farms: 1**

N°	Name and surname	Type and references of the occupation title	Date of allocation	Signing authority
1	E.G.R.	Allotment letter n°1330/G37/C90/vol/I/A2	30 Oct 2020	Fako SDO, E.E.L.

- **Government Residential Area: 2**

N°	Name and surname	Type and references of the occupation title	Date of allocation	Signing authority
1	F.H.I. épse F.	Allotment letter n°71699/G37/C90/vol I/2AP	18 Nov 2020	Fako SDO, E.E.L.
2	D.N.T.	Allotment letter n°71697/G37/C90/vol I/2AP	24 Nov 2020	

- **Buea Station Land: 2**

N°	Name and surname	Type and references of the occupation title	Date of allocation	Signing authority
1	A.J.	Allotment letter n°1284/G37/C90/vol I/2AP	23 Oct 2020	Fako SDO, E.E.L.
2	D.N. N	Allotment letter n°1431/G37/C90/vol I/2AP	24 Nov 2020	

- **Bostal Institute: 1**

N°	Name and surname	Type and references of the occupation title	Date of allocation	Signing authority
1	E.M.E.	Allotment letter n° n°1385/G37/C90/vol II/A2	13 Nov 2020	Fako SDO, E.E.L.

- **Upper Farms/Buea Up Station/Escarpment: 22**

N°	Name and surname	Type and references of the occupation title	Date of allocation	Signing authority
1	A.T.	Allotment letter n°1385/G37/C90/vol II/A2	24 September 2020	Fako SDO, E.E.L.
2	A.A.J.S.E.	Allotment letter n°1278/G37/C90/vol I/2AP	23 October 2020	
3	A.N.D.D.G.	Allotment letter n°1281/G37/C90/vol I/2AP	23 October 2020	
4	A.A.	Allotment letter n°1295/G37/C90/vol I/2SP	29 October 2020	
5	A.J.	Allotment letter n°1385/G37/C90/vol II/A2	23 October 2020	
6	A.T.N.	Allotment letter n°1261/G37/C90/vol I/2AP	21 October 2020	
7	A.I.K.	Allotment letter n°1296/G37/C90/vol I/2AP	29 October 2020	
8	D.N.N.	Allotment letter n°1385/G37/C90/vol II/A2	24 November 2020	
9	E.M.M.	Allotment letter n°1162/G37/C90/vol I/2AP	05 October 2020	
10	E.J.M.	Allotment letter n°1408/G37/C90/vol I/2AP	18 November 2020	
11	E.N.C.	Allotment letter n°1402/G37/C90/vol II/2AP	18 November 2020	
12	E.T.N. et I.N épse T.	Allotment letter n°1474/G37/C90/vol I/2AP	04 December 2020	
13	L.S.N.	Allotment letter n°1651/G37/C90/vol II/A2	05 January 2021	
14	L.N.	Allotment letter n°1429/G37/C90/vol I/2AP	24 November 2020	
15	M.K.T.	Allotment letter n°1409/G37/C90/vol I/2AP	18 November 2020	
16	M.T.A.	Allotment letter n°1403/G37/C90/vol I/2AP	18 November 2020	
17	M.A.	Allotment letter n°1400/G37/C90/vol I/2AP	18 November 2020	
18	M.G.M.épse N.	Allotment letter n°1282/G37/C90/vol I/2AP	23 October 2020	
19	N.J.N	Allotment letter n°1401/G37/C90/vol I/2AP	18 November 2020	
20	P.M.L.M.	Allotment letter n°1385/G37/C90/vol II/A2	18 November 2020	
21	S.N.O.	Allotment letter n°1280/G37/C90/vol I/2AP	23 October 2020	
22	W.J.N.	Land Certificate n°012618/Fako	02 October 2020	B.G.M.,Land Registrar for Fako

- **Clerks Quarter: 6**

N°	Name and surname	Type and references of the occupation title	Date of allocation	Signing authority
1	A.F.D.	Allotment letter n°1417/G37/C90/vol I/SP	19 November 2020	Fako SDO, E.E.L.
2	B.H.	Allotment letter n°1430/G37/C90/vol I/SP	24 November 2020	
3	C.A. et A.P. épse K.N.	Allotment letter n°1529/G37/C90/vol I/2SP	31 December 2020	
4	D.M.M.	Allotment letter n°1384/G37/C90/vol I/A2	13 November 2020	
5	E.J.M. épouse A.	Allotment letter n°1385/G37/C90/vol I/A2	05 November 2020	
6	F.S.	Allotment letter n°1433/G37/C90/vol I/SP	24 November 2020	

e.3.2. Offences committed

The Mission was informed that the Senior Divisional Officer of Fako used to sign blank Allotment Letters and hand them over to sales agents, who in turn had to find buyers. This

probably explains why some of these documents are filled in with a ballpoint pen while others are typed.

It was also reported that a substantial amount of money had to be paid to Mr. B.J.M., Head of the Patrimony Service at MINDCAF, for him to sign the deed of sale by private treaty or the approval order. In turn, the Mayor of the town or the 2nd Deputy Mayor, Mr. L.J.E., endorsed simple construction plans with the word "Approved" without requesting either the cost and quantity estimates of the proposed construction works, or the payment of the related charges. This was done in return for payment of sums of money.

These are offences of undue demand, passive and active corruption and complicity. Just like mismanagement, these offences are chargeable to the different perpetrators.

e.4 Charges

The following table summarises the attribution of offences committed by each party.

Table 8. Summary of the charges for errors or offences in the management of State private land in Buea City

N°	Persons accused	Management error	Offences	Status
1	**Mr E.A.H**. (MINDCAF since 2019)	-Violation of requirement to obtain the approval of the President of the Republic; - Violation of the suspension of land transactions; - Non-requirement of payment of land taxes	Indulgence against the State (Article 137 of the P.C.)	Perpetrator
2	**Mme K. à B. J**. (MINDCAF: from 2011 to 2019)	-Violation of requirement to obtain the approval of the President of the Republic; - Violation of the suspension of land transactions; - Non-requirement of payment of land taxes	Indulgence against the State (Article 137 of the P.C.)	Deceased (quashing of legal proceedings)
3	**Mr E.E.L.** (SDO of Fako: since 2015)	- Violation of urban planning and construction regulations - Violation of the regulations on the management of State private land - Violation of the suspension of land transactions; - Non-requirement of payment of land taxes	- Active corruption (article 134 P.C.) - Indulgence against the State (Article 137 P.C.)	Perpetrator
4	**Mr Z. III** (SDO of Fako : from 2012 to 2015)	- Violation of urban planning and construction regulations - Violation of the regulations on the management of State private land - Violation of the suspension of land transactions; - Non-requirement of payment of land taxes	- Active corruption (article 134 P.C.) - Indulgence against the State (Article 137 P.C.)	Deceased (quashing of legal proceedings)
5	**Mr B.E.F.** (SDO of Fako : from 2010 to 2012)	- Violation of urban planning and construction regulations - Violation of the regulations on the management of State private land - Violation of the suspension of land transactions; - Non-requirement of payment of land taxes	- Active corruption (article 134 P.C.) - Indulgence against the State (Article 137 P.C.)	Perpetrator
6	**Mr B.J.M.** (Chief of Service of Patrimony - MINDCAF)	/	- Active corruption (article 134 P.C.) - Indulgence against the State (Art 137 PC)	Perpetrator
7	**Mr M.M.C.** (Mayor of Buea : 2002 – 2013)	- Violation of urban planning and construction regulations; - Non-requirement of payment of council taxes	- Active corruption (article 134 P.C.) - Indulgence against	Perpetrator

N°	Persons accused	Management error	Offences	Status
			the State (Article 137 P.C.)	
8	**Mr E.P.E.** (Mayor of Buea : 2013 - 2019)	- Violation of urban planning and construction regulations; - Non-requirement of payment of council taxes	- Active corruption (article 134 P.C.) - Indulgence against the State (Article 137 P.C)	Deceased (quashing of legal proceedings)
9	**Mr L.J.E.** (2nd Deputy Mayor of Buea, from October 2013 to November 2019 and Interim Mayor Buea from November 2019 to February 2020)	- Violation of urban planning and construction regulations; - Non-requirement of payment of council taxes	- Active corruption (article 134 P.C.) - Indulgence against the State (Article 137 P.C.)	Perpetrator

It should be noted that these mismanagement and offences were committed in complicity with the following officials of the South West Delegation of State Property and Land Tenure:

N°	Accused persons	Function/Service	Charges
1	Mr N.M.S.	Provincial Service of State Property and Land Tenure	Accessories
2	Mr K.P.		
4	Mr N.A.J.		
5	Mr N.J.J.A.	Fako Divisional Service of State Property	
7	Mr F.V.B.		
8	Mr K.S.		
9	Mr T.C.C.V.	Fako Divisional Service of State Property	Accessories
10	Mr O.E.N.	Fako Divisional Delegate of MINDCAF	

e.5. Recommendations and final remarks

The CONAC mission recommends that:

- in the absence of a specific law on the matter, a legal text be adopted to define the security limits around strategic buildings such as the Presidential Lodge in Buea;
- a second phase of the Mission be mandated to hear other persons who could be found guilty.

At this stage of the investigations, the Mission Team noted five major concerns:

- Four of the State Land Certificates, that is, TF N°0032/Fako, N°0043/Fako, N°0044/Fako, N°01876/Fako, have been sold to third parties, but their limits are not known, neither is it known whether all the 525 occupants listed are included in them, since 129 of them do not have any occupancy title. Furthermore, it was noted that the irregular transactions carried out after the prohibition date prescribed by the President of the Republic were conducted on TF N°0032/Fako.
- The violation of the provisions of Articles 7, 10 and 31 of Decree No. 95-146 of 4 August 1995 to amend and supplement certain provisions of Decree No. 76-167 of 27 April 1976 to establish the terms and conditions for managing State private property, which specify that acts of adjudication and sale by private treaty are only final after approval by order of the Minister in charge of the State land and the endorsement of the President of the Republic.

- Out of the 14 sites in question, the Mission received no documentation on Warders Barracks Buea, Buea Fuel Plantation and Guest House. However, constructions are clearly visible there. Phrases such as "Lay-out" were reported on these two sites, making it appear that they are new housing estates. This seems incongruous because the creation of allotments, whether State or Municipal, is governed by Law No. 2004/003 of 21 April 2004 governing urban planning in Cameroon. However, as it stands, no text on the creation of allotments on these two sites could be found.
- Out of 219 people who have not paid the State charges or have paid them in part, the overwhelming majority have allotment letters.
- The partial payment or non-payment of land taxes concerns 219 persons out of a sample of 524 occupants. This results in a loss of CFA 492,703,100 (Four hundred and ninety-two million seven hundred and three thousand one hundred francs) by the State. If all these people cover barely 15 hectares, what will happen to the 1,216 hectares that constitute the surface area of LC 0032/Fako alone, not counting the three other State LCs mentioned above?

In conclusion:

The allegations contained in the complaint of 16th February 2021 are therefore justified.

Illegal transactions on the State private land were made and are still being made even after they had been suspended by the President of the Republic. The Presidential Lodge in Buea has been illegally occupied around its external boundaries. There is therefore need for a law to be passed to impose a security zone between the Presidential edifices and the neighbouring private properties. As a precautionary measure, the current illegal occupations should be eradicated.

On the private property of other legal persons governed by public law, a property belonging to the former BM/BIAO in liquidation and managed by the SRC was identified at the Buea site. However, as proper inspections were not carried out and in the absence of specific complaints, it could not be established whether or not administrative properties housing public services were illegally occupied.

f. Verification mission of the allegations of irregularities in the process of handing back 207 ha 20 ca 00a under Land Certificate N°440/Moungo in Moungo Division, Littoral Region, to the rightful owners

f.1 Summary of facts

The Association of the People of Bomono-Bomono (Dibombari Sub-division in Moungo Division), represented by their Royal Highnesses E.B. G, M.DE G. and E.J., lodged a complaint with CONAC on the 20th of July 2020, through the Civil Cabinet of the Presidency of the Republic. In their complaint, the Association denounces the terms of correspondence n°2008/Y6/MINDCAF/SG/D2/1200 of 12 November 2019 from MINDCAF addressed to Mr M.E.S., presented as the Chief of a certain 'Maka community'.

They claim that the correspondence from MINDCAF confirms an unfair and unlawful sharing of 207ha 20a of land, covered by land certificate No. 440/Moungo, surrendered by the State to the rightful owners. In this division, 50ha are allocated to the so-called 'Maka community', while each of the other communities mentioned in the division got 25ha. Moreover, 32ha 20a are allocated to individuals described as 'facilitators', whereas several

other villages, specifically Babenga, Bwadibo, Nkende and Bwassalo, with legitimate beneficiary populations are excluded from this distribution.

Following this report, the Chairman of CONAC dispatched a mission to the Littoral Region to investigate the allegations of corruption in the above-mentioned land transfer process.

f.2 Findings and remarks

The investigations focused respectively on the status of the 'Maka community' and the legality of Mr. M.E.S.'s status as a 3rd class chief, the identity of the 'facilitators' and the basis for their status as beneficiaries, the contested exclusion of the villages of Babenga, Bwadibo, Nkende and Bwassalo, and the question of how the 207 ha 20 a of retroceded land was divided.

- **The status of the 'Maka Community' and the legality of Mr M.E.S.'s status as 3rd Class Chief**

The CONAC fact-finding mission addressed a letter to the Sub-Divisional Officer of Dibombari requesting him to provide a list of the villages that make up the Bomono-Ba-Mbengue and Bomono-Ba-Jedu communities as well as the identification details of their respective chiefs. These two communities are composed of the following villages:

- The Bomono-Ba-Mbengue Community
  - Bomono-Ba-Mbengue I
  - Bomono-Ba-Mbengue II
  - Bekoko
  - Babenga
  - Bwadibo
- The Bomono-Ba-Jedu Community
  - Bomono-Ba-Jedu
  - Bomono Station
  - Bwassalo
  - Nkende

The 'Maka village' does not appear at all in this inventory; rather, it is ascertained that 'Maka' is a quarter of the Bomono-Ba-Mbengue I village. As for Mr. M.E.S., he insisted that he is actually the Chief of the Maka village, Bakoko Canton. He provided a number of documents which, according to him, justify his legality as well as the claims of the 'Maka Community' on the plot of land which was transferred to them.

In a reply letter from MINAT to CONAC's request, it is stated that the document is "fake". MINAT specifically cited Decree n°77/245 of 15 July 1977 to organise traditional chiefdoms. According to article 15 of this decree, 3rd Class Chiefs are designated by the Senior Divisional Officer. In the same correspondence, MINAT confirmed that the Maka village, Bakoko Canton, of which Mr. M.E.S. claims to be the Chief, is not listed among the traditional chiefdoms of his Ministry.

- **The identity of the 'facilitators' and the basis for their status as beneficiaries**

MINDCAF was requested to respond to this concern and several letters were sent to the Head of this Ministerial Department on the 28th of September 2020, the 3rd of December 2020, and the 4th of March 2021. Since then, no reply has been received.

- **On the contested exclusion of the Babenga, Bwadibo, Nkende and Bwassalo villages**

It is evident that the land labelled B9/SOCAPALM, covered by Land Certificate 440/Moungo, is bounded to the North by Bomono Gare village, to the South by Bomono-Ba-Mbengue I village, to the West by Bomono-Ba-Mbengue II village and to the East by Bomono-Ba-Jedu and Bwassalo villages. Of course, Nkende, Bwadibo and Babenga villages are so far from the epicentre of B9 that one could agree with those who carried out the sharing operation and excluded them. One therefore wonders why the village of Bekoko, which is also very far away, should be included among the beneficiaries, while Bwassalo, which is a border village of the retroceded site, is not. Whatever the case, the arguments put forward to exclude the four villages mentioned above from the sharing of the land transferred to the indigenous Bomono-Bomono populations are not convincing.

They are part and parcel of the two communities in the Dibombari Sub-division, as the letter from the Sub-Divisional Officer to the CONAC Mission clearly indicates.

- **On the practical details regarding the sharing of the 207ha surrendered, in accordance with the correspondence of the Minister of State Property, Surveys and Land Tenure, dated 12th November 2019**

The idea of sharing out the 207ha in question was a recommendation of a meeting held on the 30th of October 2019 in the Office of the Governor of the Littoral Region, following a protest by the population of the Bomono village against the terms of letter n°0999/Y.6/MINDCAF/SG/D2/ L/100/EBP signed on the 12th of September 2019, surrendering the entire 207ha to Mr. M.E.S., presented as the "Representative of the Maka Village Association of the Bakoko Canton in Moungo Division". The above-mentioned meeting brought together the following communities:

- Maka, represented by M.E.S.;
- Bomono Ba Mbengue I, represented by His Royal Highness W.Y.E.;
- Bomono Ba Mbengue II, represented by His Royal Highness K.M.;
- Bomono Ba Jedu, represented by His Royal Highness M.N.D.;
- Bomono Gare, represented by His Royal Highness E.N.F.;
- Bekoko, represented by His Royal Highness N.E.F.

The minutes of the said meeting confirm that the sharing out of the disputed plot of land was agreed as follows:

- Maka and its facilitators: 82 ha;
- Bomono Ba Mbengue I: 25 ha;
- Bomono Ba Mbengue II: 25 ha;
- Bomono Ba Jedu: 25 ha;
- Bomono Gare: 25 ha;
- Bekoko: 25 ha.

This allocation was subsequently endorsed by letter No. 2008 Y.6/MINDCAF/SG/D2/1200 of 12 November 2019 in which, contrary to the aforementioned minutes, the Maka Community and the facilitators were granted separate plots of land representing 50ha and 32ha respectively. Moreover, the said plots are covered by Order No. 0150 Y.6/MINDCAF/SG/D2/1200 of 12 November 2019. The populations concerned protested against the exclusion of the villages of Nkende, Bwassalo, Babenga and Boadibo,

despite the conclusions of this meeting. In addition, these populations question the allocation of part of the surrendered land to 'facilitators', which to them is shady and illegitimate.

Since MINDCAF did not respond to the Mission's request regarding the identity and legitimacy of these 'facilitators', the Mission took upon itself to identify them.

To that end, the Mission sought and obtained from the Moungo Land Registrar a document outlining all the parcels of land resulting from Land Certificate No. 440/Moungo following the return of a 207ha 20a parcel of land to the aforementioned communities.

The table below shows the information contained in the said document:

N°	Full name of the land certificate (LC) owner	Surface area (in m²)	LC N°	Date of issuance
1	Mr Y.J.P.	5000	14287	27-11-2019
2	Mr E.E.R.	1000	14288	
3	Mrs O.M.R.	1000	14289	28-11-2019
4	Mr N.N.	46000	14290	27-11-2019
5	Company B. R/P Ltd. Mme T.L. épouse T.D.	135000	14286	
6	Mr K.K.Y.	20000	14291	
7	Mrs N.E.	10000	14292	
8	Mrs Z.R.	10270	14293	
9	Mrs M.N.I.F.	46039	14294	
10	Mr E.A.	20000	14295	
11	Mrs M.C.	4000	14296	
12	Bomono-Gare Community rep. by SM E.N.F.	142855	14332	18-12-2019
13	Mr O.T.G. and Partners	540824	14334	20-12-2019
14	Mrs T. L	18098	14342	
15	Mr A.D.	5000	14343	
16	Mr E.M. S	1000	14344	
17	Mrs M.A.S.	1000	14345	
18	Mrs E. épse A.M.	2000	14346	
19	Mr G.G.	1000	14350	23-12-2019
20	Mr M.O.	1000	14351	
21	Mrs N.M.	1000	14352	
22	Mr N.E.M.	10000	14353	
23	MAKA Community rep. by SM M.E.S. and Others	149195	14373	30-12-2019
24	Mrs T.A.	1000	14340	19-12-2019
25	Mr K.V.	2000	14339	
26	Bekoko Community rep. by HRH N.E.F.	141513	14333	18-12-2019
27	Bomono-Gare Community rep. by HRH E.N.F.	142855	14332	
28	Bomono-Ba-Mbenguè I Community rep. by HRH W.Y.E.	141498	14331	17-12-2019
29	Bomono-Ba-Jédu Community rep. by HRH M.D.	141530	14330	
30	Bomono-Ba-Mbenguè II Community rep. by HRH K.M.S.P.	141389	14329	
31	Mr E.A.	10000	14349	23-12-2019
32	MAKA Community rep. by HRH M.E.S.	265598	14372	30-12-2019

The following observations can be made from an analysis of this table:

- the total area of all the plots referred to in the table is 2 07811 m², i.e., 207 ha 87a 11ca, which is roughly equivalent to the retroceded area, which was 207ha 20a;

- if we stick to the MINDCAF distribution key in its letter of 12 November 2019, the total area of plots allocated to the Maka, Bomono-Ba Mbengue I and II, Bomono-Ba-Jedu, Bomono Gare and Bekoko communities is 174ha 96a 09ca, which is far from the 166ha 44a 02ca allocated to them in the table, the gap being 8ha 52a 09ca;
- the identified gap is due to the share allocated to Mr M.E.S. who, instead of receiving a plot of 50ha, in accordance with MINDCAF's letter of 12 November 2019, received only 41ha 47a 95ca divided into two lots covered by Land Certificates n° 14372/Mgo and 14373/Mgo;
- by subtracting the surface area surrendered (207ha 20a) from the cumulative surface areas allocated to the communities concerned (166ha...), the result is 41 ha 43a 09ca, instead of 32ha.

This indicates that the persons under the banner of 'facilitators' were not satisfied with the 32ha allocated to them by MINDCAF. In addition to this area, they took 8ha 52a 09ca from the 50ha allocated to the Maka Community, represented by Mr. M.E.S.

On the basis of the above, the 41 ha 43a 09ca represent the share received by the facilitators according to the following grid:

N°	Full name of the land certificate (LC) owner	Surface area (in m²)	LC N°	Date of issuance
1	Mr Y.J.P.	5000	14287	27-11-2019
2	Mrs E.E. J	1000	14288	27-11-2019
3	Mrs O.M.R.	1000	14289	28-11-2019
4	Mr N.N.	46000	14290	27-11-2019
5	Company BHVJMI R/P Ltd. Mme T.L épouse T.D.	135000	14286	27-11-2019
6	Mr K.K.Y.	20000	14291	27-11-2019
7	Mrs N.E.	10000	14292	27-11-2019
8	Mrs Z.R.	10270	14293	27-11-2019
9	Mrs M.N.I.F.	46039	14294	27-11-2019
10	Mr E.A.	20000	14295	27-11-2019
11	Mrs M.C.	4000	14296	27-11-2019
12	Mrs T.L.	18098	14342	20-12-2019
13	Mr A.D.	5000	14343	20-12-2019
14	Mr E.M.S.	1000	14344	20-12-2019
15	Mrs M.A.S.	1000	14345	20-12-2019
16	Mrs e E. épouse A.M.	2000	14346	20-12-2019
17	Mr G. G	1000	14350	23-12-2019
18	Mr M.O.	1000	14351	23-12-2019
19	Mrs N.M.	1000	14352	23-12-2019
20	Mr N.E.M.	10000	14353	23-12-2019
21	Mrs T.A.	1000	14340	19-12-2019
22	Mr K.V.	2000	14339	19-12-2019
23	Mr E.A.	10000	14349	23-12-2019

To obtain the above table, the Mission eliminated from the first table all the beneficiaries whose names do not appear in letter No. 2008 Y.6/MINDCAF/SG/D2/1200 of 12 November 2019.

It should be noted that the person named O.T.G. and Partners (No. 13 in the first table), recognised by all the chiefs of Bomono-Ba-Mbenguè 1 and 2, Bomono-Ba-Jedu, Bomono Gare and Bekoko, with whom he had concluded a memorandum of understanding, does not

appear on the list of facilitators, since he was co-owner of the shares granted to his counterparts.

At the end of its investigations, the Mission noted the following:

- there is no village known as "MAKA village in the Bakoko Canton of Moungo";
- The homologation Decision which enables Mr M.E.S. to claim the title of "Chief of the Maka village of the Bakoko Canton of Moungo" is forgery and counterfeiting of a public act, document or record (article 205 of the Penal Code);
- the fact that Mr M.E.S. forfeited his status as Chief automatically entails the return of the 41ha 95ca received from the 207ha 20a;
- Since the Minister of State Property, Surveys and Land Tenure did not consent to respond to the three letters from CONAC asking not only for the legitimacy but also for the identity of the persons grouped under the name 'facilitators' in his letter No. 2008 Y.6/MINDCAF/SG/D2/1200 of 12 November 2019, the Mission deduces a desire to protect the persons considered by the complaint as usurpers who have no right to the plots of land surrendered to the indigenous populations;
- out of the 22 persons identified as facilitators on the second table, 10 obtained their land certificates on 27th of November 2019, 05 on the 20th of December 2019, 05 others on the 23rd of December 2019, 02 o the 19th December 2019 and 01 on the 28th of November 2019. When we compare the dates on which these Land Certificates were issued with those of the rightful beneficiaries, as shown in Table 1, we see that the first set of the 10 Land Certificates mentioned above is issued long before those of all the rightful beneficiaries. The Land Certificates of other "facilitators" are, in extreme cases, issued at the same time as those of the rightful claimants. No Land Certificate was issued to any "facilitator" after that of the last rightful claimant. This suggests that the facilitators had anticipated the people's contestation and protected the disputed plots of land as quickly as possible with a document certifying that they were the rightful owners;
- the villages of Nkende, Bwadibo, Bekoko and Babenga are geographically very far from the epicentre of the site, also known as B9, under the LT No 440/Moungo retrocession scheme. Nevertheless, Nkende, Bwadibo and Babenga were not allocated the least square centimetres, whereas Bekoko received an area of 25 ha. Even more paradoxical is the fact that Bwassalo village, which borders on B9, is also excluded;
- The facilitators' share (41ha 43a 09ca) and that of Maka village (41ha 47a 95ca), which now account to a total area of 82ha 91a 04ca, should be ceded back to the four affected villages, namely: Nkende, Bwadibo, Babenga and Bwassalo.

f.3 Irregularities and charges

From the above, it is evident that the irregularities of forgery of public act (Art. 205 of the Criminal Code), usurpation of the qualification of 3rd Class Chief and usurpation of designation as rightful owner (Art. 219 of the Criminal Code), accessories (Art. 97 of the Criminal Code) and favouritism (Art. 143 of the Criminal Code) have been committed.

The same irregularities are respectively attributable to Mr M.E.S., to the 'facilitators' referred to in the letter and order of MINDCAF of 12 November 2019 and to Mr E.A.H., MINDCAF, as shown in the table below:

N°	Irregularities	Persons involved
1	Forgery and counterfeiting of a public act	Mr M.E.S.
2	Usurpation of title of 3rd Class Chief	Mr M.E.S.
3	Usurpation of qualification of rightful beneficiary	Mr M.E.S.
		Mr Y.J.P.
		Mrs E.E. J
		Mrs O.M.R.
		Mr N.N.
		Company B. R/P Ltd. Mme T.L. épouse T.D.
		Mr K.K.Y.
		Mrs N.E.
		Mrs Z.R.
		Monsieur M.N.I.F.
		Mur E.A.
		Mrs M.C.
		Mrs T.L.
		Mr A.D.
		Mr E.M.S.
		Mrs M.A.S.
		Mrs E. épouse A.M.
		Mr G.G.
		Mr M.O.
		Mrs N.M.
		Mr N.E.M.
		Mrs T.A.
		Mr K.V.
4	Accessory	Mr E.A.H., MINDCAF
5	Favouritism	Mr E.A.H., MINDCAF

f.4. Recommendations

In light of the above, the Mission recommends the following:

- request the Minister of State Property, Surveys and Land Tenure to annul all the land certificates issued to the 22 'facilitators' who have been formally identified and to transfer the portion of land thereto, as well as the land wrongfully allotted to the 'Maka community', i.e., 82ha 91a 04ca, to the villages of Nkende, Bwadibo, Babenga and Bwassalo, which were victims of the sharing;
- write to the Minister of Territorial Administration and request him to prohibit Mr. M.E.S. from using the qualification of 'Chief of Maka Village' or from availing himself of this capacity and to initiate legal proceedings against him for forgery of public acts and documents.

3. Legal proceedings initiated by CONAC in 2021 in relation to corruption

In 2021, CONAC initiated 11 proceedings before competent courts for corruption and related offences (against 25 in 2020).

Table 9. Overview of legal proceedings initiated by CONAC in 2021

N°	Case	Offence	Judicial Police Officer seized	Court seized	Decision	Remarks
01	The People of Cameroon Vs M.K.I.T.	Embezzlement of public funds through the sale of fake tollgate	The Commander of the Gendarmerie Brigade of	Moungo High Court	By judgment N°126/CRIM of 27 October 2021, the Moungo High Court found the accused	Final judgment

N°	Case	Offence	Judicial Police Officer seized	Court seized	Decision	Remarks
		tickets	Manjo		guilty of embezzlement of public funds as defined in articles 74 and 184 of the Penal Code. The Court sentenced him to 2 years imprisonment, a fine of CFA 30,000 and legal costs in the amount of CFAF 97,158.	
02	The People of Cameroon Vs T.D.	Embezzlement of public funds	The Head of the Regional Division of the Judicial Police for the Centre	Mfoundi High Court	/	Case pending
03	The People of Cameroon Vs M.M. and others	Forgery in public act and document	The Head of the Regional Division of the Judicial Police for the Centre	Mfoundi High Court	By judgment N°749/CRIM of 31 August 2021, the High Court of Mfoundi acquitted the accused for want of evidence. The legal costs were borne by the Public Treasury	Final judgment
04	The People of Cameroon Vs L.E.P.E.A. And others	Usurpation of office	The Eséka Gendarmerie Company Commander	Eséka Court of First Instance	By judgment N° 799/COR of 1st July 2021, the Court of First Instance of Eséka found the defendants guilty of usurpation of office as defined in articles 74 and 216 of the Penal Code. In repression, the Court sentenced the defendants to a fine of CFA 50,000 and to pay legal costs in the amount of CFAF 53,880.	Final judgment
05	The People of Cameroon Vs N.J.S.	Usurpation of designation	The Gendarmerie Brigade Commander of Manjo	Bafang Court of First Instance	By judgment N°585/COR of 27 December 2021, the Court of First Instance of Bafang found the accused guilty of usurpation of designation according to articles 74 and 219 of the Penal Code. In repression, the Court sentenced him to one year imprisonment, with fine of CFA 100 000 and legal costs amounting to CFAF 29 600.	Final judgment

N°	Case	Offence	Judicial Police Officer seized	Court seized	Decision	Remarks
06	The People of Cameroon Vs E.N.C.	Active corruption	The Head of the Regional Division of the Judicial Police for the Centre	Court of First Instance Yaoundé Administrative Centre	/	Judgment pending
07	The People of Cameroon Vs E.M.	Active corruption	The Head of the Regional Division of the Judicial Police for the Centre	Court of First Instance Yaoundé Administrative Centre	/	Judgment pending
08	The People of Cameroon Vs E.M.F.	Active corruption	The Head of the Regional Division of the Judicial Police for the Centre	Court of First Instance, Yaoundé-EKOUNOU	/	Judgment pending
09	The People of Cameroon Vs N.J.S.	Usurpation designation	The Gendarmerie Brigade Commander of Bana	Court of First Instance, Bafang	By judgment N°585/COR of 27 December 2021, the Court of First Instance of Bafang found the accused guilty of usurpation of designation in accordance with articles 74 and 219 of the Penal Code. In repression, the Court sentenced him to one year imprisonment, with fine of CFA 100 000 and legal costs in the amount of CFAF 29 600.	Final judgment
10	The People of Cameroon Vs N.G.	Active corruption	The Head of the Centre Regional Division of the Judicial Police	Court of First Instance Yaoundé Administrative Centre	/	Judgment pending
11	The People of Cameroon Vs O.A.H.A.	Active corruption	The Head of the Centre Regional Division of the Judicial Police	Court of First Instance Yaoundé Administrative Centre	/	Judgment pending

4. The financial losses incurred by the State of Cameroon as recorded at the end of the field investigations conducted by CONAC

CONAC recorded that the financial losses suffered by the State of Cameroon at the end of all these investigations conducted in 2021 amounts to CFAF 24,801,575,471 (Twenty-four billion eight hundred and one million five hundred and seventy-five thousand four hundred and seventy-one) francs, broken down as follows:

Table 10. Summary of the financial losses incurred by the State and assessed on the basis of the field investigations conducted by CONAC

N°	Investigation conducted	Amount (in CFAF)
1.	Verification of the alleged irregularities at the SRC	**24 249 045 479**
2.	Investigation into the management of State private land in Buea	**492 703 100**
3.	Verification of allegations of misappropriation of PTA funds at Lycée scientifique Bertoua	**32 414 900**
4.	Investigation of alleged misappropriation of public funds at the MINHDU Divisional Delegation of Dja and Lobo	**27 411 992**
	Total	**24 801 575 471**

B. Anti-corruption activities of the Supreme State Audit Office (CONSUPE)

CONSUPE conducted anti-corruption activities focusing on the prevention and protection of public assets.

1. Prevention activities

These activities were focused on building the capacity of other administrations and raising awareness.

a. Capacity-building of Public Administrations

In this regard, CONSUPE organised:

- a technical conference on risk management awareness for 60 FEICOM staff, on the 4th of June 2021 in Kribi;
- a training workshop on the audit of information systems, for 30 FEICOM staff, from the 7th to the 11th of June 2021 in Douala;
- a workshop on performance auditing, for 14 staff of the General Inspectorate of the Ministry of Transport, from the 2nd to the 6th of August 2021;
- a training workshop on systems information audit, for 30 FEICOM staff, from the 1st to the 5th of November 2021 in Ebolowa;
- a training workshop for 10 staff of the North West Development Authority on the revised legal framework for public establishments and best practices in programming and planning of the Programme Budget, in Yaoundé in November 2021.

b. Awareness-raising activities

As part of the reinforcement of the participation of citizens in the protection of public property, CONSUPE organised the following activities in Yaoundé:

- In April 2021, the 2nd edition of the Forum for Discussions of the Union of Public Procurement Service Providers (SYPRMAP) under the theme "Securing and protecting public assets in public procurement management for an emerging Cameroon";
- In June 2021, a Round Table discussion on the theme "Tax Conventions: stakes and challenges for an inclusive and sustainable economic recovery in times of COVID-19 in Cameroon", organised by the African Regional Centre for Indigenous and Community Development;
- In November 2021, the 2nd Annual Meeting of the CONSUPE-CSO Cooperation Platform;
- In December 2021, the 3rd Citizen's Dialogue Day with the ADIN-CRADEC-Transparency International consortium, on the theme "Budgetary governance and health crisis: state of management of public property to ensure human rights in times of Covid-19 in Cameroon";
- In December 2021, in Yaoundé, the Dissemination Day of the pilot audits 1 and 2 of the Mining Sector, which focused respectively on "Compliance with the allocation of research permit renewals and transactions in the Adamawa and East Regions" and on "Management of environmental and social liabilities relating to semi-mechanised mining and artisanal exploitation, covering the period 2015-2018".

2. Audits

This concerns the treatment of complaints and specific trainings.

a. Treatment of complaints

a.1. Reports handled by the Legal Affairs and Information Management Division (DAJEI)

The number of reports recorded by the DAJEI declined as shown in the table below. They totalled 77 compared to 212 in 2019 and 301 in 2020.

Table 11. Reports received and treated by the DAJEI of CONSUPE

Sources of the denunciations	Number of denunciations	Public body concerned	Denunciations that led to special missions	Denunciations that led to verification	Files awaiting action
Individuals	14	Public administrations	1	2	0
Companies under private law	10	Public administrative establishments			
NGOs	20	Public companies			
Associations	18	Semi-public companies			
Trade Unions	15	Legal entities under private law			
Total	**77**		**1**	**2**	**0**

a.2. Denunciations handled by the Inspection and Control Divisions (DIC)

The DIC received 114 complaints compared to 139 in 2020.

Table 12. Comparative statement of complaints received and treated by CONSUPE

Operations Units	Number of denunciations received		Number of denunciations treated		Denunciations that led to special missions		Denunciations that led to a verification mission		Files pending treatment	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
DIESP	20	10	11	8	1	0	0	1	5	0
DICTD	92	48	92	48	1	0	4	3	0	0
DIAP	15	45	15	45	6	0	0	0	0	0
DIEPOS	12	12	12	12	1	1	1	1	0	0
Total	**139**	**114**	**130**	**123**	**15**	**1**	**5**	**4**	**5**	**0**

a.3. Audit missions

The DICs carried out 20 audits, compared to 22 in 2020. At the end of these audit missions, 5 reports were produced and transmitted to the Presidency of the Republic.

Table 13. Comparative statement on audit missions carried out by the DICs of CONSUPE

Operations Units	Missions committed		Missions Completed		Missions in progress		Reports transmitted to the Presidency of the Republic	
	2020	2021	2020	2021	2020	2021	2020	2021
DIESP	3	3	0	3	2	3	4	2
DICTD	1	1	0	0	1	2	1	1
DIAP	10	8	5	5	5	1	3	2
DIEPOS	8	8	4	4	3	3	1	1
Total	**22**	**20**	**9**	**8**	**11**	**7**	**9**	**5**

b. Specific training courses on the detection of management offences on public property

CONSUPE organised:

- From the 11th to the 21st of January 2021 a training workshop on "Conducting a compliance audit in the mining sector", with the participation of 25 CONSUPE verification officers;
- From the 15th to the 19th of February 2021, a training workshop on the attestation of extractive industry revenue declarations within the EITI process, attended by 10 of CONSUPE verification officers and 5 officials of the Audit Bench of the Supreme Court;
- From the 15th to the 19th of March 2021, a training workshop on addressing fraud and corruption issues in mining sector audits, for 30 of its verification staff;
- from the 24th of May to the 4th of June 2021, a training workshop on "Conducting a performance audit on the mining sector", for 30 of its verification staff; and
- from the 13th to the 17th of November 2021, a training workshop on "Compliance Audit in the Mining Sector", attended by 20 verification staff.

II. Regulatory Bodies: Activities of the Public Contract Regulation Board (ARMP)

Out of all the Regulatory Authorities in Cameroon, only the Public Contracts Regulatory Board (ARMP) forwarded its activity report to CONAC. The activities of this Institution are based on the PRECIS tool as recommended by the National Anti-Corruption Strategy, articulated around five strategic axes and presented in five tables, as follows:

- **Prevention** helps eliminate corruption opportunities caused by structural, legal, regulatory or organisational lapses, and which corrupt persons may take advantage of to commit crimes;
- **Education** seeks to change mentalities, habits and attitudes;
- **Conditions** make stakeholders of the sector less vulnerable to corruption;
- **Incentives** are aimed at developing a spirit of resistance to corruption by proposing new models that will inspire present and future generations, and;
- **Sanctions** seek to dismantle and destroy corruption networks by causing those guilty of corruption to pay a very high price.

Activities of **Sanctions** have been presented in the section on the repression of corrupt practices.

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Publish information on public contracts	Timely publication of procurement documents (tender notices, award decisions)	Littoral Regional Centre	Fulltime	CI	100% of the project owners' documents published in real time	NTR
2	Report malfunctions at CAC sessions and sittings by IO's presence	Monitoring of IO activities	Littoral Regional Centre	Fulltime	CSPE	Regulatory acts resulting from the exploitation of IO reports	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
3	Prevent complaints and improper awards	Proactive management	Littoral Regional Centre	Fulltime	CSPE	Tender documents examined prior to the opening of tenders to ensure that the needs of the Project Owner and the rules of the activity are well defined	NTR
4	Collect and secure bids in real time	Effective participation of the Regulatory Authority in the tender opening session	CAC	Fulltime	CSPE/AR	Bids collected and safeguarded in real time	NTR
5	Enhance transparency in the public procurement sector	Publication of National and International Tender Notices	National (ARMP website: armp.cm)	Fulltime /Real time	-DSI -Regional Centres - Communication Unit	Calls for tender published on the Board's website and via the Pridesoft mobile application	6641 Tenders are published to allow any bidder in Cameroon or abroad to participate
		Creation of a database and publication of the identity of the beneficiaries of contracts relating to the abatement of COVID-19 in Cameroon	National (website and integrated ARMP platform: armp.cm and pridesoft.armp .cm)	On the spot (when contracting a new procedure)	DSI	Beneficiaries of 720 contracts worth 111 billion published in 2021	In accordance with World Bank requirements, the identity of the beneficiaries must be published on the Board's website for all contracts won in connection with COVID-19
		Publication of bidders' appeals treated by the Complaints and Redress Committee (CRC)	National (website and integrated ARMP platform: armp.cm and pridesoft.armp. cm)	Permanent	DSI	136 appeals registered and 93 examined since 2021	Any bidder who is a victim of injustice may submit an appeal online and follow the processing of the appeal
6	Set up preventive means to fight against bad practices in public procurement	Design an integrity code for public procurement stakeholders (experts and service providers)	IGP	First generation 2018 and second generation 2020-2021	All structures	1-List of approved Experts published; Expert's Badge with Expert's Integrity Code produced on the back 2- Proposed Tender Document listing every bidder	NTR
7	Limit contacts between users and public officials to reduce the risk of corruption	Setting up reception and information services to verify the conformity of files before their final reception	Ngaoundere	January to December 2021	CCRMP/SAF/ Secretariat	All files actually checked	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
8		Setting and posting deadlines for processing files	Ngaoundere	January to December 2021	CCRMP/SAF/ Secretariat	Timeliness for treating files known by users	NTR
9	Prevent bad practices in the process of awarding and executing public contracts	-Providing training and information to stakeholders -Issuance of regulatory acts for preventive purposes	North West Regional Public Contracts Award Commission	January to December 2021	-CAC -PO/POD/AC -ING. Monitoring/ POe	Reduction of bad practices	Resistance from some stakeholders
10	Eliminate deficiencies in tender documents	Proactive regulation of Tender Files	Centre Regional Public Contracts Award Commission	2021	-CAC -PO/POD/AC	1633 Tender Files and DCs processed 812 regulatory acts issued	Tender Files containing irregularities were adjusted
11	Combat the falsification of documents, specifically Certificates of Non-Exclusion from Public Contracts	Systematic verification of NECs and documents judged doubtful by the CACs, CASCs and the Centre RCAC	Centre Regional Public Contracts Award Commission	2021	-CAC -PO/POD/AC	All CNEs contained in the collected bids are checked -Requests for authentication of documents are sent to the issuing authorities -Thirty-six cases of forged documents were recorded	POs and Presidents of CACs concerned were informed in cases of proven falsification so that those involved could be eliminated. 13 referrals to the DG requesting sanctions against the companies concerned
12	Provide Tender Files to the body in charge of Public Contracts	-Project maturation and Planning Programming -Elaboration of Tender Files -Publication of Tender Files, award results and other decisions in the public procurement journal	West Regional Council Office of the Upper Nkam Senior Divisional officer Bafang Council Kékem Council Banwa Council Bangangté Council Bassamba Council Tonga Council Bazou Council Office of the Bangangté Senior Divisional officer Foumbot Council Koutaba Council Njimom Council Bangourain Council Massangam Council	01 January 2021 to 31 December . 2021	PO/POD	Regulatory provisions in terms of organisation of procedures respected	MINMAP Circular on the availability of Tender Files

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
			Malantouen Council				
			Magba Council				
			Kouoptamo Council				
			Banka Council				
			Bakou Council				
			Bana Council				
			Bandja Council				
			Mbouda Council				
13	Raising awareness and training public contract stakeholders	Popularisation and familiarisation with the new legal framework of the public procurement system	East Region (Regional delegation of MINFOPRA/East)	Nov. 2021-Janv. 2022	PO, POD, DCAC, RCAC	Mastery of the structuring, content and compilation of tender documents	Presentation on the elaboration of tender files
						Assimilation of programming techniques	Presentation on programming techniques
14	Educate stakeholders on corruption and how to prevent or avert it	Participation in quarterly meetings to monitor the physical and financial implementation of the PIB	Divisional and Regional levels	Beginning of the quarter	RLAs, Sectors	Inclusion	Adherence of stakeholders
15	Preventing the occurrence of improper awards of public contracts due to fraudulent manoeuvres	Investigation of administrative and other legal appeals	ARMP Headquarters	Permanent	Legal Affairs and Dispute Resolution Division	Sanctions for flawed procedures	NTR
16	Prevent the occurrence or escalation of corruption in the public contracts system	-Collection of procurement documents (instant bids and other documents in real time) -Archiving (processing and securing tenders and other documents in real time) -Limiting corrupt practices in the public procurement system (less complaints about awards)	1- System stakeholders 2- ARMP	Continuous	- MCAC - Focal Points designated by PO and POD	Tenders collected directly from the bidders will be used as a sample tender in the event of a dispute	NTR
17	Educate stakeholders on the dangers of corruption and how to prevent or avoid it	Pro-active exploitation of the tender files received and publication of the Tender Notices within 24 hours of receipt	North West Regional CAC	2021	RLA + PAE SDOs + Governors	- Tender files treated + Notes on operations + regulatory acts, - Tenders published in Public Contracts Journal	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
18	Request the President of the SCAC to comply with the Public Procurement Code	Acquisition of 07 double cabin 4x4 pick-up vehicles	Yaoundé	2021	CNPBM	Absence of the introductory note, the invitation to attend, the attendance sheet (Violation of the provisions of Article 23 (a)	Didactic regulatory act
19	Encourage the Project Owner to award the contract in accordance with the regulatory provisions	Tender n° 003/AOIO/BMN/ CIPM/2021 of 23 July 2021 to hire a firm to carry out a global strategic diagnostic study and propose a restructuring plan for CICAM	Douala	2021	Office for the Upgrading of Enterprises	Suspension of the procedure until a relevant opinion of the Agency is proposed to the Public Contracts Authority	The contract awaiting reception
20	Get the ICAC to perform its tasks effectively	Private treaty No. 002775/L/PR/MINMAP/SG/DGMI/DMTR of 24 June 2021 for the technical control and supervision of construction work of a monument and the labelling of a street "PAUL BIYA" in Sangmelima, Dja and Lobo Division	Sangmelima (Dja and Lobo) South Region	2021	ICAC	- The President of the ICAC, called upon to justify this practice, or risk sanctions	The file of the BETA CONSULT Design Firm was examined by the ICAC despite the fact that it had not been transmitted by the project owner's services and he required that it be awarded the said Contract
21	Comply with regulations	Taking didactic regulatory actions	Littoral Regional Centre	Permanent	CSPE/AR	Exploitation of each document collected and regulation if necessary	NTR
22	Ensure equity and fairness in public procurement processes	Organisation and conduct of audits, investigations and enquiries in case of complaints or cases discovered through the exploitation of documents	Littoral Regional Centre	Permanent	CSPE/AR	Systematic analysis of all documents collected and treatment within the time limits for appeal	NTR
23	Create a reliable public procurement database in the Littoral Region for future audits and investigations	Collection and archiving of all documentation arising from the procurement and implementation processes	Littoral Regional Centre	Permanent	CSPE/AR	All documentation is collected and archived	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
24	Ensure that all projects for the year in question are effectively implemented	Mission to monitor and evaluate the level of implementation of projects	-Centre Region -Littoral Region	Biannually	CSPE/AR	Obtain a mapping of completed or ongoing projects and those with difficulties	NTR
25	Clean up the public contract environment.	Maintenance and update of non-exclusion certificate authentication tools (mobile application, website)	National (website and integrated ARMP platform: armp.cm and pridesoft.armp .cm)	Permanent/ Real time	All users and clients	Fake CNE detection	NTR
		Publication of the list of sanctioned companies			- DSI - DDA	Updated list available on the Agency's website	
26	Popularise and raise awareness on public contract rules in Cameroon	Publication of public contract instruments	National (ARMP website: armp.cm)	Permanent	- DSI	The number of visitors so far to the Agency's website has reached 3.1 million, from all over the country and from all continents	NTR
27	Inform civil servants and users of the dangers of corruption through newspapers and radio and TV broadcasts	Speeding up the reception process and processing files in order of arrival	Ngaoundere	January to December 2021	All staff of the Centre	All files are processed in order of arrival	NTR
28	Step up the monitoring and mentoring of actors in carrying out their tasks	Sharing with public contract stakeholders during consultation and PIB monitoring committee meetings	East Governor' s Office and East RD MINEPAT	01/12/ 2021	PO, POD, DCAC, RCAC	Adoption of sanctions and procedural deadlines by the different actors in the Public Contracts field	Presentations on procedural timelines and sanctions against bad practices
29	Ensure compliance with laws, regulations and procedures	Making internal auditing operational	ARMP Headquarters	May 2021	All the structures of the Agency	Audit Guidelines available	Meeting to approve the audit guidelines held with experts from external institutions on the 5th of May 2021
30	Comply with public procurement regulations	Popularisation of the new regulatory framework	Regional Public Contracts Commission, North West	2021	PO/POD and ICAC, SCAB	Objective award of contracts	NTR
31		Regulatory instrument				Supplementary clause to grant the applicant a statutory period to prepare the Tenders.	

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Train public contract system actors	Capacity building of institutional actors on the new regulatory framework	Yaoundé, Douala, Ebolowa, Bertoua, Ngaoundéré, Bafoussam, Bamenda, Buea.	From February to December 2021	- Ministries and similar bodies (DGSN...) - Regional and Local Authorities (Regions and Councils) - Public Enterprises and Establishments (EEPA): Road Fund APN, ENAM, PAK, University of Bamenda; SNH.	- 1305 Public Contract system actors were trained: - *218 EEPA actors - *1087 actors from Ministries, RLAs ... - At least 4 participants per institutional (Project Owner/Project Owner Delegate, President and Secretary CAC and SIGAM representative)	The DRC was unable to organise mass training (free of charge) due to serious budgetary constraints. Nevertheless, thanks to funding from the International Development Association (IDA), and through Component 3 of the Public Expenditure and Statistical System Efficiency Project (PEPS), more than 1,087 actors benefited from free mass training. Due to budgetary constraints, the timeframe for training (which is generally 3 days per session) was not sufficient to run all the modules available at the DRC; however, this was done in order to optimise the assimilation of the new regulatory framework and to better implement the Prevention and Education strategic axes.
2	Meet the regulatory deadlines for the submission of tenders	Systematic regulation of tender notices immediately after publication	Littoral Regional Centre	Permanent	CSPE/AR	Publication of additional clauses extending the date of bid opening, if any	NTR
3	Educate on free service	Issuance of Certificates of Non-Exclusion	Headquarters, Regional Contract Award Commission	Permanent	- SCNE - SAF	No complaint	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
4	Raise awareness of good practices among staff	Display anti-corruption messages and install complaint boxes	Headquarters, Regional Contract Award Commission	Permanent	- All staff	No complaint	NTR
5	Monitor and coach of actors	- Control of actors; - Distribution of documents; - Sale of publications issued by the Agency	South West Region	January to Decembe r	- PAE/PE - Regional and Local Authorities - Offices of the Governor and Senior Divisional Officers - Projects	- 49 actors coached - Distribution of registers and Order Letters/Contracts and amendments - Sale of registers (forgery-proof and recourse) collection of texts on sanctions-CCAG, Procedures Manuals	NTR
6	Coach stakeholders	-Continuation of the popularization of instruments relating to the new regulatory framework -Continued provision of standard documents	Centre CRRMP/	2021	-FEICOM ; -SODECAO ; -SIC ;CRTV ;HGY ; Yde I District Council ; -Governor's office; FODECC	Reduction of irregularities following didactic acts	NTR
7	Ensure that actors are informed and trained in the mechanisms for fighting corruption in public contracts	-Raising awareness among stakeholders through posters -Organisation of capacity building seminars or conferences for stakeholders	West Region, Office of the Senior Divisional Officer of MIFI and RLA	01 Jan 2021 to 31 Dec 2021	Services of project owners and project owner delegates, ARMP, MINMAP	Insufficient information and training of system actors	Intensification of the education component of the system to effectively fight corruption in public contracts
8	Raise awareness through correspondences	Taking didactic regulatory actions	RLA Far North	2021	PO/POD	Correspondences Sent	Stakeholder engagement
9	Ensure compliance with regulations	Reminder of the regulatory provisions in force	Biwong Bulu Council	Jan. 2021	ICAC/COM	Addendum made on the disputed Tender File	Implementation of the Agency's requirements
10			Efoulan Council	March 2021	ICAC/COM	No longer invite ARMP to examine Tender File	
11			Dja and Lobo Division	February 2021	ICAC/SDO for Dja and Lobo	Non transmission of Tender Files to ARMP	
12			Ebolowa Council	Nov. 2021	ICAC/COM	Participation of a civil servant in public contracts	
13			Zoétélé Council	September 2021	ICAC/COM	Non-transmission of documents	
14	Train actors in the public contracts system	-Technical support of RAs to actors on public contracts regulations -Training of DDA staff on public contracts regulations	- Actors in the system - ARMP	Permanent	- CAC-M - Focal points designated by POs and PODs - DDA	DDA actors and staff trained	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
15	Raising awareness among stakeholders	Didactic act of regulation. Training of Actors	Regional CAC for North West	2021	PO/POD and ICAC, Sub-Commission for bid analysis	Engagement of stakeholders	NTR
16	Ensure compliance with the regulations by the actors in the system	-Transmission of didactic regulatory letters Follow-up of the activities of the RAs with the POs and PODs	-Actors of the system -ARMP	Continuous	- CAC-M - Focal points designated by POs and PODs DDA	-Some actors have taken into account the comments made -Comprehensive collection of information by RAs	The observations made by the Agency are not systematically taken into account by the actors

Strategic axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Ensure compliance with laws, regulations and procedures	Operationalisation of internal audit	ARMP Headquarters	May 2021	All structures of the Agency	Audit guidelines available	Meeting to approve the audit guidelines with experts from external institutions held on the 05 May 2021
2	Improve monitoring of projects and consumption of credits	Collecting information to detect corrupt practices and build the capacity of actors	National (website and integrated ARMP platform: armp.cm and pridesoft.armp.cm)	Permanent/ Real Time	- DSI - DDA	- 134,932 public contract documents referenced in the Pridesoft integrated system - 2,481 malfunctions identified among project owners - 2142 regulatory acts issued by the Agency and recorded in the Pridesoft system	NTR
3	Improve monitoring of actors and projects	Follow-up programming -Issuance of didactic regulatory acts	North West Region CAC	January to December 2021	-CAC - PO/POD/AC -Contract Engineer/POD	Acceptable monitoring of programming	Failure of almost all actors to update their programming
4	Improve the working conditions and environment of staff	Subscription to news media (Cameroon Tribune), Purchase of consumables and work equipment	Littoral Regional CAC	Biannually	CSAF	The Regional CAC acquired two subscriptions and ensures that work materials are available	NTR
5		Continue to improve the work conditions of the staff of the Regional CAC centre	Centre Region CAC	2021	Centre Region CAC	All offices are equipped with air-conditioning -Provision of archive boxes for the Regional CAC archives	The management has promised to decongest the centre's archives during the current year
6		Provision of office facilities and work equipment; -effective payment	West Region	01 Jan 2021 to 31 Dec 2021	PO and POD services	Salaries and session allowances paid	-Undermines the ethics and rigour of members

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
		of salaries, bonuses and allowances -mountng of denunciation boxes for acts of corruption in public contracts in the services of the project owner					- Numerous outstanding payments of session allowances of Commissions and Sub-Commissions
7		06 technical assistance to Mindourou, Messamena, Somalomo, Yokadouma, Salapoumbe and Moloundou Councils on the duties of actors in the implementation phase	East Region	Permanent	PO, Engineer and Head of Contracts Department, Project Manager, Municipal Treasurers	Acquisition of responsibilities of the actors in the execution phase	Mission reports available
8		Request made to the Director General of ARMP for payment of collection allowances to Regional Assistants	Far North Regional and Local Authorities	2021	DG/ARMP	Payment made	Satisfactory
9	Provide stakeholders with the means to effectively fight corruption	- Popularisation of the entire regulatory framework among stakeholders - Establishment of an information collection network - Provision of information collection management tools to stakeholders	- Actors of the system - ARMP	Permanent	- CAC-M - Focal points designated by the POs and PODs DDA	The Agency stands out as a facilitator in the public contracts system	NTR
10	Improve the work conditions of public servants	-Work equipment to be provided to staff -Effective allocation of funds to the staff of Regional Delegations to carry out their assigned tasks	Ngaoundere	January to December 2021	CCRMP/C/ SAF	Adequate working materials and equipment are provided to public officials in the Region	NTR

Strategic axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Motivate agents in charge of issuing CNEs (each agent has a monthly on-duty bonus)	Issuance of NECs	Regional CAC	Permanent	SCNE/SAF (NEC Service/Financial Affairs Service)	Issuance of NECs in real time	NTR
2	Extend and equitably allocate bonuses and staff benefits	Preparation and publication of a bonus grid (performance and others)	Ngaoundere	January to December 2021	CCRMP/C/ SAF (Central CAC)	All benefits are shared	NTR
3	Promote gender issues in the workplace and avoid marginalisation	-Promotion of women to positions of responsibility -Inventory and wide dissemination of quotas that may be considered	Ngaoundere	January to December 2021	CCRMP/C/ SAF (Central CAC)	A woman promoted in the Archives and Stock Accounting Department	Provisions in the Staff Regulations

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
		as marginalisation of women or people with reduced mobility					
4	Include positive sanctions and integrity as criteria for awarding distinctions	Definition, publication and application of criteria for the selection of potential beneficiaries	Ngaoundere	January to December 2021	CCRMP/C/ SAF (Central CAC)	Positive sanctions applied	NTR
5	Motivate civil servants to produce more, to be more diligent and punctual and to be honest	Encouragement/congratulation letters to deserving public officials, their exemplary performance is publicly acknowledged during coordination meetings	Ngaoundere	January to December 2021	CCRMP/C/ SAF (Central CAC)	Congratulations and acknowledgements given at each coordination meeting	NTR

Sub-section 2. Activities carried out by Ministries

Ministerial Departments provide input for the elaboration of Cameroon's report on the anti-corruption drive by submitting reports on their annual activities which are carried out in line with the PRECIS model.

However, in this report, sanction-related activities of Ministries have been presented the section devoted to the crackdown on corrupt practices.

These Ministerial Departments have been categorised into 3 groups:

- Ministries of Sovereignty (I);
- Ministries in charge of the Economy, Finance and Infrastructure (II);
- Ministries in charge of the Educational, Social and Cultural Sectors (III).

I. Activities of Ministries of Sovereignty

The following are classified in this category: Ministry of Justice (MINJUSTICE), Ministry of Public Service and Administrative Reform (MINFOPRA), Ministry of External Relations (MINREX), Ministry of Territorial Administration (MINAT), Ministry of Decentralisation and Local Development (MINDDEVEL), Ministry of Defence (MINDEF) and the General Delegation for National Security (DGSN).

In 2021, CONAC received activity reports from two Ministries of Sovereignty, compared to five in 2020. These reports, following the PRECIS tool, are MINDDEVEL and the DGSN.

A. Activities of the Ministry of Decentralisation and Local Development (MINDDEVEL)

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Urge Regional and Local Authorities (RLA) to set up Anti-Corruption Units (ACU)	Instructions given to RLAs to set up ACUs	-Urban Municipalities -Councils	2021	- MINDDEVEL - Urban Municipalities -Councils	29 ACUs set up	6 City Councils

B. Activities of the General Delegation for National Security (DGSN)

The anti-corruption activities carried out in 2021 by DGSN are as follows:

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Combat acts of corruption involving the public and Police officers	-Popularising the "1500" public utility number - Raising public awareness on the fact that public services are free of charge, especially the issuing of travel and identity documents	-Mediaş -The Public Space	In 2021	-CELCOM - Special Division of Service	Raising awareness among users. Several cases of misconduct and attempted corruption reported
2	Prevent acts of corruption in the National Security services	Unannounced raids and controls in the joint police-gendarmerie checkpoints and the devolved services of the National Security.	- Entrances and exits of major cities -Various Police units	In the course of 2021	Special Division of Service Control	- Liquid currency in possession of several officers... - Significant decrease in acts of extortion by civil servants

Strategic Axis : EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Raise awareness among police officers on corruption-related acts and misconducts	Educational talks in Police units - Awareness raising in police magazines and radio programmes	-Police Units -Media	In the course of 2021	UC/DSCS UR/DSCS CELLCOM	Self-discipline of Police Officers -Behaviour adjustment
2	Improve skills and increase performance	-Continuous training -Courses and seminars	-ENSP -Police Posts - EIFORCES	In the course of 2021	Directorate of Training	- Adapting to the environment -Job mastery

Strategic Axis : CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Timely treatment of career files	DGSN	In the course of 2021	DRH DFGIL	Motivation at work	Reduction in acts of corruption
2	-Modernisation of infrastructures -Equipment allocation (both expendable and long-lasting) -Construction and rehabilitation of Police units	All Regions	In the course of 2021	All DGSN Services	-Improvement of service provision and quality -Mass issuance of identification and travel documents -Rapid treatment of files and procedures	The initiative was welcomed by the public and the National Security staff

Strategic Axis : CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Create emulation mechanisms for non-criminal officials and rewards for exemplary officials within the Corps	Encourage exemplary officials and spur others	All Regions	In the course of 2021	Department of Human Resources	Letters of congratulations and encouragement in relation to the fight against corruption

II. Activities of Ministries in charge of the Economy, Finance and Infrastructure sectors

Based on their activities, these Ministries have been divided into three categories: those in charge of the Production, Importation and Distribution of Goods and Services (A), those in charge of Sourcing and Allocation of Funds (B) and Ministries in charge of Infrastructures (C).

A. Ministries in charge of the production, importation and distribution of goods and services

This category comprises the Ministries in charge of the production of goods and services and those in charge of importing or distributing them.

1. Ministries in charge of the production of goods and services

These are: the Ministry of Forestry and Wildlife (MINFOF), the Ministry of Mines, Industry and Technological Development (MINMIDT), the Ministry of Livestock, Fisheries and Animal Industries (MINEPIA), the Ministry of Tourism and Leisure (MINTOUL), the Ministry of Water Resources and Energy (MINEE) and the Ministry of Agriculture and Rural Development (MINADER).

In 2021, four Ministries, with the exception of MINEPIA and MINADER, sent their reports to CONAC. They are: MINTOUL, MINMIDT, MINFOF and MINEE.

a. Activities of the Ministry of Tourism and Leisure (MINTOUL)

The activities carried out by the Anti-Corruption Unit of the Ministry are articulated within the following axes:

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Inform and raise awareness on best practices	Awareness-raising information sessions	Buea Bamenda, Bafoussam, Ebolowa	All through the year	-MINTOUL Inspectorates - Divisional Delegations	- PowerPoint Presentation and other communication materials -Suggestion boxes
2	Prevent acts of bribery during the various compliance controls	Popularisation and distribution of the users' guide	Divisional delegations	All through the year	- Divisional Delegations - Local Trade Unions and Tourism Associations	- Improved follow-up of urgent cases - Speed and diligence in data processing by MINTOUL

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Build the capacity of some board members of the MINTOUL Anti-Corruption Unit and staff under CONAC's coaching.	- Capacity building workshop - Report writing	Yaoundé	2021	-Anti-Corruption Unit -Senior officials of MINTOUL	Some members of the Anti-Corruption Unit and MINTOUL staff have been trained on best practices in public services. Available reports

b. Activities of the Ministry of Mines, Industry and Technological Development (MINMIDT)

They can be summarised as follows:

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Eliminate corruption opportunities	-Popularisation of suggestion boxes -Establishment of toll-free numbers	In the 10 Regions	March - December 2021	All structures of the central and some of the devolved services	- Contacts between users and public officials are reduced - Toll-free number, 1504 available	The largest number of actors have been informed about whistleblowing mechanisms

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Engage in actions to change mindsets, habits and attitudes	-Updating of messages -Awareness-raising of MINMIDT public officials.	In the 10 Regions	On a permanent basis	All structures of central and devolved services	Most staff have been educated on the ills of corruption	This outreach to promote good governance is ongoing.

c. Activities of the Ministry of Forestry and Wildlife (MINFOF)

MINFOF's anti-corruption activities are summarised in the following tables:

Strategic axis: PREVENTION

N°	Objectives	Activities	Period	Place	Services concerned	Results obtained	Remarks
1	Conduct a study on Cameroon Community Forest Governance	Conducting Missions and holding Community Forest Governance Assessments in the Centre, South and East Forest Regions	From March to April 2021	Ndikiniméki Bokito Minta Messondo Belabo Diang Bétaré-Oya Doumé Dimako Doumaintang Abong-Mbang Ngoyla Messamena Mindourou Mbang Batouri Salapoumbe Yokadouma Garigombo. Akom ii Bipindi Mvengue Lolodorf Biwong-Bané Ambam 1 Mvangan Mintom Djoum	Municipal Services of the respective Communities concerned, Regional Delegation of Forestry and Wildlife, and Forestry Control Posts Concerned	More than 200 Services audited in line with the Assessment of Community Forest Governance	- Identification of some Community Forests, whose partners are involved in the Certification process. - Low level of mastery of regulatory procedures on community forest management - Low participation of stakeholders, - Equity in the management of revenues derived from the exploitation of Community Forests.

N°	Objectives	Activities	Period	Place	Services concerned	Results obtained	Remarks
2	Improve the understanding of best practices in the governance of Cameroon's community forests	Missions and workshops to sensitise stakeholders in Community Forest Governance in the Centre, South and East Forest Regions,	September 2021	Ndikiniméki Minta Belabo Ndiang Bétaré-Oya Messamena Mindourou Batouri Mvengue Biwong-Bané Djoum	-Services of the Municipalities concerned, -Regional and Divisional Delegations of Forestry and Wildlife, - Forestry Control Posts concerned -Traditional and local actors, -Business operators	11 senior municipal officials sensitized on forest management procedures and specifically on governance of community forests	-High level participation of the actors in the workshop -Sensitisation of municipal, administrative and traditional actors, and representatives of business operators, local communities and civil society organisations.

Strategic axis: EDUCATION

N°	Objectives	Activities	Period	Place	Services concerned	Results obtained	Remarks
1	Provide a shared understanding of best practices in Cameroon's Community Forest Governance	Deployment of missions and holding of awareness-raising workshops for actors in the governance of community forests in the Centre, South and East Regions	June 2021	Ndikiniméki Minta Belabo Diang Bétaré-Oya Messamena Mindourou Batouri Mvengue Biwong-Mbane Djoum	Senior Council officials	11 senior Council Officials sensitized on Forest Management procedures and specifically on Community Forest Governance	Generally, although two thirds of the regions successfully met the minimum expectations in implementing the corrective governance measures prescribed (East and South), there was a significant improvement in the general performance of the councils with an initial satisfaction rate of 48.9%, which rose to 66.2% at the end of the activity. At the end of the said campaign, 800/0 of the Mayors targeted said they will personally commit to promote best practices by co-signing integrity pacts with the Ministry of Forestry and Wildlife.

2. Ministries in charge of the importation or distribution of goods and services

This section deals with the Ministry of Trade (MINCOMMERCE) and the Ministry of Transport (MINTRANSPORTS)

a. Activities of MINTRANSPORTS

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Reduce opportunities for corruption and extortion on highways.	Unannounced missions on some highways	Yaoundé-Ebolowa ; Yaoundé-Douala ; Douala-Limbe	16 Feb. 2021; 17 and 22 July 2021; 23rd May 2021	ACU Members	-Several clandestine posts dismantled -Staff sensitized	-Use of people without any legal link with the administration; -Approximate knowledge of road safety and prevention activities
2	Reduce administrative hassle on highways	Unannounced visits to some Regional and Divisional Delegations following denunciations	-RDT Littoral (Douala) -RDT Far North (Maroua) -DDT Wouri (Douala)	-30 March-27 Avril 2021; -30 Jan.-14 Feb. 2021; -18-28 July 2021	ACU Members	-Strong sensitization; -Improvement of inter-professional relations; -Texts related to road safety and prevention activities disseminated	Persistence of bad practices
3		Evaluation missions of the measures taken to fight against corruption in the decentralized services	In the ten Regions	22-30 May 2021	Anti-Corruption Unit Teams	Reiterate the Minister's instructions regarding activities exposing to the risk of corruption such as the issuance of transport tickets, the production of driving licenses, prevention and road safety activities.	Strengthened promotion of good governance and improvement of the working environment -Persistence of sources of corruption
4	Identify mechanisms that can facilitate the fight against corruption in the transport sector	Interviews with actors in the PPBS chain	MINT	Over the past year	Directorate of General Affairs, Division of Studies, Programming, Planning and Cooperation	Slight increase in the Ministry's budget	-Slight improvement in working conditions -Availability of work materials expected
5		Controls on certain highways	Yaoundé-Ebolowa ; Yaoundé-Douala ; Douala-Limbe	16 Feb. 2021; 17 and 22 July 2021; 23rd May 2021	ACU members	-Reduction of the number of control teams comprising people without a legal link with the administration; -Increase of equipment in the control teams	Need for an increase in the budget of the Regional and Divisional Delegations of Transports

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Strengthen prevention teams	Sensitization of the heads of devolved services during evaluation missions of the measures taken to fight against corruption in the devolved services	The Regional Delegates of the ten Regions in collaboration with the Divisional Delegates	22-30 May 2021	ACU members	-Reduction of the number of control teams comprising people without a legal link with the administration; -Increase of equipment in the control teams	Need for an increase in the budget of the Regional and Divisional Delegations of Transports
2	Reduce opportunities for corruption	Training of the Ministry's internal audit structure, whose staff are partly members of the ACU	CONSUPE	02-06 Aug. 2021	General Inspectorate	Capacity building of the internal audit structure in the fight against corruption	Audit structure better equipped to detect acts of corruption during on-the-spot checks
3	Train and inform actors in the transport sector about the dangers of corruption	The various training courses received	Central Services	Over the past year and sequentially	The various MINTRANSPORTS departments	-Improved behaviour in the transport sector; -Considerable reduction in bad practices; -Texts related to road safety and prevention activities disseminated	Improving behaviour through a reduction in bad practices and a better understandin g of texts relating to the transport sector
	Educate users on ethical and moral values	Evaluation missions of the measures taken to fight against corruption in the devolved services	In the ten Regions	From 22 to 30 May 2021, during field visits by the General Inspectorate	All the devolved services of MINTRANSPORTS		

b. Activities of MINCOMMERCE

MINCOMMERCE carried out activities presented in the tables below:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Carry out activities related to the prevention of corruption within the Ministry	-Production, adoption and validation of the 2021 Action Plan; - Holding of statutory sessions ; -Providing of working documents to ACU-M members ; -Follow-up and evaluation of session recommendations -Production of the annual report	Yaoundé	Throughout the year	-ACU-M -ACU Secretariat	-Validated action plan ; -10 sessions held ; -Each member of the ACU-M has working documents - All recommendations are implemented ; -Annual report available

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improve knowledge of and compliance with the rules and procedures of control and repression of fraud by traders	Organization of a seminar on capacity building for staff in the General Inspectorate on the theme: "Accounting, auditing and management control".	Far North, North, South and West Regions	20-22 March 2021	ACU-M	- Participant's file produced; -Seminar organized -Strengthened staff capacities -Report available

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Ensure compliance with the granting and distribution of fixed tour allowances (IFT) as well as bonuses allocated to personnel on duty in the Control and Fraud Repression Brigades.	Verification of payment statements and attendance sheets	All Regions	4th quarter 2021	Regional and Divisional Delegations	Bonuses allocated rationally	Merit is valued

B. Ministries in charge of sourcing and allocating funds: the Ministry of Finance (MINFI)

In 2021, the anti-corruption activities of the Ministry of Finance were carried out within the Anti-Corruption Units of the following Operational Directorates: the Directorate General of Customs (DGD); the Directorate General of Taxation (DGT) and the Directorate General of the Treasury, Financial and Monetary Cooperation (DGTCFM).

1. The Directorate General of Customs (DGD)

Strategic Axis : EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	A better mastery of the computer tool and the customs information system	Training of customs staff on each module of the CAMCIS tool	Douala	23-25/02/21	All Customs Sectors	Extension of the use of the CAMCIS tool
2		Training on transit tools (proficiency in transit processing under NEXUS+)	Bertoua and Ngaoundéré checkpoints	18/01/2021-26/02/21	-Heads of Commercial Subdivisions for Transit Follow-up -Heads of Commercial Brigades in charge of Transit	Training of trainers
3		Workshop on methodology and tools for evaluating vehicles and other rolling stock	Douala	2-3/09/21	-SGS -Heads of the Verification and Liquidation Department - Inspectors of the Main Customs Offices in charge of customs clearance of motor vehicles	Uniform and Improved Motor Vehicle Assessment
4		Capacity building seminar on the procedures in force, ethics and good practices in the handling of goods at the Yaoundé-Nsimalen airport platform	Yaoundé and Douala	From 13-15/07/21 and from 28-30/07/21	Customs staff at Douala and Yaoundé international airports	Better mastered professional ethics and deontology

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
5		Seminars on customs intelligence, CEN and its applications	Yaoundé and Douala	From 17 May 2021 and 5-16/07/21	Supervisors	Master intelligence techniques; improve knowledge of CEN applications
6		Training seminar on: "The Jurisdictional Settlement of Customs Disputes in Cameroon"	Yaoundé	From 23-25/02/21	Officials in charge of handling litigation files	Better preparation of litigation files and improved knowledge of the litigation procedure in the courts
7	Raise awareness on good practices in financial management	Capacity building seminar for officials of the Directorate General of Customs on the execution of public expenditure	Customs Instruction Centre	December 2021	-Directorate General ; -Heads of Division; -Heads of the Central Litigation Fund and the Resources and Logistics Department	Better management of financial resources allocated to officials

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improve the working environment and conditions for DGD staff	Provision of office equipment and equipment to fight against COVID-19, renovation of premises according to service requirements	DGD	Continuous	DGD annexes	Revitalization of DGD staff now better equipped
		Regular payment of bonuses to the staff of the Directorate General of Customs			Central and decentralized services of the DGD	Salary and extra-salary benefits are paid to the staff on time
		Health coverage for Customs personnel			All the services	Comprehensive health coverage for Customs personnel

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Promote ethical behaviour at the DGD	Regular payment of bonuses	DGD	2021	Central and decentralized services of the DGD	All bonuses have been paid regularly to staff
		Issuance of letters of congratulations and encouragement to 65 staff	DGD	2021	Central and decentralized services of the DGD	Letters of congratulations and encouragement were given to 65 staff by MINFI and the DGD
		Awarding of honours and integrity medals				
		Publication and dissemination of the best agents and units				

2. The Directorate General of Taxation (DGI)

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Encourage all staff to join the fight	Operationalization of payment by bank	All CDIs	2021	All	Taxes are now paid by bank transfer in all tax centres

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
	against corruption	transfer in all Tax Centres				
		Better control of tax control procedures		Feb. 2021	DGI	Better control of tax audits to reduce the risk of tax abatement
2	Unannounced control of staff in the operational structures of CRIC 1 and CRIL 1	Control of de facto personnel	CRIL	2021	CRIL	Reduction of de facto staff in operational structures
		Verification of attendance sheets				Reduction of taxpayer scam practices by de facto staff

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Build stakeholder capacity to foster behaviours of integrity	Training and capacity building of Customs Service Inspectors	DGI	Continuous	Tax Services Inspectorate	Acquisition of knowledge in auditing and report writing
2		Posting of messages encouraging users to demand a receipt for any payment			Central and decentralized services of the DGI	Informing staff and users about the negative effects of corruption

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Promoting ethical behaviour at the DGI	Designation of the best agents and granting of bonuses	DGI	2021	Central and decentralized services of the DGI	Greater emulation of agents

3. The Directorate General of the Treasury, Financial and Monetary Cooperation (DGTCFM)

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Encourage all staff to join the fight against corruption	Operationalization of the DGTCFM hotline	Yaoundé	Continuous	All	All the General Treasury offices are equipped with suggestion boxes
		Setting up the call centre for the hotline			DGTCFM	The DGTCFM Call Centre is functional
2	Promote ethics and the image of DGTCM	Control of central services on the speed in the processing of files	Yaoundé All Treasury accounting stations	March and April 2021		Reduced attendance, source of corruption
		Control of compliance with file processing procedures				Improvement of the DGTCFM's image with users
		Control over the effectiveness of the publication of information on the programming of payments				Reports of field missions available

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Promotion of an anti-corruption culture	-Seminar on public management control, the fight against corruption and the misappropriation of public funds; -Holding sessions of the Anti-Corruption Unit	Yaoundé	Continuous	General Paymaster -General treasury offices -Finance Revenue	Mastery of the national system for the protection of public wealth and the promotion of good governance
2	Training of actors and capacity building	Implementation of the recommendations resulting from the fact-finding mission	Central and devolved services		Central and devolved services	Evaluation report at each stage of the implementation of the adopted recommendations

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Evaluation and improvement of human, material and financial resources available to the DGTCFM structures	Survey on the working conditions of DGTCFM staff in relation to the DAG/DGTCFM	Central and devolved services	2021	Central and devolved services	Mission reports available with recommendations

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Promote ethical behaviour at the DGTCM	Allocation of bonuses to the most honest agents in each Region Bonuses for the best financial districts Publication and dissemination of articles in the Treasury Bulletin on integrity awards	DGTCM	2021	Central and devolved services	Greater emulation of agents

C. Ministries in charge of Infrastructure

This section covers the Ministry of Housing and Urban Development (MINHDU) and the Ministry of Public Works (MINTP).

1. Activities of the Ministry of Housing and Urban Development (MINHDU)

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Eliminate corruption opportunities	-Installation of suggestion boxes in Central Services; -Installation of suggestion boxes in decentralized services and supervised projects; -Orientation	DAG ; ACU ; Devolved services	Yaoundé, Central Services, Régions	2021	-Corruption attempts are increasingly denounced; -Users can easily find their way without the assistance of a third party; -Purchasers have access to information on the	-Suggestion boxes have been installed on certain floors of the building housing MINHDU's central services since 2020; -Suggestion boxes installed at the PDVIR and C2D projects in Yaoundé but not yet in the decentralized services; -Availability of information on the acquisition of social housing and regular updates on the MINHDU website: www.minhdu.gov.cm and the Facebook page: web.facebook.com/camerounlogements
			Yaoundé , Central Services DHSPI; SIC ACU;		2021		

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
		of the user towards the various services of the Ministry; -Dissemination of procedures for the acquisition of social housing	CELCOM CELINFO			acquisition of social housing	, with 16,000 subscribers

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Change the mentalities, habits and attitudes of staff and users	Organization of a capacity building seminar	Central and Devolved Services of MINHDU and other Administrations	Yaoundé	2021	-Seminar organized on January 24, 2021 -The Procedures Manual presented -Posters inviting to the prevention of corruption	The document was sent to the consulting firms involved in the elaboration of urban planning documents, to the Mayors and to the Regional and Divisional Delegates of MINHDU

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Create conditions to make sector actors less vulnerable to corruption	-Payment of bonuses to all staff -Improvement of the processing of MINHDU's staff files -Equipment of services with office and computer equipment	SG DAG Regional Delegates ACU	Central and Devolved Services	2021	-All staff, even those newly assigned to MINHDU, benefit from performance bonuses -72 files processed in 2021; - 28 structures equipped with 14 office tables, 10 storage cabinets, 32 computers, 23 inverters, 20 printers, photocopiers, 02 drones; 16 chairs for directors; 20 chairs for secretaries; 51 chairs for reception	-All staff benefit from performance bonuses -Personnel files are handled diligently -The services are equipped with office equipment, computers and office furniture

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Develop resistance to corruption	-Introduction of a bonus for the best agent; - Proposal of decorations to deserving agents; - Encouragement of good practices and people of integrity	SG DAG ACU	Central and Devolved Services	2021	07 staff recipients of decorations for May 20, 2021 (2 Order of Valour and 5 Order of Merit).	Good practices are known and proposed as examples

2. Activities of MINMAP

In 2021, activities of MINMAP centred on the following strategic axes:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Prevent corruption, promote good governance and empower actors in the public procurement sector	Provision of two telephone lines to actors to ensure real-time denunciations	National Territory	Annual	PO and DPOs, Bidders	Provision of two telephone lines: MTN • 63 20 57 25 and Orange: 699 37 07 48	-Increased proximity to stakeholders -Denunciations received in time
2		Dissemination of Commonwealth anti-corruption benchmark content			The different Administrations of Cameroon	-Increased proximity to stakeholders; -reduction of bad practices; -good practices disseminated	-Increased proximity to stakeholders; -reduction of bad practices; -good practices disseminated
		Dissemination of regulatory texts and good practices	Donors		MINMAP / MINEPAT		

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1.	-Promote good practices in the field of public procurement; Educate actors on the negative effects of bad practices	-Capacity building seminar for staff and popularization of texts -Continuous sensitization of central and decentralized services personnel.	National Territory	From 23 Nov- 3 Dec. 2021	-Central and Devolved services; -Regional and Divisional Delegations; ICAC (Presidents, Secretaries, PO/DPO)	Staff and actors better equipped on good practices and the consequences of corruption	-Seminar organized in collaboration with the World Bank through the Public Expenditure and Statistical System Efficiency Project (PEPS); -Seminars to strengthen the capacities of actors in the award and execution of public contracts throughout the country. -Activity to be perpetuated

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1.	Encourage staff to demonstrate professionalism and integrity in the performance of their duties	Performance bonuses	Central and Devolved Services	Quarterly	All staff	Motivated staff	Despite budgetary constraints in the context of COVID 19, MINMAP staff benefited from various bonuses and allowances during the year 2021
2.		Allowances for special duties	Central and Devolved Services		Non-civil servant staff and staff without a position of responsibility		
3.		Telephone allowances	MINMAP Officials		DC, DA, SD, CS		

3. Activities of MINTP

In 2021, MINTP carried out the anti-corruption activities presented in the following tables:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Eradicate opportunities for corruption	Update and popularize the Administrative Procedures Manuals and the Civil Construction Manual as well as the Procedures Manual for the management of the resources transferred to RLAs.	National Territory	2021	All MINTP services and partners	-Transparent procedure manuals available in all MINTP departments/WWW.mintp.gov.cm; -Awareness messages disseminated	-Satisfaction of MINTP's partners due to easy access to official information
2		Reinstate the use of file treatment information sheets				Traceability in the processing of files -Reduction of file processing time -Quick identification of bottlenecks	Involvement of staff in information and communication mechanisms
3		- Simplification of the processing of accounts in a one-stop shop (continued); The counting of employee missions are now done by the authorizing officers, the heads of the Financial Affairs Departments of the General Directorates or the Head of the Credit Commitments Department at the DAG.	All Regions	April 2021		Acceleration and transparency of the payment process.	NTR
4	Detect and correct internally bad practices that can be assimilated to corruption, with the related sanctions	Mission to verify compliance with good professional and ethical practices in certain structures and projects of MINTP	Yaoundé	From 6-16 Dec. 2021		Contribution to the management of structures and projects, through regular verification of the proper keeping of the documentary file	Need to regularly organize control missions of this type with regard to the shortcomings observed
5		Signing of an Order through which 01 Sub-Director was	Central Services	March 2021		Human Resources Renewal	Interchangeability and renewal of human resources

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
		dismissed, 04 transfers and 01 promoted to the rank of Director					
6	Ensure compliance with specifications (monitoring of works and respect of deadlines)	Visits to various construction sites by MINTP (highways, roads, bridges, photovoltaic plants, etc.)	The national territory	2021	Central and devolved services and Partners	-Progress of road infrastructure works and many others -Highlighting of shortcomings and measures to remedy them	Regular and spontaneous activities
7		Service inspection mission and verification of certain infrastructure works and control of the functioning of MINTP's services	North, South and Littoral regions	2021	Some devolved services of MINTP	Detection of certain shortcomings concerning: -the keeping of the administrative file -the keeping of accounting records -The highlighting of difficulties in the functioning of services	Financial difficulties related to the delay in the availability of operating funds
		-Internal audit mission of the resources transferred to the RLAs under the 2019, 2020 and 2021 Programs for the maintenance and protection of the national road heritage with MINTP/Road Fund financing.	North and South networks (cf. Territorial divisions of the decentralized services of MINTP)	2021	Devolved services of MINTP and Councils concerned	Detection of shortcomings in the keeping of documentation for certain projects; - Lack of collaboration between certain Mayors and MINTP's decentralized services	Report following up on several recommendations, adjustments and warnings from the Project Owner

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Change mindsets and practices	Organization of the annual conference of the central and devolved services of MINTP by videoconference on: "Controlling the costs of road works and support for Regional and Local Authorities", an extension of the 2020 theme on the rationalization and governance of road infrastructures.	Yaoundé	Jan. 2021	All heads of central and devolved services of MINTP up to the rank of Sub-Directors, as well as the Directors General and Directors of structures under supervision.	-Internalization of the 2021 roadmap; -Implementation of dashboards	Expansion of the information and education component on the 2021 roadmap and dashboards, through video conferences, in the context of the COVID-19 pandemic.
2		Intervention of senior officials in the media to popularize MINTP procedures and achievements	Yaoundé and other cities	2021	Senior Officials	Mass communication on road infrastructure projects	Public and private media for a broader target
3		Public and private media for a wider target. Sensitization of personnel by senior officials on the fraudulent use of their identities to obtain information on MINTP services and many others.	Yaoundé	Aug. 2021	Senior MINTP officials	Protection of services from all forms of scam or discrediting of various officials	Spontaneous actions, in reaction to the manoeuvres of scammers of all kinds.

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
4		Organization of a seminar on the theme: "Understanding the phenomenon of corruption and its impact on the chain construction works", in partnership with CONAC, CONSUPE, MINMAP and ARMP.	Yaoundé	July 2021	Central and devolved services of MINTP.	Highlighting the risks of corruption and the related consequences; the notions of mismanagement and similar offences.	Dissemination of the seminar report and presentations

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Make sector pillars/actors less vulnerable to corruption	Visits by the MINTP to the offices of its collaborators (central and decentralized services),	Central and decentralized services	January 2021 and thereafter throughout the year.	Central and decentralized services	- Knowledge of existing working conditions. - Better organization of staff, good keeping of documents; - Hygiene and sanitation measures; - Verification of staff attendance.	Scheduled and unannounced visits
2		Accreditation of officials of central and decentralized services for the management of operating funds up to the rank of sub-director	Yaoundé et Regions	Continuous	All central and decentralized services	Office supplies, fuel and mission expenses made available to the heads of central and decentralized services	Insistence by MINTP on the need to share credits with non-accredited personnel
3		Rehabilitation and maintenance of some MINTP buildings	The whole country		MINTP services	Improved working condition of staff	Permanent
4		Continued construction of the MINTP headquarters building, in the new administrative centre of Etoudi	Yaoundé		All central services	Improved working conditions	NTR
5		Securing of the working environment by a security company	Yaoundé		All central services	Improved environment and security	Ongoing action
6		Disinfection and protection of sites against the corona virus pandemic; - Raising awareness on vaccination against Covid 19 followed by vaccination in MINTP structures.	All Regions	Jul., Nov. and Dec. 2021	All central and decentralized services	-Protection of MINTP sites against the Coronavirus pandemic; -Protection of personnel against Covid 19 infections	-Permanent action; - Programmed actions

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Develop resistance to corruption by providing new	-Promotion of two officials to the rank of Director; - Promotion of 18	Yaoundé	March 2021	Central Services	Effective deployment of newly appointed officials and processing of new files	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
	models from which future generations can draw inspiration	officials, 12 to the rank of Sub-director.					
2	Develop social action and regulation within MINTP staff mutual insurance company (MUNAPE)	Organization of the MUNAPE General Assembly under the chairmanship of MINTP		Aug 2021	Central and devolved services	Strengthening of the regulatory function within services through social protection mechanisms for the benefit of staff members of the Mutual	Installation of a new bureau

III. Activities of Ministries in charge of the Education, Social and Cultural Sectors

For the purposes of this Report, the anti-corruption activities carried out by these Ministries in 2021 will focus, in this section, only on Prevention, Education, Conditions and Incentives.

A. Ministries in charge of the Education sector

These comprise Ministries in charge of initial training and those in charge of professional training.

1. Ministries in charge of Basic Training

These include the Ministries of Basic Education (MINEDUB), Secondary Education (MINESEC), Higher Education (MINESUP) as well as Sports and Physical Education (MINSEP).

a. Activities of the Ministry of Basic Education (MINEDUB)

Activities carried out by MINEDUB in 2021 are summarised in the tables below:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1.	-Fight against illegal collection of fees; -Ensure the integrity of the operating funds allocated to public primary schools -Check the availability of the Minimum Package in quantity and quality before the start of the school year	-Training of primary school head teachers -Information of administrative authorities and Mayors -Referral to administrative authorities and officials of devolved services of MINAT, MINMAP, MINEPAT, MINFI	National territory	From 28-3 September 2021 and field control of the Anti-Corruption Brigade from 6 Sept-4 Oct 2021	MINEDUB MINAT MINFI DREB DDEB IAEB	-The rate of collection of illegal fees stood at 0%, no guilty head teachers; -10 Regional Delegates, 58 DD, 360 IAEB, i.e. 100% of the relay actors, and 13959 out of 16400 public school head teachers, i.e. 85.11% of the recipient actors took part in this RRI extension phase -25,000 posters with messages on free public primary education were displayed in the schools visited	On this point, it was noted that the educational community in general, and the head teachers of public primary schools in particular, are sufficiently familiar with the RRI method. No head teacher was caught in the act of collecting illicit fees, despite the cases of scams some of whom have been victims of within their schools.

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Train Head Teachers of Government Primary Schools on how to attain the anti-corruption objectives Encourage ethical values in schools	-Organise training workshops for 16,400 Head Teachers of Government Nursery and Primary Schools -Creation of anti-corruption clubs	Headquarters of Sub-divisional Councils	28 Aug.- 3 Sept. 2021	MINEDUB DREB DDEB IAEB Administrative and municipal authorities	13959 Head Teachers of Government Nursery and Primary Schools trained	Collective awareness on the need to fight corruption

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Provide quality Minimum Package in good quantity before the start of the school year and ensure adequacy of recurrent budget of Government Primary Schools in order to mitigate the weaknesses of the system.	Referral to administrative authorities and officials of devolved services of MINATD, MINMAP, MINEPAT and MINFI.	National territory 28 Aug.- 3 Sept 2021	-Mayors -TPG -Head Teachers of Government Primary Schools	Minimum package distributed by 42 Councils (11.66%)	The delivery of the Minimum Package in quality and quantity has improved significantly and measures have been taken to strengthen integrity in the allocation of operating credits to Public Primary Schools in order to reduce the pockets of losses identified in the circuit of the treatment of the related expense.

b. Activities of the Ministry of Higher Education (MINESUP)

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Limit contact with users	-Design and operation of the HEMES platform (Higher Education Staff Management Services); -Reorganization of work and reminder of the statutory functions of each staff; - Internal and external mail management (transmission of expertise files, statistics drawn from expertise) -Processing of authentication files from the Canadian Agency WES online -Implementation of a system of transparency in the processing of files (access to files and documents, compliance with procedures, regular holding of inclusive meetings) - Simplified file management procedures and guaranteed confidentiality.	CEPE/DDES-MINESUP DSI DCAA	Jan-Dec 2021	-MINESUP and all IES -DSI -DCAA (SDDA, SDE, SDSAA, DEPS)	-Operational transparency mechanism -Personnel made aware of their responsibility	-The HEMES platform was developed by the Teacher Promotion and Evaluation Unit (CEPE) of MINESUP - Users directed to the competent services for their files
2	Popularize the notion of free public service	-Verbal information to users; -Notification of users about free public service through posters	MINESUP	From Jan-Dec 2021	SDACL	-Users are informed about the free service at MINESUP; - Improved orientation of MINESUP users and reduction of scam cases by 70%; -Equitable treatment of users according to the principle of public equality	SDACL staff are more diligent in carrying out their tasks
3	Updating of IPES file	Improvement of IPES file	MINESUP and IPES of the: Centre, Littoral, East, West, South-West, North, Far-North, Adamawa and South Regions	March 2021.	MINESUP and IPES of the concerned Regions	85% completion rate. The general report is being written	-Some IPES are in line with the regulations -Many cases of dysfunction have been observed (opening of cycles without authorization, unsanitary conditions, administrative staff and non-accredited

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
							lecturers, etc.)
4	Promote internal and external communication through digital means	- Creation of institutional e-mail accounts for all MINESUP staff; - Assignment of IP addresses to all staff machines to promote teleworking	DSI	June-Nov. 2021	All services	Listing of available accounts	Listing of accounts available
5	Prevent user scams and facilitate the payment of mission orders and other services	Advocacy with the Specialized Paymaster and the Authorized Person for diligent processing of files related to mission orders and service providers at MINESUP	Specialized Paymaster Office MINESUP/ MINDCAF	July-Aug 2021	ST/CCLCPEES MINESUP/ MINDCAF Specialized Paying Office	-Programming and weekly posting of services to be paid (Mission Orders and Purchase Orders); -Effective payment of the MO; -Informing users on the real situation of their file -No case of fraud recorded within MINESUP	NTR
6	Promoting transparency in the processing of scholarship applications	Publication of scholarship offers Holding of meetings of the Technical Sub-Commissions and Inter-Ministerial Commissions for the pre-selection of scholarship recipients for 1. Morocco 2. Tunisia 3. Great Britain	MINESUP	From Aug-Nov. 2021	- DAOU ; - MINFOPRA ; - MINREX ; - SG/PM ; - PR ; -British High Commission, -Embassy of Morocco -Embassy of Tunisia	- Public informed of scholarship offers from Moroccon Tunisia and the UK - Interministerial Technical Sub-Committees for the pre-selection of scholarship holders for Morocco, Tunisia and the UK	-Difficulty in exploiting many scholarship offers due to the COVID pandemic-19; -Suspension of scholarships from China and Algeria
7	Promoting integrity in the organization of official examinations	- Dematerialization of procedures related to the registration of candidates for national examinations - Production of specific documentation for examinations organized by MINESUP	DAUQ Examination centres	During	MINESUP exam centres	1. 100% of registration procedures materialized; -0% of cases of corruption recorded 2. Documents produced: - Documents on the Guidelines for Integrity in University Teaching and Research: - Procedures to follow in case of breach of integrity - DAUQ Procedures Manual - Terms of reference of the bodies and officials involved in the entrance examinations to State Universities	Technical staff of the examinations and candidates to the examinations highly sensitized -Reduction of cases of fraud - No case of examination leakage or corruption reported

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
						- General Rules for the Organization of the BTS/HND Examination in Cameroon - Internal regulations of examinations and competitions - Communication on good practices in the fight against corruption, the consequences and the need to adopt good practices 3 -Decentralized recruitment of invigilators by examination centre 4. 4. instructions to minimize interference between teachers and school officials during examinations 5. Adoption of the principle of confidentiality at all stages of the appointment of persons in charge of ensuring the security of examination subjects and the smooth running of the said examinations, namely: the *Chargés de Mission*; the Heads and Members of the Secretariat	
8	Provide MINESUP officials with the necessary data for efficient decision making and harmonious management of higher education	Collection of statistical data from State Universities, Institutes with Special Status (ISP) and Private Institutes of Higher Education (IPES)	MINESUP	2021	CELSTAT	- 2019 Statistical Yearbook and Analysis Report available; - Statistical data for the years 2020 and 2021 collected; - Statistical Bulletins Nº 1 and Nº 2 available; - Statistical Bulletin Nº3 in finalization	NTR
9	Promoting Quality Assurance in Higher Education	-Evaluation of Higher Education Institutions -Organization of the Higher Education Grand Prix competition	MINESUP	2021		-Better consideration of Quality Assurance by IES managers in the accomplishment of sovereign missions: teaching, research, development support -Competition organized; Classified establishments	Reinforced Quality Assurance culture

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Educate SDACL staff on the merits of diligent and free service as well as on the sanctions in the event of corruption	Educational talks on free public service	MINESUP	Jan-Dec 2021	All SDACL services	1. Staff provide free and diligent service; 2. The staff has a better understanding of the acts qualified as corruption as well as the related sanctions provided for by the regulations	NTR
2	Improve the skills of staff and boost those of structures	Participation in the training seminar on ethics and administrative writing	ENAM - ISMP	From March 13 to 17, 2021	All SDACL services	-30 staff selected from the various MINESUP departments now adopt ethical behaviours -Speed in the processing of files and improvement of the performance of services	NTR
3	Get the Authorizing Officers to take ownership of the innovations of the Budget	Participation in 02 seminars on the appropriation of the innovations of the Circular on the execution of the 2020 budget	ENSP/UYI	March-April 2021	All the Delegated Authorizing Officers of the central services of MINESUP and State Universities	95% of Delegated Authorizing Officers master Budget execution procedures and the rate of management errors in Higher Education fell by 75% in 2021	NTR
4	Improve the skills of DAL staff on the conditions of the presumption of innocence	Holding of a seminar on the theme "The presumption of innocence in the higher education system"	MINESUP	27 April 2021	All DAJ staff	DAJ staff have acquired new skills on the presumption of innocence and are better equipped to deal with related litigation files	The performance of DAJ staff in litigation is improved
5	Build the capacities of DAG staff	Participation in the seminar on administrative writing and professional ethics	All DAG services	2021	ISMP ENAM	80/% of DAG staff (new and old) master administrative procedures and professional ethics	NTR
6	Build the capacities of DBM/DAG staff	Participation in the training seminar on budget management	SDBM officials and other staff	2021	ENS/YDE	All SDBM/DAG/MINESUP staff have a better understanding of budget management procedures	NTR
7	Develop strategies for monitoring and improving the living and working conditions of support staff and students	Organization of the seminar on: "Development of strategies for monitoring and improving the living and working conditions of support staff and students"	ENSPY (*Conference Hall*)	15 Sept 2021	CSCPE (Staff and Student Condition Monitoring Unit)	Staff trained on best practices for monitoring the living and working conditions of support staff and students	NTR
8	Build the capacities of agents in charge of financial and accounting operations in expenditure procedures	Organization of the seminar on the monitoring of budget execution procedures set out in the MINFI Circular	Nkol-Andom Ebolowa ENSP/UYI	Oct.2021	All Agents in charge of financial and accounting operations (stores accountants, financial agents and cashiers)	-100% of financial agents and cashiers trained in budget execution procedures and financial documents are better kept and updated; -95% of agents in charge of stores-accounting keep their Journal Book well and the Accounts of Delegated Authorizing Officers are up-to-date and available	NTR
9	Improve the relevance of projects	Organization of the capacity building seminar for	MINESUP	2021	All the Delegated Authorizing Officers of	The quality of service to users has improved by 85%, i.e. a processing time	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
		Authorizing Officers and Program Coordinators on the maturation of projects before their integration into the bank of MINEPAT projects and into the budget for the year n+1			MINESUP central services	for Stores-Accounting files reduced to 7 days instead of 30.	
10	Educate members of the university community and the general public on the academic and legal consequences of plagiarism	Organization of the seminar on the theme: "Plagiarism in Higher Education"	UBa ; UD ; Uds ;UMa ; UN ; UYII ; UYI	March 2021	DAJ/MINESUP ; UBa ; UD ; Uds ;UMa ; UN ; UYII ; UYI	Members of the university community and the general public are informed of the academic and legal consequences of fraud and plagiarism, including cancellation of theses/research papers and legal action	Decreased number of plagiarism cases in HEIs and improved quality of intellectual and academic productions
11	Provide Internal Control actors with tools to deploy IC and Management Control for program performance	Participation in a seminar on strategy and a didactic workshop on risk analysis and the development of the management charter and protocol	Yaoundé	09 Dec. 2021	GIZ ; MINESUP ; MINSANTE ; MINDDEVEL ; MINFI	Mastered IC tools and management charter development methods	Restitution of knowledge within the framework of a dedicated seminar

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Support for personnel eligible for automatic promotions	Control of staff data - Publication of lists of eligible personnel - Support for eligible personnel - Retraining of the SIGIPES Unit officials and staff on techniques and methods of verifying the consistency between the physical and digital data relating to decisions taken by Rectors and Vice Chancellors.	MINESUP	Jan. 2021	MINESUP (State Universities)	Staff eligible for automatic promotions: - 435 civil servants -172 contract agents - 29 decision-making agents	NTR
2	Acquire computer equipment that complies with current standards	1.- Preparation of the 2020 Annual Work Plan of the CRMGI; 2.-Preparation of ToRs, technical specifications of computer equipment and network	CRGMI DSI MINESUP	Jan-Dec 2021	All MINESUP Services	The new technical equipment acquired through the PIB complies with standards; -More efficient	More than twenty machines (computers) with obsolete operating systems; which undermines the maintenance of the network

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
		maintenance equipment for MINESUP Central Services for the year 2021 3.-Decommissioning of obsolete equipment				maintenance of the computer network	while reducing the performance of the said services and IT equipment
3	Promote the gender approach at MINESUP	-Purchase and distribution of loincloths and hats and allocation of sewing costs to 300 women and men up to the rank of Sub-Director -Payment of transport fees to the marchers -Distribution of urgent commodities and celebrations	MINESUP	08 March 2021	All female staff of MINESUP and male officials up to the rank of Sub-Director	300 women are dressed in March 08 loincloths as well as all officials up to the rank of Sub-Director	NTR
4	Ensure the processing of files relating to 1,237 personnel from the special recruitment ordered by the Head of State as well as those recruited by digital replacement	-Retraining of users for SIGIPES sites - Diligent processing of files relating to decisions of recruitment of the concerned teachers	DAAC/Universities and SIGIPES Unit	March 2020-2021	DAAC of State Universities; DAG/ SIGIPES Unit /MINESUP	Effective payment of class, incremental and grade promotions for 1237 staff	NTR
5	Promote inter and extra professional solidarity at MINESUP as well as living together	Financial assistance to the families of deceased MINESUP administrative staff by the Mutual Representation of MINESUP at the official funeral of staff and their parents	Regions; Towns and/or villages of those concerned	2021	DAG/MINESUP	-A delegation of MINESUP staff at the funeral; - Physical presence of a MINESUP representative - Presentation of a letter of condolence to the family	Solidarity and living together reinforced
6		-Financial support of 20 000 000 FCFA from MINESUP for the health insurance of non-teaching staff; -Subscription of insurance policies by the members; -Treatment of various pathologies: eye diseases; dental problems, etc.	Insurer MINESUP	2021	-MINESUP - Insurer; -All members having subscribed to an insurance policy	36,000 members have joined the Mutual	Effective reimbursement of medical expenses to MINESUP clients
7	Improve staff working	Purchase of office supplies and maintenance for	MINESUP	2021	All structures under the Central	-Improved working environment	More efficient staff

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
	conditions	the day-to-day operation of the structure			Administration of MINESUP	- More motivated and efficient staff	
8	Ensure staff safety and limit the spread of COVID-19	Purchase and distribution of hydro alcoholic gels; protective masks and gloves	MINESUP	2021	IGS/MINESUP IGS; IS1 -IS2; -IS3 IGS	-Personnels protégés contre la COVID19	NTR
9	Get the personnel in charge of the SIGIPES sites of the State Universities to draw up contracts for the registration and support of the 1237 new recruits.	Organization of seminars for users of SIGIPES sites	SIGIPES Unit/ MINESUP/ Universities	March -June 2021	DAAC of State Universities; DAG/ SIGIPES Unit /MINESUP	Effective registration of new recruits	NTR

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Encourage and reward agents with integrity (attendance and punctuality at work)	Solemn presentation of letters of congratulations and a bonus to the best agents	MINESUP	Jan 2021	All MINESUP departments	20 staff rewarded	Staff are more motivated
2	Paying homage to retired personnel	Letters of congratulation s and a bonus of 50 000 FCFA by MINESUP	MINESUP	Jan 2021	All retired staff	Letters of congratulations and bonuses given to all retired personnel	NTR
3	Promote gender and female excellence	Awarding of the Professional Merit Diploma to the best female executives of the MINESUP organic services	MINESUP	March 2021	MINESUP	Professional Merit Diploma awarded to Mrs. NGO NJEE Celeste and Mrs. EBONO Jeanine née NGONO	NTR
4		Awarding of Excellence Bonuses to female staff in Higher Education	ENSPY and MINESUP	07/03/2021	MINESUP	Recipients: -Prof OWONA FEGUE KOURRA - Mrs EDJIMBI Marie Michele (CSCPE)	Female staff honoured and motivated
5	Promoting academic research	Holding of the Selection Committee for the Academic Mobility Support Program	MINESUP	25/12 2021	MINESUP Cabinet and IESC	-305 applications (203 men and 75 women) from 09 universities including the 08 State Universities and UCAC were examined; - 64 candidates were	-The budget allocated to this activity amounted to 20,000,000 FCFA in 2021. After the regulatory

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
						selected, among which 22 women and 42 men (06 lecturers and 58 PhD students). - Distribution by University: -The related payments began in August 2021	deduction of 11%, 17,800,000 FCFA were actually awarded to the 64 candidates; - This Program concerns students and lecturers from public universities and IPES; hence the growing number of applications.

b. Activities of the Ministry of Sports and Physical Education (MINSEP)

The table below presents a summary of the activities of MINSEP:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Prevent any corrupt practices when rendering services to users; - anticipate the occurrence of acts of corruption -Preventing the misuse of public funds	-Inform staff and users; -Training seminar on the misuse of public funds	MINSEP Conferenc e Room	Feb. 2021-17 June 2021	All Services	Level of corruption and misappropriation of public funds in the Ministry assessed.	Prevent acts of corruption in the delivery of services to users, anticipate the commission of acts of corruption;

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Hearing of public assets managers at MINSEP	-Development of an audit plan; -Drafting of the internal audit report	MINSEP	June 2021	Central Services	Hearing techniques learned by members of the Anti-Corruption Unit

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	- Multiply anti-corruption techniques through advice and posters; -Make the actors in the processing chain of careers support files less vulnerable to corruption; -Disseminate information on the hearings of public asset managers	-Display of anti-corruption notices in MINSEP structures; -Harmonization and popularization of the composition of support files; - Dissemination of information on the hearings of public asset managers	MINSEP	Aug-Oct 2021	Central and devolved services, attached services and services under supervision	-Multiple suggestions recorded and perception of the scourge improved -Regular signing of career records at MINSEP

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	-Encourage agents in the diligent processing of files; -Promote deserving workers	-Introduction of file processing follow-up sheets; -Promotion of a staff to a position of responsibility	MINSEP	2021	Central and devolved services, attached services	More diligent processing of staff career files.	Promoted officials are more motivated

2. Ministries in charge of vocational training

These are the Ministry of Employment and Vocational Training (MINEFOP) and the Ministry of Scientific Research and Innovation (MINRESI).

a. Activities of the Ministry of Employment and Vocational Training (MINEFOP)

The anti-corruption report on activities carried out by MINEFOP is presented in summary tables:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1.	Give a new impetus to Integrity Clubs with a view to setting up these Clubs in public and private structures that do not yet have them.	Awareness-raising missions for heads of devolved services	Lékié, Mifi, Mbam-and-Inoubou, Koung-Khi, Wouri, Sanaga-Maritime, Océan	Members	May 2021	Mission report available	Based on the statistics obtained, it appears that out of 138 public and private vocational training structures visited, 85 had information on the establishment of Integrity Clubs, i.e. 61.59%. Only 24 structures had actually set up Integrity Clubs, i.e., a percentage of 17.39%.
			-Mefou and Afamba ; Nyong and So'o ; Ntem Valley ; Mvila ; Mbéré ; Vina ; Mayo-Louti ; Bénoué.	August 2021	Members	Mission report available	

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improve the process of organizing exams supervised by MINEFOP	Assessment of recommendations not yet implemented regarding the organization of examinations under MINEFOP	Private vocational training structures	2021	CICC/MINEFOP	Recommendations implemented at approximately 70%

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improvement of the performance of MINEFOP	Honorary distinctions awarded to some MINEFOP staff	Yaoundé	2021	Central Services	ORDER OF VALOR Officer Rank: - Ngo Nguindjol épse Mbenoun Sophie Cameroon Order of Merit, Officer Rank: Kilbat Jean Knight: Ndjaka Catherine épse Kwedi Njoya

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
		Award of Academic Honours to some MINEFOP teaching staff	Yaoundé	2021	Devolved Services	Recipients : - Mbassi André - Mbo Atangana épse Mpoam - Sara Mélanie - Ndanga Née Tchoua Acune - Ngo Nguindjol épse Mbenoun Sophie

b. Activities of the Ministry of Research and Scientific Innovation (MINRESI)

The tables below present MINRESI's anti-corruption activities in 2021:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Eliminate opportunities for corruption due to structural, legal, regulatory or organizational weaknesses	Physical census accompanied by an inspection of documents	MINRESI	March-Sept. 2021	Central and Decentralized Services	Good control of the number of staff supported by the State budget
2		Broad communication through messages and other administrative communication channels, in particular, posting information on bulletin boards;		2021	Central and Decentralized Services	The dissemination of information has contributed to greater transparency, accessibility and availability

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Create conditions that make staff less vulnerable to corruption	Purchase of company vehicles	MINRESI	2021	Central and Devolved Services	Improved mobility of beneficiaries

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Provide role models for staff to emulate	Improved speed in the processing of personnel career files	MINRESI	2021	Central Services	On average, one file processed in 48 hours, when complete.
		Payment of bonuses on a regular basis				Quarterly payment of bonuses to staff
		Valuation of the work done by the staff			Central and Decentralized Services	Promotion of staff to positions of responsibility
		Recognition of dedicated staff				Awarding of prizes for outstanding services
		Awarding of prizes for outstanding services rendered to the State of Cameroon			Central and Decentralized Services, and institutes under supervision	Staff elevated to the rank of Knight of the Order of Valour
		Organization of competitions for the promotion of scientific excellence and innovation during JERSIC			Central and Decentralized Services, and institutes under supervision	Several prizes awarded to the best researchers
		Launch of the Scientific Year				Scientific honours given to an eminent researcher

B. Ministries in charge of the social sector

This section presents activities of the Ministries of Public Health (MINSANTE), Women's Empowerment and the Family (MINPROFF), Social Affairs (MINAS), Youth Affairs and Civic Education (MINJEC), Environment, Nature Protection and Sustainable Development (MINEPDED).

1. Activities of the Ministry of Public Health (MINSANTE)

Strategic Axis: PREVENTION

N°	Objectives	Activities/Indicators	Place	Period	Results obtained
1	Reduce opportunities for corruption in Cameroon's health system	-Display of the transparency measures in hospitals (wearing of badges, display of prices of medical procedures and medicines, display of remedies for patients in the event of abuse, including contact information for CONAC, the Anti-Corruption Unit and Committees in hospitals, and denunciation or suggestion boxes)	Public Health Facilities	2021	Circular N° D36-09/LC/MINSANTE/CMLCC of January 27, 2014 in the health facilities during inspection missions
		-Design of software for equitable distribution of quotas based on performance at the hospital; -Extend the staff rating and motivation tool called "index tool" proposed by the PBF (Performance Based Funding) project in hospitals			-Software developed for a more equitable sharing of bonuses based on the production available at CURY and HJY -Hospital revenues are better tracked -Distribution of bonuses and incentives is fairer and more equitable -Staff complaints and demands are less frequent in hospitals
		Organization of awareness sessions for patients in hospitals on the evils of corruption			-Patients are more and more informed of their rights -Daily sensitization at HGOPY; -96 sessions at CURY; 90 at HJY; 524 at DRSPE
		Developing of a digital platform for calculating amounts to be paid, administrative certificates and training fees	DHR MINSANTE Staff	2021	-Reduction of the workload of employees -Reduction in the rate of calculation errors
		Installation of information panels in health facilities to encourage people to pay only at the cash desk and not to the staff			-Dissuasive effect on staff -Sensitized populations
		Implementation of the "mystery patient" tactics in some health facilities	-Yaoundé Sports Complex; -Yaoundé-Nsimalen International Airport		Unmasking of certain ill-intentioned personnel
2	Raise awareness among health sector stakeholders on the fight against corruption	-Posting of messages encouraging patients to demand a receipt for all payments -Posting of message on free services -Permanent display of the costs of services/medication	Health facilities	Continuous	-Messages designed and posted - Deterrent effect of these measures on staff -Patients are increasingly aware of their rights
		Collection and processing of denunciations	Continuous		- The Unit examines the denunciations and complaints of patients - -25 denunciations collected at the central level and 23

N°	Objectives	Activities/Indicators	Place	Period	Results obtained
					processed, i.e. 92%. - 07 investigative missions carried out in 21 health facilities following the denunciations received. - Activity reports sometimes sent to the Ministerial Anti-Corruption Unit (ACU-M)
		Assessment of the percentage of departments or buildings in each hospital that have denunciation and suggestion boxes	Central services and public health facilities	Continuous	-Denunciation and suggestion boxes available in each building housing the Central Services of MINSANTE; -This measure is also effective in most public health facilities.
3	Provide the health sector with the necessary means to fight corruption	Popularization of the Procedures Guide for the constitution of career, training and pay files for MINSANTE users	Central services		Better orientation of personnel for the constitution of their files

Strategic Axis: EDUCATION

N°	Objectives	Activities/Indicators	Place	Period	Results obtained
1	Educate health sector stakeholders	-Publication of a document on career management standards in the online aquarium: dossier.minsante.cm; - Establishment of a free 24/7 monitoring of career and pay files; - Institution of automatic processing of grade advancements in the HRD as well as their automatic payment; -Introduction of the filing of files from the Regional Delegations - Deployment of the SIGIPES system at the regional level	Central services	January, March and April 2021, and March 2021	-Reduction of the number of rejected files; -Reduction of staff travel for the follow-up of their files; - Improved transparency in file processing

Strategic Axis: CONDITIONS

N°	Objectives	Activities/Indicators	Place	Period	Results obtained
1	Provide the health sector with appropriate means to better support the fight against corruption	Regular control of the use of revenues in the hospitals by the financial controllers with territorial jurisdiction as well as by the Directorate of Financial Resources and Assets and the General Inspectorates of MINSANTE	Public health facilities	Continuous	Revenue is better secured -Decrease in the practice of double cash receipts

Strategic Axis: INCENTIVES

N°	Objectives	Activities/Indicators	Place	Period	Results obtained
1	Design an appropriate system for valuing positive actors in the health sector	Evaluation of the number of committees set up to calculate bonuses	National territory	2021	Percentages were as follows : - General Hospitals: (5) =100% ; - Regional Hospitals: (14) = 100% ; - Central Hospitals: (11) =100% ; District Hospitals; - Public Hospitals: (50) =27.93% ; - Private denominational hospital: none; - Private secular hospital: none; - District Medical Centers: (47) =18.14%
		Publication of the list of incentives and other awards	Hospitals		Amount of bonuses published
		Presentation of honorary distinctions and awards to deserving personnel	Central and Decentralized services		Honorary distinctions awarded to staff

N°	Objectives	Activities/Indicators	Place	Period	Results obtained
		Granting of special bonuses, rewards and letters of congratulations	Central services		-Hospital staff positively sanctioned (letters of congratulations, bonuses, etc.); -Letters of congratulations transmitted to other Administrations (MINDEL/MINFI)
		Awarding of quarterly excellence bonuses by category to staff in some health facilities	Health facilities	2021	- Motivated staff -Excellence Day celebrated in some hospitals - Lists of the best staff published.

2. Activities of the Ministry of Women's Empowerment and the Family (MINPROFF)

The Ministry of Women's Empowerment and the Family carried out activities based on the following strategic axes:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	-Inform, educate and sensitize against acts of corruption -Assess the level of ownership of programs by managers	Sensitization of officials on good governance	Far North Region	21 March-5 April 2021	-DDPROFF/Mayo-Tsanaga -CPFF/Mokolo and Maroua -DAPROFF/Bogo -CTA Maroua	-05 Services visited ; -05 Working sessions held with the heads of the structures; -25 staff sensitized on the fight against corruption	-Insufficient human, material and financial resources
			South Region (Dja and Lobo Division)	1-15 May 2021	-DDPROFF/Dja and Lobo -DAPROFF/Bengbis, Zoétélé - CPFF/Meyomessala, Sangmélima and Zoétélé	-06 Services visited ; -06 Working sessions held with the heads of the structures; -8 staff sensitized on the fight against corruption	
			South Region (Mvila Division)	15-30 May 2021	-DRPROFF/Sud-Mvila -DAPROFF/Biwong-Bulu, Mvangane -WFEC/Biwong-Bulu, Ebolowa, Mvangane	-07 Services visited ; -07 Working sessions held with the heads of the structures; -40 staff sensitized on the fight against corruption	
2	Inform, educate and sensitize against acts of corruption		Littoral Region (Sanaga Maritime Division)	1-11 July 2021	-DDPROFF de Sanaga Maritime, Pouma, - WFEC Edéa, Mouanko, Dizangué	-05 Services visited;; -59 staff sensitized on the fight against corruption	-Insufficient human, material and financial resources; -Collaboration with Mayors regarding the management of Women Empowerment Centres (WFEC)
			Littoral Region (Mungo Division)	20-31 July 2021	-DDPROFF/Moungo - DAPROFF/Melong, Nkongsamba, Dibombari, Loum - WFEC /Nkongsamba Mbanga	-05 Services visited ; -58 staff sensitized on the fight against corruption	The DDPROFF/Mungo building is in a deteriorating state -Insufficient personnel
			Littoral Region	3-13 August	-DRPROFF/Littoral -DDPROFF/Wouri	-10 Services visited ;	- Insufficient human, material

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
			(Wouri Division)	2021	-DAPROFF/Douala 1, Douala 2, Douala 3, Douala 4, Douala 5, Douala 6 - WFEC /Akwa, Bonamoussadi	-110 staff sensitized on the fight against corruption	and financial resources ; - Delay in the payment of WFEC trainers due to the slowness of financial services;- -Need for rehabilitation of the Akwa WFEC building
3			Far North Region	18 Sept-13 Oct 2021	-DRPROFF/Far North -DDPROFF/Mayo-Danay, MayoSava -DAPROFF/Kar Hay, Kaifou, Mayo-Kani -DAPROFF/ Guidiguis, Tokombéré, Diamaré	-09 decentralized services visited; -All personnel sensitized on corruption and professional ethics	The buildings of the DDPROFF of Mayo-Danay and Mayo-Kani are in a deteriorating state
					- WFEC /Yagoua, Kar Hay, Kaélé, Mora, Tokombéré	-05 UTS visited; -All personnel sensitized on corruption and professional ethics	-Delay in the payment of trainers' salaries; -Difficult collaboration with the Mayors in terms of managing the funds transferred to the WFECs; -Need to adapt training to local needs.

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Identify corruption risks and educate staff on governance	Workshop to consolidate and validate the mapping of corruption risks in MINPROFF's Central and Decentralized Services and OTS	Yaoundé	24-25 June 2021	-Central services - Decentralized services in the Mfoundi -ACU	-51 staff from 29 structures sensitized and trained -Risks of corruption identified by service	-Participants benefited from the expertise of CONAC and CONSUPE; -Mapping to be produced and disseminated to all MINPROFF services.
2	Educate and sensitize managers on the quest for performance	Workshop to develop tools for evaluating the performance of services at MINPROFF	Yaoundé	10-11 May 2021	ACU Technical Directorates	-16 staff trained; -Performance indicators identified; -Dashboard developed	NTR
3	Capacity building	Staff training on governance	Yaoundé	8-10 June 2021	CELTRA	03 staff trained	NTR
			Yaoundé	From January to December 2021		01 staff trained	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
4		Advanced workshop on information governance under ISO 15489	Yaoundé	26-27 Aug 2021	CI	03 staff trained	NTR
		Capacity building of staff on document administration and archiving	Yaoundé	8-10 Sept 2021	SDACL SDA	08 staff trained	NTR
		Training of MINPROFF staff on "Ethics, professional ethics and administrative writing"	Yaoundé	From Sept-Dec. 2021	Central services	80 staff trained	NTR

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Improve staff work environment	Acquisition of rolling stock for Central and Decentralized Services	Central services	From January to December 2021	-DAG - Mail Department -DRPROFF East, West, North-West, South and South-West -DDPROFF Mbam-and-Kim, Logone and Chari, Nkam, Mayo-Rey, Boyo DAPROFF Mbé, Mbankomo, Sa'a, Nguélémendouka, Messamena, Goulfey, Nwa, Banguem, Akwaya, Bengbis	-07 service vehicles acquired and allocated (02 sedans and 05 pickups) -15 motorcycles acquired and allocated	NTR
2	Strengthen the coverage of the whole country	Architectural study for the construction of DRPROFF and DDPROFF buildings.	Central services	From January to December 2021	All DAPROFF and DDPROFF	Report and architectural plans available	NTR
		Construction of new MINPROFF structures	Decentralized services and OTS	From January to December 2021	CPFF Dzeng, Nkambe and Meyomessi (Culinary shed, well and latrine block with 6 compartments)	Construction completed in Nkambe	Construction work at Dzeng in progress
		Completion of construction work on new MINPROFF structures	Devolved services and UTS	From January to December 2021	CPFF d'Okola	Construction work completed at 60%.	Construction work in progress
3	Ensure the coverage of the whole country	Transformation of the Tabenken Market Cooperative into a CPFF	Tabenken	From January to December 2021	CPFF Tabenken	01 building rehabilitated and delivered	NTR
		Partial Transformation of the WAT market cooperative building into a Women's Training Centre in Mbuwarr	Mbuwarr	From January to December 2021	Women's training centre in Mbuwarr	01 building rehabilitated and delivered	NTR
		Partial transformation of the hall of the BINKA room into a Women's Training Centre	Binka	From January to December 2021	Centre de formation des femmes de BINKA	01 Women's training centre available and delivered	NTR

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
4	Improve the working environment and conditions of the staff	Rehabilitation of services	Decentralized services	From January to December 2021	- Djoungolo childcare facility ; -DDPROFF Mayo-Banyo -UPT Ngaoundéré -CPFF Mayo-Baléo,Meiganga,Yaoundé III, Eséka,Esse, Mbalmayo, Pouma, Doumé, Bamenda II, Sa'a	22 MINPROFF departments rehabilitated and handed over	NTR
		Rehabilitation of services			- DAPROFF Muyuka - Women's Training Center of Binshua (CPFF)/Ndop, Buea, Limbe, Eyumodjock, Mundemba, Garoua		NTR
		Equipment of services;	Decentralized services	From January to December 2021	-DAPROFF Batchenga, Garoua-Boulaï, Zoétélé, Bipindi, Mvangan, Biwong-Bulu -DDPROFF Nyong and So'o, Faro, Nord-Ouest, Diamaré, Wouri, Dja and Lobo -CPFF Sa'a, Douala 1, Koutaba, Sangmélima, Meyomessi, Ambam, Mvangan	23 decentralized services and OTS equipped and delivered	NTR
					-DDPROFF of Manyu, Mémé -CPFF Ekondo Titi, Binshua		
		-Acquisition of computer equipment for central and decentralized services	Central services	From January to December 2021	Central and decentralized services CPFF Nkambe	Computers acquired and received for the CPFF of Nkambe	Commitment not kept by the service provider with regard to central services
		Establishment of a help line for child victims of violence	Central services	From January to December 2021	Central services	01 room fitted out and equipped, the necessary equipment acquired and received	NTR
		Powering CPFF with solar energy	Batouri Nkambe	From January to December 2021	CPFF of Batouri and Nkambe	02 CPFF equipped with solar panels and received	NTR

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Encourage staff to improve performance and integrity	Bonuses and special work premiums awarded to staff	Central and decentralized services	From January to December 2021	All MINPROFF services	750 staff received bonuses	Specific budget lines made available to the services
2	Award honorary distinctions to deserving staff	Proposal of names of staff to be honoured	Central services	From January to February 2021	All MINPROFF services	04 staff from the central services: -01 Officer of the Order of Valour; -03 Officer of the Order of Cameroon Merit	Proposals from the Minister, final decisions are made by the Grand Chancellery or

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
3	Enhance staff skills	Promotion of staff to positions of responsibility	Central services	From January to December 2021	Central and decentralized services, and Operational Technical Units (OTU)	26 staff promoted to the rank of Head of Department and equivalent, 14 to the rank of Sub-Director and equivalent	the Ministry of Labour and Social Security

3. Activities of the Ministry of Social Affairs (MINAS)

MINAS carried out the following activities in 2020:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Monitor and evaluate certain decentralized structures, specialized establishments, Operational Technical Units (OTU), Private Social Works (PSW) in the Far North Region	Monitoring and evaluation mission of the said structures	Far North Region -Maroua - Kaélé, Mokolo -Kousséri	26 Feb.-14 March 2021	DRAS Far North (DRAS-EN) ; 04 DDAS -UTO 13 CESO -05 SASO -One Specialized Public Institution. -07 Private Social Works	24 structures and 07 Private Social Works inspected
2	Control and evaluate certain decentralized structures, specialized establishments and Operational Technical Units (OTU) in the West Region	Monitoring and evaluation mission of the said structures	West Region : -Bafoussam -Bafang -Bandjoun -Bangangté -Mbouda -Dschang -Foumban	3-8 May 2021	-DRAS -08 Divisional Delegations - 39 Socio-Household Centres ; - 07 SASO -35 Private Social Works	57 structures and 35 private social works inspected
3	Control and evaluate Central services structures	Monitoring and evaluation mission of the said structures	Yaoundé	19-29 Oct 2021	14 structures.	14 services inspected
4	Control and evaluate certain decentralized structures, specialized establishments and Operational Technical Units (OTU) in the Centre Region	Monitoring and evaluation mission of the said structures	Centre Region -Bafia -Eséka -Akonolinga -Ntui	5-8 Oct. 2021	-04 DDAS : Mbam and Inoubou, Mbam and Kim, Nyong and Kellé and Nyong and Mfoumou, -17 CESO -07 SASO :	28 structures inspected
5	Improve the performance and strengthen the capacities of social workers and managers of public and private structures for the care of children in distress	Evaluation mission of the implementation of RRIs	East Region -Bertoua -Dimako -Abong-Mbang	2-12 Aug 2021	*-Centre d'Accueil pour Mineurs (CAM)/Bertoua ;* *-Fondation Nazareth/Bertoua I* *-Fondation Marie France/ Bertoua I ;* *-Ecole Saint Jean Baptiste des sourds muets et enfants à besoins spéciaux/Bertoua I ;* *- Maison de l'Espérance/Dimako ;* *_ Foyer Bethlehem des Sœurs de la Charité/Belabo ;* *-Club des Jeunes*	-09 OSPs evaluated, their performance improved

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
					aveugles réhabilités du Cameroun (CJARC)/ East Antenna; *-Centre-Réseau d'assistance «Enfants espoir d'Atok».*	
6	Publish the Guide of normative and practical orientations for the functioning, monitoring, evaluation and control of specialized institutions and OSPs for the support of socially vulnerable people	Intersectoral workshop for the popularization of the Guide	Maroua	02 March 2021	-Officials and staff DRAS-Far North - DRAS DDAS (06) -Director ICE/Maroua -Chef/BRCAS and 03 Regional Controllers -CESO Chiefs (04) -SASO/Chiefs (05) -Regional Chiefs of services (05) - OSP Representatives (10) -CSO Representatives (05)	About forty participants received the Guide
7	Publish the Guide of normative and practical orientations for the functioning, monitoring, evaluation and control of specialized institutions and OSPs for the support of socially vulnerable people	Intersectoral workshop for the popularization of the Guide	Bakam Hôtel Bafoussam	03 and 04 May 2021	- Officials and staff DRAS-West -DRAS DDAS (08) -Director CAO/Bafoussam -Chef/BRCAS and 02 Regional Controllers -CESO/Chiefs (05) SASO/Chiefs (04) - Regional Chiefs of services (05) -- OSP Representatives (10) -CSO Representatives (03)	About forty participants received the Guide

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Congratulate and encourage the promoters of private social works	Send letters of congratulations to the promoters of private social works	All over the national territory	2021	-Foyer Bethleem of Belabo ; -La Maison de l'Espérance of Dimako	Two letters of congratulations sent.

4. Activities of the Ministry of Youth and Sports Education (MINJEC)

Activities of the Anti-Corruption Unit of MINJEC in 2021 are presented as follows:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	-Prevent possible acts of corruption in the process of financing youth projects	Explanation campaigns in the regions through digital platforms -Publication and dissemination of financing procedures in social networks -Facilitation on the elaboration of business plans. -Publication and posting of lists of young beneficiaries in chronological order.	National territory (all councils)	2021	-ACU/MINJEC; -MINJEC central services -All decentralized and attached services; -CNJC offices : national, regional, divisional and communal	-Young people informed of the procedures for financing projects to be funded by the Three-Year Special Youth Plan -Business plans developed with the help of the coaches. -Lists of young beneficiaries published and posted by councils and in chronological order
2	Continue raising awareness	Sensitization of MINJEC staff on free services				The staff is informed about certain procedures

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Promote patriotism and civic commitment of young entrepreneurs and their mentors	-Moral, civic and entrepreneurial rearmament of young people waiting for financing -Moral and civic rearmament of youth supervisors	-Councils -Divisions -Regions	2021	--Subdivisional, Divisional and Regional Delegations - Multifunctional centres for the promotion of youth in Subdivisions, Divisions and Regions delegations and in referral centres	-Selected youth trained prior to funding -Training sessions conducted for all youth leaders	Reluctance of some young people referenced in the CMPJs to undergo face-to-face rearmament

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improve the supervision and support of young people funded or awaiting funding	-Deployment of personnel in the field. -Provision of motorcycles to field supervisors in all Councils and Divisions.	-360 Sub-divisions. -58 Divisions	2021	Divisional and Subdivisional Delegates	Motorcycles received by all Divisional and Subdivisional Delegate

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Promote Excellence	Organization of the competition for the best agents of the State	MINJEC	2021	Central Services and Projects	The best workers and the best project managers have been elected and awarded

5. Activities of the Ministry of Environment, Nature Protection and Sustainable Development (MINEPDED)

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1.	Securing the system for issuing traceability manifests and environmental permits	-Presentation of the process for securing traceability manifests and environmental permits in the North and Far North regions. -Stamping of documents.	Garoua and Maroua	September-October 2021	-Directorate of Standards and Control; -Mail, Reception and Liaison Service; -North and Far North Regional Delegations	Participants adopt the process	Traceability manifests and environmental permits are stamped and secured
2.	Improve user access to information for file processing	Communication to users of the composition, circuits and processing times of files	Yaoundé	All year	Sub-Directorate of mail. -All technical departments of the Ministry	Information sheets available to users	
3.	Encourage the environmental controllers and inspectors and all the personnel involved in the delivery of the traceability manifests to do their work properly	Reactivation of the incentive system (proposal of a distribution key for the share due to the staff who carried out the recovery)	National Territory	Aug 2021	Central and decentralized services	Draft incentive system available	

C. Ministries in charge of the cultural sector

This section includes activities carried out by the Ministry of Small and Medium-size Enterprises (MINPMEESA) and the Ministry of Arts and Culture (MINAC).

1. Activities of the Ministry of Small and Medium-size Enterprises (MINPMEESA)

MINPMEESA activities are summarised in the following tables:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
2	Eliminate all opportunities for corruption	Inspection missions	- Edéa, Douala, - Limbe, Bandjoun, - Bafoussam, Dschang, - Ambam, Ebolowa	19-21 April 2021, 17-19 May 2021, 18-19 Aug 2021	Some Decentralized and Attached Services in the Littoral, South-West, West and South Regions.	-Designation of Regional anti-corruption focal points; -- Centralization of the stand allocation service in craft villages. -Implementation of punctuality and attendance sheets and alert bulletin systems for absences of more than 48 hours.
	Eliminate any situation that could make staff vulnerable to acts of corruption		- Edéa, Douala, - Limbe, Bandjoun, - Bafoussam, Dschang, - Ambam, Ebolowa	19-21 April 2021, 17-19 May 2021, 18-19 Aug 2021		-Implementation of a system for the equitable distribution of allowances and other social benefits. - Launched a monthly activity log to monitor the amount of work done and the time taken.

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Bring about positive behaviour change	Inspection missions	Edéa, Douala, Limbe, Bandjoun, Bafoussam, Dschang, Ambam, Ebolowa	19-21 April 2021, 17-19 May 2021, 18-19 Aug 2021	Some Decentralized and Attached Services in the Littoral, South-West, West and South Regions.	Considerable reduction in the number of complaints against alleged cases of corruption within our services.

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Recognize and value merit in MINPMEESA	Inspection missions	Edéa, Douala, Limbe, Bandjoun, Bafoussam, Dschang, Ambam, Ebolowa	19-21 April 2021, 17-19 May 2021, 18-19 Aug 2021	Some Decentralized and Attached Services in the Littoral, South-West, West and South Regions.	Letters of congratulations addressed to certain personnel of decentralized services

2. Activities of the Ministry of Arts and Culture (MINAC)

The tables below present anti-corruption activities carried out by MINAC:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improvement of the living conditions of employees and cultural actors	-Elaboration and dissemination of documents for the implementation and organization of artistic and cultural federations, in accordance with law N° 2020/11 of July 20, 2020 governing artistic and cultural associations -Improvement of the copyright sector: Monitoring of the activities of the OGCs, with a view to limiting acts of corruption and misappropriation of artists' income (copyright)	Yaoundé	July 2021 Aug 2021	-Central and decentralized services -OGCs -Artists	-A better legal support for artistic and cultural associations -Improvement of the management of artists, copyrights and related rights

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Valuing the personnel of the Ministry and deserving men of culture	-Grants to artists and men of culture -Awarding of honorary distinctions, letters of congratulations and prizes to MINAC staff and cultural actors - Granting of bonuses to certain appointed personnel, -Promotion of deserving staff	Yaoundé	Sept. and Dec. 2021	Central services; Artists	-Subsidies distributed to men of culture -Premiums granted - Some deserving staff have been promoted

Sub-section 3. Activities carried out by State Administrative Bodies

This section summarizes the anti-corruption activities carried out in public establishments (I) and public and semi-public enterprises (II).

I. Activities of Public Establishments

This chapter focuses on Scientific Public Establishments (A), Hospital Public Establishments (B) and Administrative Public Establishments (C).

A. Scientific public establishments

1. Activities of State Universities

The public institutions that submitted their reports to CONAC are State Universities and the National Institute of Statistics.

The State Universities whose contributions were received by CONAC for this report are the Universities of Bamenda, Buea, Douala, Dschang, Maroua, Ngaoundéré, Yaoundé I and Yaoundé II-Soa. Most of the local anti-corruption units in the State Universities followed the PRECIS tool.

a. University of Bamenda (UBa)

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1.	Encourage and motivate staff to take integrity as a way of life and to be duty conscious	Reclassification and advancement of some staff during Promotion and Advancement Board meetings	ICT Centre	First and second semester 2020	D/AdA	Staff advanced or reclassified	Improved output of personnel
2	Reward staff who carry out commendable services	Reclassification and advancement of deserving staff	UBa Campus	Once per semester	D/AdA	Staff advanced or Reclassified	Improved output of personnel
		Promote ethics and good morals by avoiding corruption through payments of incentives, special task, board meetings, Re-sit exams etc.	UBa Campus	2021	Financial services	Bonuses paid	Not satisfactory
3	Motivate teaching staff in carrying out academic and heuristic activities	CCIU – Promotion of academic staff	Yaoundé	May and November 2021	All the lecturers of UBa faculties were promoted to higher ranks.	Associate Professors promoted to higher ranks	Lecturers are working harder and harder to be promoted to higher ranks.

b. University of Buea (UB)

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Promote anti-corruption fight in the University of Buea	-Sensitization of the population on the negative effects of corruption -Committee members of the various establishment produce semester reports which are discussed during evaluation meetings.	Central services and establishments	Every semester	-Office of the Deputy Vice-Chancellor; -Internal control/Evaluation	Reduction in corrupt practices	Some reports are noted for their sketchy nature. Some members are afraid to report for fear of being known
2				Every semester	-Office of the Deputy Vice-Chancellor; -Internal control/Evaluation -Members of various faculties committees	-Evaluation meeting held -Report on the state of the fight against corruption produced and sent to the hierarchy	
			ENSET Kumba	December 2021	Office of the Deputy Vice-Chancellor; Finance office, Accounting office	-Production of a Report noting the following irregularities: non-transparent commitments; -Non-commitment of rental budget lines; -Non-compliance with the budget nomenclature	The names of some of the staff were included in almost all the payment vouchers.
3	Reduce opportunities for corruption	-Display of the costs of the services offered - Raising awareness of the university community on the evils of corruption: -Raising awareness and promoting integrity in the education sector:	University campus	Start of each academic year	DVC/RCB, DVC/ICE, DPPI	-Costs of services offered made public on campus -Guide produced for this purpose and posted in strategic locations. -Orientation programs at the beginning of each academic year posted -Anti-corruption posters produced and posted on Amphitheatre bulletin boards	Positive outcome: the public is informed about the requirements for carrying out any business activity
4			All faculties	Start of each academic year	Office of Academic Affairs, all Faculties/Departments/Clubs and Associations		Because of corruption, staff and students show little commitment
5			-UB main campus -FHS, -ENSET Kumba -Amphitheatres and strategic places	All year	- Office of the Deputy Vice-Chancellor, D/SA, -Service of Clubs and Associations	Creation of the Integrity Club and other clubs that have improved the knowledge of the student community	Consideration should be given to creating and strengthening awareness in other areas

Strategic Axis: INCENTIVES

N°	Objectifves	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Promote anti-corruption and improve on the output of staff in the University	-The University has put in place an assessment mechanism based on performance and integrity (punctuality, assiduity); -compensating staff with the sum of 25000 CFAF each who apprehend students for examination malpractice; - Holding of sessions of the Disciplinary Council to hear cases of indiscipline	All establishments and services	Twice a year, May and November	Department of Administrative Affairs/ Office of DVC/ICE	-Improved performance -Significantly reduced delays and absences.	-Staff who score exceptionally high are rewarded with additional echelon -Fraudulent students are sanctioned.
			Main campus	First and Second Semester and Resit examination	Faculty of Social and Management Sciences	-26 staff members were rewarded with 25,000 FCFA for unmasking fraudulent students	- This measure constitutes an additional source of motivation for the personnel; - Increased staff vigilance as a result of this incentive measure; - Healthy emulation between the Faculties for more motivation

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improve working and training conditions within the University of Buea	Construction of new infrastructure	Faculty of Medical Sciences, ENSET Kumba	All year round	DVC/ICE, DVC/TIC (AcA), DPPI	New classrooms, auditoriums and offices built at FAM, COT, FET, etc.

c. University of Douala (UDo)

Strategic Axis : PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1.	Ensure compliance with the texts in force relating to paid services, the amounts relating thereto and the amount of University fees applicable in State Universities	Control and collection of revenues (university fees and medical expenses) and verification of the number of students in establishments	-Douala - Nkongsamba -UDo -IUT	March 2021	-UDo -IBA	-Irregularities noted at: **IBA**: University fees illegally increased by 5,000 FCFA and demanded of all students; - Irregular payments required from Students: School certificate (1000 F); Diploma authentication (5000 F); Dissertation defence costs (5,000 F) **IUT**: Irregular payment (University	Irregularities cases brought to the attention of the directors concerned

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
						Works) required from Students: 5,000F	
2.	Control and management of the number of students in vocational training schools	Mission to control the number of students enrolled in the CNMP's professional training programs	UDo	Nov. 2021	All Establishments	Inconsistencies with the figures initially given by the establishments	Harmonized figures

Strategic Axis : EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Involve the Integrity Club with awareness-raising operations on the Antenna's missions with Students	Organization of a campaign in the different campuses to raise students' awareness of integrity and ethics, the impact of corruption in the university environment and communication on the denunciation tools made available by the Antenna	UDo	Feb. 2021	All Establishments	Students sensitized	Massive adhesion of the students to the new dynamics
		Training seminar led by the DCOU, the President of the Integrity Club and the Head of the Office of Cultural Associations and Clubs		Feb. 2021	All Establishments	Students sensitized	Strong mobilization of students
2	Raise awareness of respondents on acts of corruption	Educational talks on the evils of corruption		2021	All Structures	Respondents sensitized	Pedagogical approach appreciated by the respondents

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Improve the working conditions of members of the university community	Construction of academic infrastructures	**UDo**	Year 2021	ESSEC -University Library -Establishments	A complex of 69 classrooms with a capacity of 7200 seats built; - Pedagogical block built; - ESSEC campus buildings rehabilitated; - University restaurant and university library rehabilitated	Satisfaction of the university community

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Encourage payroll personnel	Allocation of a special endowment	UDo	Continuous	DAAF	Special endowment allocated to the Payroll Personnel	The processing of Support Staff salaries is no longer delayed - The malpractices formerly observed in the pay file no longer exist

d. University of Dschang (Uds)

The activities of the University of Dschang focused on the Education Axis.

Strategic Axis : EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Sensitize members of the university community and the public on the consequences of unlawful acts in the light of Cameroonian criminal legislation	- Animation of the program "*Le temps de l'Ethique*"; -Preparation of themes on corruption, fraud and embezzlement of public funds; -Interviews and practical advice; -Message to students in the Bachelor I cycle in the classrooms	Campus Radio	Every Monday from 4 to 5 p.m. Rebroadcast Thursday 10-11 a.m. and Sunday 2-3 p.m.	All University Establishments	Members of the university community and the public are made aware of the consequences and penalties incurred by persons found guilty of unlawful acts	Compliance with said measures by members of the university community

e. University of Maroua (UMa)

Anti-corruption activities of the University of Maroua can be summarised around the strategic axes below:

Strategic Axis : PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Apply the UMa code of ethics and deontology to the university community	Adopting the code of ethics and deontology and posting in the UMa amphitheatres	The various campuses of Uma	During the 2021 Open door days	All UMa structures	The University community of Maroua is sensitized on ethical issues	Difficulties in reaching the university community due to the dispersion of campuses in the various towns of the Region
2	Systematically publishing the functioning budget of Uma	Distribution of the Budget Manual in all UMa structures	All UMa Departments	March-Dec.2021	All UMa structures	Operating budget of UMa structures known to all parties	NTR
3	Sensitize the university community on the evils of corruption	-Informing the university community and raising awareness through UMa News, Radio Campus -Posting of anti-corruption messages in the central services, institutions and branches of UMa	All UMa Establishments	October 2020 – July 2021	All UMa structures	-University community sensitized; -Anti-corruption messages posted	

Strategic Axis : EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Promoting ethics within the university community	Revitalizing Ethics Clubs in all UMa Establishments, and broadcasting educational talks on Anti-Corruption issues on campus radio.	All UMa campuses	November 2021	All UMa establishments	-Normal functioning of Ethics Clubs: - no case of fights in the Campuses and drinking establishments in the cities; - no cases of consumption of drugs and other psychotropic narcotics recorded; - 15 denunciations of acts of corruption reported to the Antenna as part of the payment of the 2019-2020 excellence bonus; - 127 cases of cheating in exams among teaching staff -21 cases of indiscipline among UMa support staff; - 01 cases of plagiarism noted within the teaching staff.	Difficulties in evaluating the activities of ethics clubs normally due to the dispersion of campuses in the various towns of the Region

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Ensure strict compliance with the career profiles of lecturers and administrative staff	Acceleration of the methodical processing of files according to the order of arrival of the files	Establishments and Central Services	January-December 2021	The Department of Academic Affairs and Cooperation	Career profiles of lecturers and support staff are 100% respected.	Respect for career profiles is a reality at UMa

2. The National Institute of Statistics (NIS)

The anti-corruption activities carried out by NIS in 2021 are presented below

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Educate staff to reduce corrupt practices	Sensitization missions	-Headquarters building - Kribi - Regional branches: Adamawa, West, Littoral, South	From August 22 to September 29, 2020	Departments of Demographic and Social Statistics	-Staff sensitized on corrupt practices; -Capacity building of staff on corruption
2	Provide the anti-corruption unit with appropriate tools	Creation of new, more appropriate denunciation boxes	INS headquarters building	April.2021	Central services	Four new boxes made and installed

Strategic Axis : EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Educate staff on the procedures for organizing statistical surveys in the fight against corruption	Corruption fact-checking mission		24-29 May 2021	-INS Internal Contract Awarding Commission -DAF	Facts not established; however, recommendations were reiterated on compliance with procedures and observance of the right of reservation
2		Capacity building of ACU members	INS headquarters building	04-08 October 2021	CLCC	Better mastery of good practices relating to the organization of missions to verify allegations of corruption
3	Build the capacity of supervisors	Training of Supervisors on payroll management	Kribi	22-26 Aug. 2021	Supervisor Training Pools	Improved behaviour of supervisors in the payment of training facilitation fees and other bonuses or salaries
4	Improve the treatment and conditions of Agents	Capacity building of recruited staff	INS headquarters building and Regional Branches	04-08 oct.2021 11-29 Sept. 2021	ACU	Appropriation of good practices and key concepts in the prevention of corruption

3. Activities of the African Institute of Computer Science (IAI)

The 2021 anti-corruption activities in IAI are tabled as follows:

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Give students the opportunity to make anonymous whistle-blower reports.	Installation of a denunciation box	IAI	Since 2021	Student community	Improved collaboration between students and administration	Gradual change in behaviour

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Remind IAI students of the importance of ethical values	Posting quotes on ethics on campus	IAI	Since December 2021	Student community	A better future is possible without corruption	Community-wide appreciation of the strategy

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Investigation of possible causes of corrupt practices	Daily checks of tuition payment receipts	IAI - CAM	15 Feb.- 05 March	Student community	Favourable conditions for the payment of tuition (payment in instalments)	Detection of bad character among students

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Instigate and incite fight against acts of corruption	Strict control of payment receipts	IAI-CAM	15/12 22/02	Student community	Use of fake receipts by students noted	Effective strategy (sanction)

B. Hospital Public Establishments

In 2021, four public hospitals sent their anti-corruption reports to CONAC, namely:

- Yaoundé Gynaeco-Obstetrics and Paediatric Hospital (HGOPY);
- Jamot Hospital, Yaoundé ;
- Douala Gynaeco-Obstetrics and Paediatric Hospital;
- Laquintinie Hospital, Douala.

1. Yaoundé Gynaeco-Obstetrics and Paediatric Hospital (HGOPY)

The 2021 anti-corruption activities in HGOPY focused on Education.

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Raising awareness and informing the public	Continuing to inform staff and users about the fight against corruption	HGOPY	2021	All services	Relationship between users and the HGOPY reassured	Maintaining a relationship of trust in the midst of a health crisis

2. Jamot Hospital (HJY)

Strategic Axis EDUCATION

N°	Objectives	Activities	Place	Services concerned	Results obtained	Remarks
1	Educate patients on the treatment and medication circuit	Educational talks at the various entrances to the Hospital	HJY	2 to 3 times a week	-General surveillance -Reception Service	Patients sensitized to refuse corrupt practices
2	Sensitize health personnel on the need to change behaviour	10-minute education session for each department or hospital staff		Weekly	-General surveillance	Sensitized staff

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Allocate appropriate resources to anti-corruption actions	Advocacy with the management team for the provision of the funds necessary for the functioning of the ACU	HJY	Dec -21	Management team	Agreement obtained

3. Douala Gynaeco-Obstetrics and Paediatric Hospital

Strategic Axis : PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Raise awareness among staff about good practices and encourage them to report corruption	-Posting of anti-corruption messages; -Setting up suggestion boxes	Entrance halls of the main buildings of the Hospital	Daily	All	Sensitized staff	No denunciation recorded
2	Detect bad practices	Collection and exploitation of the content of suggestion boxes	Conference room	27 Octobe r 2021	All	Sensitized staff	No denunciation recorded

Strategic Axis : EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Raising awareness about changing mindsets, habits and attitudes	Permanent awareness of employees and users	Offices and lobbies	Daily	All	Sensitized staff	Various exchanges and posters

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Improve working conditions and environment	Provision of adequate equipment	Meeting room	Throughout the year	All services	Motivated staff and increased stimulation	Satisfactory performance
2	Pay benefits and bonuses to staff	Payment of bonuses to staff	DG RH	Monthly		Enhanced staff emulation	Permanent activity but limited by cash flow difficulties

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Valuing honest agents	Awarding of bonuses to deserving agents	DG RH	Throughout the year	All services	Staff encouraged through promotions and letters of congratulations	Enhanced staff emulation

4. Laquintinie Hospital Douala (HLD)

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Prevent scams and other forms of corruption	-Establishment of a reception unit (hostesses) to inform and guide users -Installation of Supervisors at the entrance to the outpatient consultation buildings.	Hospital	2021	-Reception -Consultation services -Cashier	-Payments for services now made at the cashier's desk against invoice -Posters and banners posted	NTR

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improving staff actions and performanc e	Improving the working environment of nursing and administrative staff	Workplace	2021	Administrative and operational services	-Improved working conditions both infrastructurally and structurally -Revaluation of premiums and bonuses -Improvement of the activities of the occupational safety and health service

Strategic Axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Valuing and encouraging deserving staff	Awarding of excellence bonuses to deserving personnel	Hospital	2021	-Reception -Administrative Services	Excellence bonuses awarded to staff

C. Administrative Public Establishments: the Maritime Artisanal Fisheries Development Authority (MIDEPECAM)

MIDEPECAM is the only administrative public establishment that sent CONAC its activity report on the fight against corruption.

Strategic Axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Raising staff awareness on the fight against corruption	-Staff awareness meeting -Identification of high-risk areas for corruption	Head office Douala	April 2021	Directorate, agency and unit staff	Staff sensitized to the evils of corruption

Strategic Axis: EDUCATION

N°	Objectives	Activities	Place	Period	Results obtained	Résultats obtenus
1	Train staff in the fight against corruption	Organization of a training seminar for Heads of Agencies and Units in the fight against corruption	Douala	May 2021	Agencies and production units	Strengthened capacities of the Heads of Agencies and Units in the fight against corruption

II. Public and Semi-public Establishments

(Twenty) 20 public companies submitted their reports on activities related to the fight against corruption and related offences to the CONAC, compared to 11 in 2020.

A. Activities of Cameroon Water Utilities (CAMWATER)

They focused on the following strategic areas:

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Reduce opportunities for corruption at CAMWATER	Development and adoption of an Ethics Code of Conduct for CAMWATER staff	Douala	January - March 2021	ACU-PE	Code of Ethics drawn up and endorsed
2		Implementation of prevention tools	Douala	April - June 2021	GM's Office	An e-mail address created for ACU-PE. -A telephone number for whistleblowing acquired
3		Organisation of an awareness campaign for CAMWATER staff on the fight against corruption	-General Management CAMWATER Douala, -All Commercial Branches in Douala and Yaoundé, -All production units in Douala and Yaoundé	April - June 2021	ACU-PE	CAMWATER staff sensitised on the dangers of corruption in the water sector.
4	Reduce the time needed to obtain a connection cost estimate	Rapid Results Initiatives on the time it takes to obtain a cost estimate for connection to the CAMWATER network	Bonabéri	July to December 2021	Bonaberi Branch Office	Time to obtain a connection estimate reduced to 48 hours

Strategic Axis : EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Build the capacity of ACU-PE members and selected staff in the fight against corruption	Organisation of a training seminar for ACU-PE members	Douala	January – March 2021	ACU-PE	Capacity-building of ACU-PE Members in the fight against corruption
2		Organisation of a training workshop for RRI team members	Douala	April - June 2021	- ACU-PE - Bonabéri Branch	Capacity-building of RRI team Members
3		Dissemination of the Code of Ethics for CAMWATER staff	-CAMWATER Douala General Management, - CAMWATER branches Douala and Yaoundé sales offices, - Production units in Douala and Yaoundé	July – September 2021	ACU-PE	CAMWATER staff imbued with the contents of the Code of Ethics

Strategic Axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Reduce actors'	Working conditions assessment in 2	-Douala (Commercial branch of	Aril - June	All	1. Working conditions assessed	Preparatory work for RRI implementati

	vulnerability to corruption	Commercial Branches	BASSA) -Yaoundé (Ekounou Commercial branch)	2021		2. Advocacy note written.	on
2		Rapid Result Initiatives on the time required to obtain a cost estimate for connection to the CAMWATER	Bonabéri Sales Office at the Douala Agglomeration Regional Office	July - December 2021	-IRR Team Sales Office	Time limit for obtaining a connection estimate from the Bonabéri Sales Office reduced to 48 hours	NTR

Strategic Axis : INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Set up a reward system based on the different stakeholders	Introduction of an incentive mechanism	-Yaoundé -Meyomessala -Tibati	July - September 2021	Anti-fraud Brigade in Yaoundé. -Meyomessala Centre. -Tibati Centre	Congratulations letter addressed to staff members Abena Atanga from Yaoundé; Nlomo Atangana from Meyomessala and Abdoul Razak of Tibati

B. The activities of Cameroon Telecommunications (CAMTEL)

The anti-corruption activities of CAMTEL are presented under the following headings:

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Capacity building for members of anti-corruption units	Organisation of a seminar on techniques and methods for fighting corruption	Kribi	June 2021	ACU	ACU members trained in anti-corruption methods
2		Training on the PRECIS methodology	Mbalmayo	December 2021	ACU	Capacity building for ACU members

Strategic axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Reward merit	Institution of the best Agent per Directorate rated by their colleagues	All departments	Monthly	All services	ToR drawn up

C. Activities of Cameroon Real Estate Loan Company *(Crédit Foncier du Cameroun* (CFC)

The CFC's anti-corruption activities focused solely on the Education axis

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Continue to raise staff	Organisation of practical workshops on innovations in the fight against money	CFC Yaoundé Head Office	April 2021	Directorate General	- Improved anti-money laundering measures -Better knowledge of

	awareness of AML/CFT due diligence	laundering and terrorist financing, including money laundering risks related to business activities.				customer profiles -Improved techniques for detecting suspicious or unusual transactions

D. Activities of the Hydrocarbons Price Stabilisation Fund (CSPH)

The activities of the CSPH are as follows:

N°	Strategic Axes	Remarks
1	**PREVENTION**	- Users are well received and directed by the relevant services. - Job applications are submitted online. - The list of documents to be provided by service providers is posted at the entrance desk and in the mail office in order to limit physical contact with CSPH officials.
2	**EDUCATION**	- Organisation of bi-annual awareness-raising meetings for staff - Posting of posters and charts provided by CONAC in the premises.
3	**CONDITIONS**	Provision of materials and supplies to CSPH staff, effective.
4	**INCENTIVES**	Providing benefits to staff in order to make them less vulnerable to corrupt practices

E. The activities of the Electricity Development Corporation (EDC)

EDC's anti-corruption activities are as follows:

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1.	Improve service quality	Renovation of complaint and/or suggestion boxes	Head Office and Branches	April 2021	All Units	No complaint submitted	This may reflect the effectiveness of the system

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Build staff capacity on the impact of corruption	Organisation of awareness raising activities on corruption (harms and risks)	EDC	June 2021	All Units	All staff better educated and equipped on the issue of corruption through the Code of Ethics. -The EDC Code of Ethics redistributed to all staff.

F. Activities of the Special Council Support Fund for Mutual Assistance (FEICOM)

The activities are summarised in the tables below.

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Prevent staff, stakeholders from perpetrating corruption	Design and procurement of communication materials with anti-corruption messages.	Kribi	November 2021	All Directorates All Regional Agencies and Kribi Branch Offices	Delivery of communication materials with anti-corruption messages.

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Build the capacity of selected staff in anti-corruption techniques and methods	Participation in the training seminar for Cameroonian public administration staff on the Anti-Corruption Management System (ACMS) organised by the Agency for Standards and Quality (ANOR)	Ebolowa	22-26 March 2021	Some ACU members	Capacities of some staff to detect, prevent and deal with corruption risks strengthened
		-Participation in the RRI training workshop IRR	Yaoundé	2021	All departments involved in the treatment of debts at FEICOM All Regional branches and Kribi Branch	-Capability to use the RRI approach strengthened -RRI developed

G. Activities of the Port Authority of Douala (PAD)

The PAD carried out the following activities:

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Build the capacity of members of the Anti-Corruption Unit of PAD	Organisation of a capacity building seminar for members of the Anti-Corruption Unit of PAD	PAD Club	From 23 to 25Nov. 2021	ACU	Enhanced capacity of the Cell members

Strategic axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Improve the working conditions of ACU members	Provision of an office	Headquarters building	In progress	ACU	Unit provided with an Office	NTR

H. Activities of the Port Authority of Kribi (PAK)

The activities of the PAK can be summarised as follows.

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Raise staff awareness on the evils of corruption	-Organisation of an awareness campaign -Acquisition and installation of denunciation boxes, -Popularisation of an e-mail address	All sites of the Port Authority of Kribi	From 11 to 21 November 2021	All Structures (Departments) of the Port Authority of Kribi	-Denunciation boxes acquired and installed -Popularised e-mail address

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Inform, educate and sensitise staff on the national anti-corruption mechanism	-Celebration of the International Anti-Corruption Day - Digital and physical communication campaigns (banners, pins, roll-ups)	All the sites of the Port Authority of Kribi	December 2021	All structure of PAK	All workers sensitised on the national anti-corruption mechanism
2	Build staff capacity on anti-corruption methods and techniques	- Capacity building of employees and users in the use of communication and exchange of financial, technical and administrative information (ERP and SIP).	All sites of the Port Authority of Kribi	Jan - Dec 2021	All the structures (directorates) of the Port Authority of Kribi	Reinforced capacity of employees and users in the use of the communication platform and exchange of financial, technical and administrative information (ERP and SIP).

Strategic axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improve the working conditions of the staff	Improvement of the logistic means of PAK workers	All sites of the Port Authority of Kribi	January 2021 to 31 December 2021	All the structures (directorates) of the Port Authority of Kribi	Employees working in sensitive structures are less vulnerable
2		Provision of a new building (and new offices) for workers	Kribi (administ rative district)	February 2021	All administrative structures of the Port Authority of Kribi	

Strategic axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Improve the professional and salary conditions of workers	Payment of a performance bonus	All sites of the Port Authority of Kribi	August 2021	All the Structures (Departments) of the Port Authority of Kribi	Employees working in sensitive structures are less vulnerable
		Continuation of the payment of bonuses for steering committees	Harbour master's office (Mboro)	January 2021 to 31 December 2021	Harbour Master's Office (Seafaring staff)	
		Continuation of the payment of accounting responsibility allowances to officials in charge of Payroll, Treasury and Accounting	PAK headquarters building		-Financial and Accounting Department, -Operations Department, -Human Resources Department	
		Payment of a cash handling bonus to the PAK cashier.	PAK Head Office			
		Improving the logistical capacity of PAK workers	All the sites of PAK			
		Provision of a new building (and new offices) for workers	Kribi	February 2021	All the administrative structures of the Port Authority of Kribi	

I. Activities of the National Petroleum Storage Company (SCDP)

They focused on the Prevention strategic axis.

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Develop the SCDP corruption risk map	Inventory/ identification of the content of a corruption risk map in the Operational Process	SCDP	May 2021	ACU	Content of the corruption risk map defined and approved	100%

K. Activities of the National Refining Company (SONARA)

SONARA's anti-corruption activities for 2021 are focused on the following areas:

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Popularise the Code of Ethics	Update of the Code of Ethics	SONARA	June 2021	All SONARA services	Staff sensitised on the Ethics Code of SONARA
2	Popularise SONARA's ethics principles internally and and improve communication on the activities of the ACU-PE	Raising awareness on good governance and principles of the Code of Ethics		1st week of employment	All new staff	Recruits made aware of SONARA's values and principles of ethics
3		Raising staff awareness on Ethics		January 2021	All SONARA staff	Staff made aware of the ethical standards of SONARA in accordance with the relevant provisions of the Code
4		Staff awareness on harassment		May 2021		
5		Raising staff awareness on conflict of interest		June 2021		
6		Awareness raising for staff on the use of SONARA's assets and resources		July 2021		
7		Staff awareness on Communication		August 2021		
8		Awareness raising for staff on the theme Working hours and working time		September 2021		
9		Awareness-raising for staff on SONARA's gift policy		October 2021		
10		Sensitisation of staff on confidentiality		November 2021		
11		Educating staff on relationships with colleagues				

Strategic axis: INCENTIVES

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Promote staff performance	-Recognition of staff by senior management -Addressing irregularities in the management of staff careers	SONARA	2021	By Department	-Staff satisfaction -Several cases of irregularities noted and corrected in the management of staff careers -All staff congratulated by the hierarchy for the efforts that led to SONARA's ISO 9001 recertification in 2020

L. Activities of the National Electricity Transmission Corporation (SONATREL)

The National Electricity Transmission Corporation carried out its anti-corruption activities around the points summarised in the following tables:

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	Raise awareness on corruption risks	Design and disseminate anti-corruption messages	All electricity regions	January - May 2021	All Departments	Bilingual messages designed and published	Workers react well to the messages

M. The activities of the Cameroon Debt Recovery Company (SRC)

They were carried out according to the following strategic axes

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained	Remarks
1	-Secure payments from debtors -Establish rules to guide the conduct of employees within and outside the SRC	Production of secured notebooks	SRC	Annual	-Department for Debt Recovery -Internal Audit Department, -Administrative, Financial and Accounting Department, -Asset Management Department.	The Secured Passbooks are available and distributed	The ordering, use and conservation circuit is carefully regulated
						Code of Ethics and Rules of Procedure available and popularised	- Improved employee behaviour and ethics; - Implementing disciplinary procedures in case of proven breaches.
2		Production and dissemination of the Code of Ethics and Code of Conduct		Since March 2021	All Services		

Sub-section 4. Implementation of the NACS by Regional and Local Authorities (RLAs).

RLAs in Cameroon are made up of Regional and Local Councils. Only the Bertoua, Douala and Garoua Urban Councils submitted their activity reports to CONAC for this report.

I. The Bertoua City Council (CUB)

The Bertoua City Council carried out anti-corruption activities in 2021 on the Prevention axis.

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Enforce payment of council taxes	Raise public awareness of the importance of contributing to the functioning of the Bertoua City Council	Bertoua City Council (CUB) area	January to December 2021	- Recovery; -Tax base ; -Building Permits ; -Parking ; -Traffic ; -Wharf duty, - Market place duty.	-Significant improvement in revenues; -Regular payment of salaries: -Social security dues paid to the CNPS; -Significantly reduced tax liability.

II. The Douala City Council (DCC)

The Douala City Council conducted its activities as follows:

Strategic axis: PREVENTION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Eliminate and reduce opportunities for corruption within the DTC	Installation of the Anti-Corruption Unit within the CUD	CUD	September 2021	Anti-Corruption Unit Corruption Officers	ACU installed
2		Treatment of complaints/enquiries addressed to the City Mayor		August-December 2021	IGS	User requests received and processed
3		Communication on the management of customer complaints/ enquiries, cases of proven corruption and/or related offences		August-December 2021		Staff and users informed about the anti-corruption measures taken
4		-Study regarding the elaboration of a code of ethics and deontology -Elaboration of a code of ethics and deontology - Organisation of working sessions to validate the draft code		April-July 2021	-IGS -Technical Advisers	Draft Code forwarded for adoption

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Educate and sensitise staff on the ills of corruption	Drafting of awareness messages for validation	CUD	September - October 2021	IGS	Messages approved by the Mayor

III. The Garoua City Council (CUG)

The activities of the Garoua City Council were deployed as follows:

Strategic axis: EDUCATION

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	Educate public officials on the need to behaviour change.	Introduction of anti-corruption issues in coordination meeting. Include an item on ethics on the agenda of Coordination meetings.	CUG	January December 2021	Mayor's Office, SG All meeting participants	Adoption of the values of integrity and respect for public property
2	-Inform council workers and users of corruption dangers -Debate corruption in RLAs; -Educate users on free financial services -Strengthen management control measures over resources allocated to or produced by the RLA	-Carry out postings on the radio sport programme. Organise quarterly anti-corruption events -Publication of paid services; - Effective involvement of stakeholders in local finance committees, institute external audits.			RM, DST, Civil Status Registry	Reduction of the rate of corruption in the different services.

Strategic axis: CONDITIONS

N°	Objectives	Activities	Place	Period	Services concerned	Results obtained
1	-Improve the working conditions of council staff -Improve professional training -Build the capacities of the RLA on transferred competences	-Respect for the organisation chart and the prerogatives thereof; -Decongestion of workstations and elimination of overlapping functions; -Effective delegation of resources -Respect for service hours; -Effective and full use of resources allocated to service operations; -Rational management and timely payment of bonuses and gratuities allocated to municipal employees; -Resumption of continuous training to strengthen the capacity of employees -Organisation of biannual seminars to popularise texts and training; -Generalisation of the computerisation of the financial accounting services and the civil status registry of RLAs.	CUG	2021	RM, DST Civil Status Registry	Improvement of the quality of work.

Section 2. Implementation of the National Anti-Corruption Strategy in Regions: Regional Action Plans

Regional Action Plans are the implementation tools of the NACS at the regional level. These Plans outline, for each region of Cameroon, the anti-corruption activities to be carried out based on the PrECIS approach (Prevention, Education, Conditions, Incentives, Sanctions). The purpose is to effectively involve and evaluate the efforts of these administrative units in the fight against this scourge. The RAPs are developed and evaluated

by the various regional officials with the support of CONAC. They are implemented by these officials.

Unlike in previous years, this section does not report on the final evaluation of the implementation of the RAPs, since they were postponed to 2022. It reports on the mid-term evaluation of these RAPs carried out from the 14th of June to the 8th of July 2021, in 09 out of 10 regions, except the North West due to insecurity.

The objectives of this activity were to:

- Measure the level of implementation of the Regional Anti-Corruption Plans for the year 2021;
- Administering questionnaires to collect complementary data to compile the corruption perception index in these regions.

The evaluation focuses on the perception that participants in the regional evaluation workshops have of the impact of the activities carried out on the beneficiary populations. For this purpose, the impact is assessed on a scale from 0 to 100 depending on how concrete or how much change the activity has caused. The results are summarised below.

Sub-section 1: Presentation of the implementation of Regional Action Plans

I. Implementation of the RAP in the Adamawa Region

Table 14: Implementation of the RAP in the Adamawa Region

Strategic Axes	Implementation rate (%)
PREVENTION	58.63
EDUCATION	39.07
CONDITIONS	48.1
INCENTIVES	41,86
SANCTIONS	42.46
Regional Average	**46.02**

Analysis: As of April 2021, the Adamawa Region had implemented 46.02% of its RAP, whereas the final evaluation in 2018-2019 showed a rate of 28.12%.

II. Implementation of the RAP in the Centre Region

Table 15: Implementation of the RAP in the Centre Region

Strategic Axes	Implementation rate (%)
PREVENTION	40.49
EDUCATION	32.79
CONDITIONS	35.39
INCENTIVES	28.12
SANCTIONS	29.98
Regional Average	**33.35**

Analysis: In 2021, the Region recorded a decline in performance in all strategic areas.

III. Implementation of the RAP in the East Region

Table 16: Implementation of the RAP in the Centre Region

Strategic Axes	Implementation rate (%)
PREVENTION	70.26
EDUCATION	49.35
CONDITIONS	55.87
INCENTIVES	54.95
SANCTIONS	55.12
Regional Average	**57.11**

Analysis: The Region dramatically rises from the 2020 average of 33.74% to 57.11%.

IV. Implementation of the RAP in the Far North Region

Table 17: Implementation of the RAP in the Far North Region

Strategic Axes	Implementation rate (%)
PREVENTION	59.54
EDUCATION	37.9
CONDITIONS	45.3
INCENTIVES	27.79
SANCTIONS	28.1
Regional Average	**39.73**

Analysis: The Region's performance increased from 32.16% in 2020 to 39.73% in 2021.

V. Implementation of the RAP in the Littoral Region

Table 18: Implementation of the RAP in the Littoral Region

Strategic Axes	Implementation rate (%)
PREVENTION	46.4
EDUCATION	29.33
CONDITIONS	29.33
INCENTIVES	65.33
SANCTIONS	12.49
Regional Average	**36.58**

Analysis: The Littoral Region recorded a score of 36.58% in 2021 against 29.13% in 2020, thereby improving by 07.45 points.

VI. Implementation of the RAP in the North Region

Table 19: Implementation of the RAP in the North Region

Strategic Axes	Implementation rate (%)
PREVENTION	63.21
EDUCATION	57.57
CONDITIONS	48.39
INCENTIVES	50.15
SANCTIONS	32.64
Regional Average	**50.39**

Analysis: The North Region moved from 51.33% in 2020 to 50.39% in 2021. This shows a decrease of 0.94 points.

VII. Implementation of the RAP in the West Region

Table 20: Implementation of the RAP in the West Region

Strategic Axes	Implementation rate (%)
PREVENTION	35.49
EDUCATION	41.1
CONDITIONS	35.,96
INCENTIVES	44.00
SANCTIONS	34.47
Regional Average	**38.2**

Analysis: The score of the West Region increased from 32.63% to 38.2% in 2021.

VIII. RAP implementation in the South Region

Table 21: Implementation of the RAP in the South Region

Strategic Axes	Implementation rate (%)
PREVENTION	35.49
EDUCATION	41.1
CONDITIONS	35.,96
INCENTIVES	44.00
SANCTIONS	34.47
Regional Average	**38.2**

Analysis: The South Region scored 45.78% in 2021 compared to 40.89% in 2020, thus improving its performance by 04.89 points.

IX. Implementation of the RAP in the South West Region

Table 22: Implementation of the RAP in the South West Region

Strategic Axes	Implementation rate (%)
PREVENTION	30.17
EDUCATION	39.4
CONDITIONS	40.5
INCENTIVES	38.77
SANCTIONS	9.48
Regional Average	**31.66**

Analysis: The South West Region has a score of 31.66%. The assessment was not done in 2018, 2019 and 2020.

Sub-section 2. Summary of regional performance and Action Plans implementation

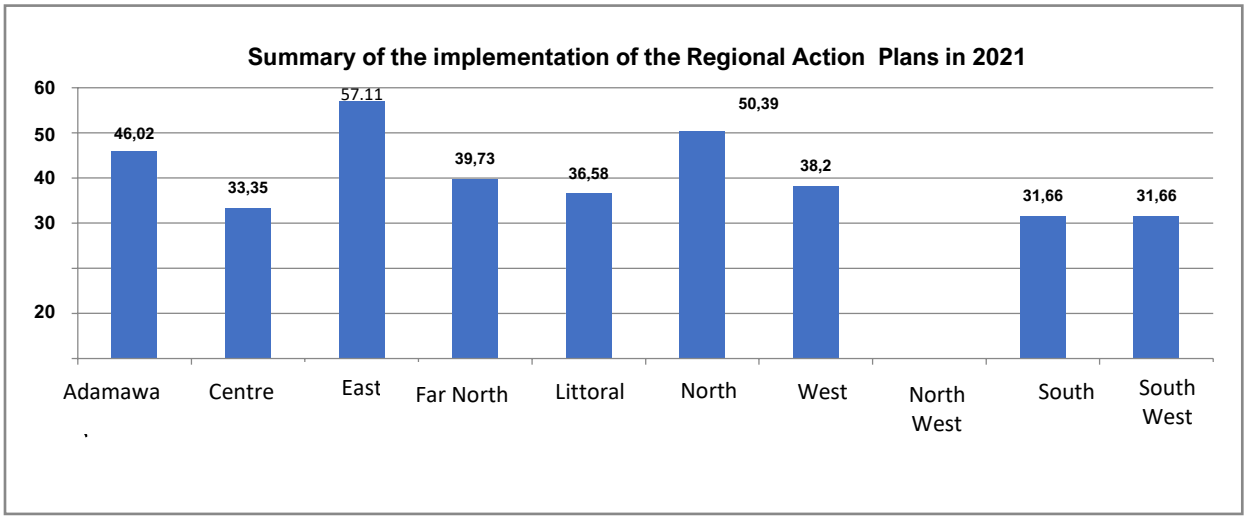
Summary of regional performance in 2021

Table 23. Summary of the performances of Regions in 2021

Ranking at national level	Region	RAP implementation rate in 2021(%)	Average implementation rate (%)
1st	East	**57.11**	**42.09**
2nd	North	**50.39**	
3rd	Adamawa	**46.02**	
4th	South	**45.78**	
5th	Far North	**39.73**	
6th	West	**38.2**	
7th	Littoral	**36.58**	
8th	Center	**33.35**	
9th	South West	**31.66**	
	North West	**Not evaluated**	

Overview at national level in 2021

Figure 1: Graphical representation of achievement levels in 2021



The fight against corruption in the regions has been uneven and no region has really taken the lead in this battle. Numerous obstacles and constraints still hinder this fight throughout the country.

Section 3. Anti-corruption activities in governance and transparency in the extractive industry sector

These activities are carried out by the National Permanent Secretariat of the Kimberley Process and companies in the extractive sector, members of the Cameroon EITI Committee (Extractive Industries Transparency Initiative).

Sub-section 1. Activities carried out under the Kimberley Process

In the Republic of Cameroon, the International Certification Scheme for Rough Diamonds known as the Kimberley Process consists of two bodies:

- the National Permanent Secretariat;
- the Office of Diamond Valuation and Appraisal.

Placed under the authority of the Minister in charge of Mines, the National Permanent Secretariat (SNPKK) coordinates the activities of the services and bodies involved in the implementation of the Kimberley Process and ensures the traceability of the production and commercialization of rough diamonds.

The Government has continued to reinforce the mechanism and actors involved in the control and classification of diamond production and commercialisation circuits. Thus, on the 16th of December 2021, the National Permanent Secretariat of the Kimberly Process (SNPPK) launched a one-month census, sensitisation, training and formalisation operation for actors in the mining industry in Ketté. It concerned the diamond sites in the Ketté, Mbotoro, Kentzou and Gari-Gombo Sub-divisions in the East Region. This operation consisted of providing guidance to around 1500 mining actors in obtaining the Collector and Artisan cards as well as organising them into socio-professional groups of artisan miners. During its launch, the SNPPK revealed that between 2016 and 2021, 11,304.42 carats of diamonds were traced through the formal commercialisation channels. In addition, 5,923.46 carats were exported and several thousand CFA francs were collected in taxes related to the exportation of these Diamonds.

Furthermore, the SNPPK took part in a high-level meeting on the theme "Fighting diamond fraud and smuggling in Central Africa", organised in Yaoundé from the 20th to the 22nd of December 2021 and which brought together representatives of Central African countries, the Democratic Republic of Congo and Angola. This meeting focused on the need to implement sub-regional cooperation, identify factors favouring trafficking and smuggling, define the mechanisms and means of financing diamond activities and create a forum for collaboration, exchanges and information sharing.

Sub-section 2. Activities of the mining and quarrying sector grouped within the Cameroon EITI Committee

In this section, the actors selected are those who are part of the Cameroon EITI Committee. These are the structures that participate in transparency in the extractive sector by making free declarations of mining operations and financial revenues paid to the State of Cameroon. Although the National Hydrocarbons Corporation (SNH) and SONARA are part of the EITI Committee, only SONARA forwarded its 2021 anti-corruption activities to CONAC. These activities are included in the section dealing with the anti-corruption activities of public and semi-public companies.

Concerning the other extractive industry members of the Cameroon EITI Committee, only *Gaz du Cameroun* and Perenco submitted their anti-corruption activities for 2021 to CONAC on the basis of the PrECIS model that was sent to them. The other companies are yet to set up anti-corruption units.

However, the activities carried out and transmitted to CONAC are part of their internal governance policy.

I. The activities of *Gaz du Cameroun* (GDC)

GDC is an oil and gas company owned by Victoria Oil and Gas UK and its anti-corruption efforts are summarised in the following table:

N°	Strategic Axes	Remarks
1	**PREVENTION**	- Maintaining financial records and compiling evidence of expenditure - Insertion and enforcement of the Anti-Bribery and Corruption Contract Clause with contractors and suppliers - Broadcasting company videos on ethics and monthly presentation of complaints boxes
2	**EDUCATION**	- Organisation of seminars to familiarise new employees with GDC's anti-corruption standards (ACS) - Organisation of quarterly refresher seminars for existing staff
3	**INCENTIVES**	Presentation of awards and prizes to employees who have demonstrated integrity

II. The anti-corruption activities of PERENCO

PERENCO is an oil and gas company in Cameroon with operations in the Rio del Rey and Douala Basin. The company forwarded its 2021 report to CONAC. Focus was on the efforts made by PERENCO Group to promote the maintenance of high professional ethics and prevent financial losses, by ensuring compliance with the regulations in force and particularly with the anti-corruption measures applicable in the countries in which it operates.

These activities are in line with the NACS PrECIS tool and are summarised below.

N°	Strategic Axis	Remarks
1	**PREVENTION**	- Development and distribution of the Code of Ethics to staff - Setting up of a complaints collection mechanism - Establishment of an accounting system

ANTI-MONEY LAUNDERING AND TERRORISM FINANCING IN CAMEROON IN 2021

Money laundering and the financing of terrorism constitute two forms of financial delinquency and criminality used by traffickers, embezzlers and criminals to conceal the origin of bank deposits and financial assets.

This chapter reports on the activities carried out by NAFI in 2021 within the framework of money laundering and the financing of terrorism in Cameroon. These are prevention (Section 1), exploitation of Suspicious Transaction Reports (Section 2) and cooperation (Section 3) activities.

Section 1. Prevention activities of the National Agency for Financial Investigations (NAFI)

In a bid to strengthen national Anti-Money Laundering/Counter Financing of Terrorism (ML/CFT) mechanisms, activities of prevention included the publication of the 2021-2025 National Strategy paper on ML/CFT and Proliferation as well as capacity building of stakeholders.

Sub-section 1. Publication of the National Risk Assessment (NRA) on ML/FT

In order to strengthen the effectiveness of the ML/FT control system, Cameroon has, since December 2018, initiated its National ML/FT Risk Assessment with technical support from the World Bank. This activity was carried out in compliance with the Financial Action Task Force (FATF) recommendations adopting the relevant provisions of the Community Regulation of 16 April 2016 on the Prevention and Suppression of Money Laundering and the Financing of Terrorism in Central Africa.

This important document aims at providing Cameroon with a system that does not only conform to international standards, but also and above all guarantee the integrity of the national financial system, one that attracts "sound investments" for the development and attainment of our country's emergence by 2035. The NRA made it possible to identify threats, better understand the vulnerabilities of the Cameroonian system and to rightly assess the risk of money laundering and terrorism financing to which the country is exposed.

Published in March 2021, the National Risk Assessment is a valuable tool for guiding public policies at two levels of decision-making:

- at the central level, given that it will serve as a basis and a compass for strategic decision-making in the implementation of measures aimed at strengthening the national ML/FT system or better still ensure the appropriate allocation of resources to combat, using a risk-based approach;

- at the sectoral level, it provides a solid foundation for the various national authorities, supervisory, self-regulatory and control bodies, and the regulated professions, which will need to draw on the national risk assessment to back up and conduct their own sectoral assessments, so as to better organise and fine-tune their monitoring, enforcement and prosecution systems, as required.

The outcome of the NRA was a strategy paper drawn to effectively combat money laundering and the financing of terrorism through a Priority Action Plan.

Sub-section 2. The publication of the National Anti-Money Laundering and Counter Terrorism Financing document

The general objective of this strategy paper is to establish a permanent framework for reference, evaluation and monitoring of ML/TF actions during the 2021-2025 period. More specifically, this document should ensure the follow-up of the effective implementation of recommendations stemming from the NRA and actions contained in the Priority Action Plan, in order to provide Cameroon with the most effective ML/FT mechanism possible, in compliance with the FATF Recommendations, by 2025.

Published in October 2021, the 2021-2025 National strategies paper to combat Money Laundering and Terrorism Financing presents the money laundering risk matrix at the national and sectoral levels, highlights most of the deficiencies identified during the NRA, and proposes actions to be taken to redress such deficiencies.

It presents the bases for application of the 2021-2025 Priority Action Plan, validated by the competent national authorities.

This Plan is based on the following axes:

- strengthening the legal and institutional framework;
- developing a national coordination framework for actions to be taken by various administrations;
- strengthening the control and supervision system of prevention actors;
- improving the effectiveness of investigating and prosecuting authorities.

Section 2. Analysing Suspicious Transaction Reports (STRs) and other information

In conformity with the provisions of article 2 of its constituting instrument cited above, NAFI's missions include, inter alia, "to receive, process and, if need be, forward to the competent judicial authorities all information likely to help establish the origin of sums of money or the nature of the transactions mentioned in the suspicion report relating to the anti-money laundering and counter terrorism financing drive; to obtain from judicial authorities and authorities monitoring liable persons information relevant to its duties…"

The activities for 2021 consisted of collecting STRs, processing them through discussions with liable persons and transmitting financial intelligence to the competent national authorities and to peer Financial Intelligence Units (FIUs).

Sub-section 1. Suspicious Transaction Reports recorded in 2021

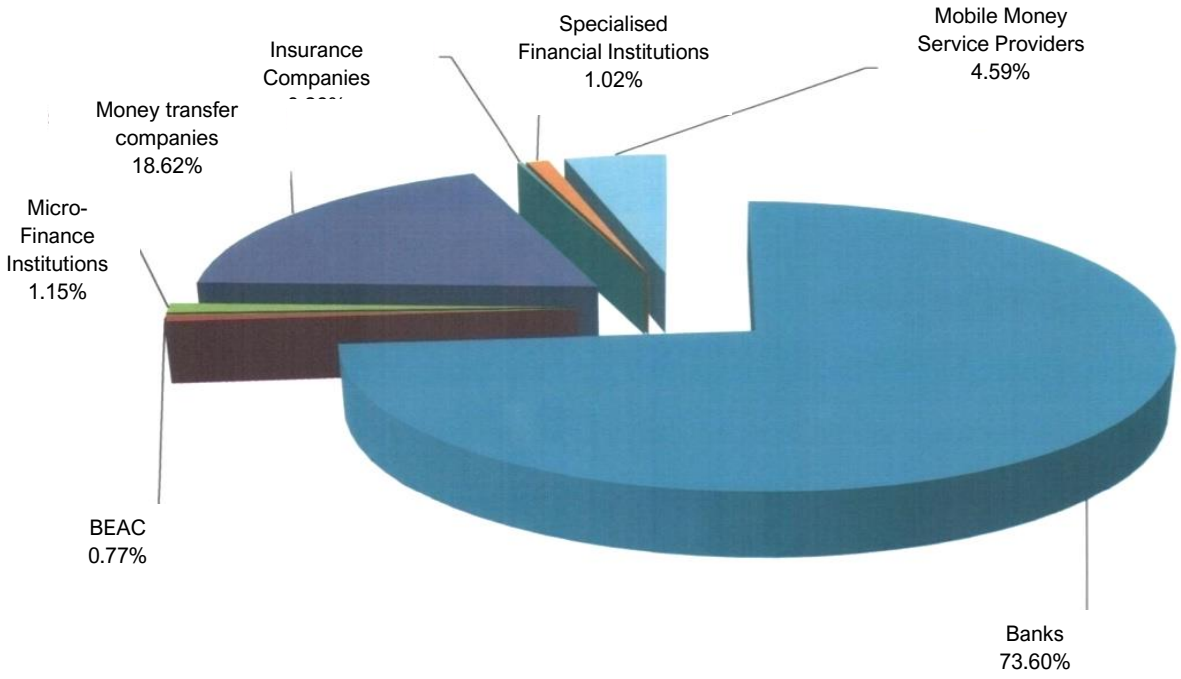
From January to December 2021, NAFI received 784 Suspicious Transaction Reports (STRs) from regulated professions as against 785 in 2020. This slight decline is as a result of the involvement of the private sector, especially managers of Credit institutions, who are main providers of Suspicious Transaction Reports (STRs).

The table and chart below show the trend of the 2021 Suspicious Transaction Reports as per source.

Table 24: Number of suspicious transaction reports recorded in 2021 according to sources

1.	Banks	577
2.	BEAC	06
3.	NRA	09
4.	Money transfer companies	146
5.	Insurance companies	02
6.	Specialized financial institutions	08
7.	Payment service providers (Mobile Money)	36
		784

Figure 2. Graphic representation of the number and distribution of STRs recorded in 2021 as per source



The above graph portrays that as before, Banks are leading providers of Suspicious Transaction Reports to NAFI, representing 73.60% in 2021, followed by Money Transfer Companies with 18.62%. NAFI also noted the active participation of Mobile Money Companies, which ranked third with 4.59% of Suspicious Transaction Reports transmitted.

The very low contribution of MFIs (9 reports representing 1.15% of the total number of reports filed) is a call for concern because they present very high vulnerabilities to money laundering and terrorism financing due to the wide range of financial products and services they provide to the public, their limited understanding of ML/TF risks, the lack of training of managers in this area, and the shortcomings of automatic monitoring and profiling tools.

In 2021, NAFI equally carried out investigations basing on request for information from public administrations, other operational intelligence and security services as well as foreign counterpart services within the framework of national and international cooperation.

A summary of these requests is presented in the table below:

Requests from other Public Administrations	**37**
Requests from counterpart Financial Intelligence Units (FIUs)	**34**
Total	**71**

From a general perspective, it could be deduced that national cooperation intensifies as the years go by. At the level of local actors, NAFI received and processed files from: MINETAT/SG-PRC; MINDEF; DGSN; DGRE; CONSUPE; CONAC; MINREX; DGD/MINFI; DGI/MINFI and DGTCFM/MINFI.

At the international level, interactions with foreign counterparts were maintained.

Sub-section 2. Analysing Suspicious Transaction Reports recorded in 2021

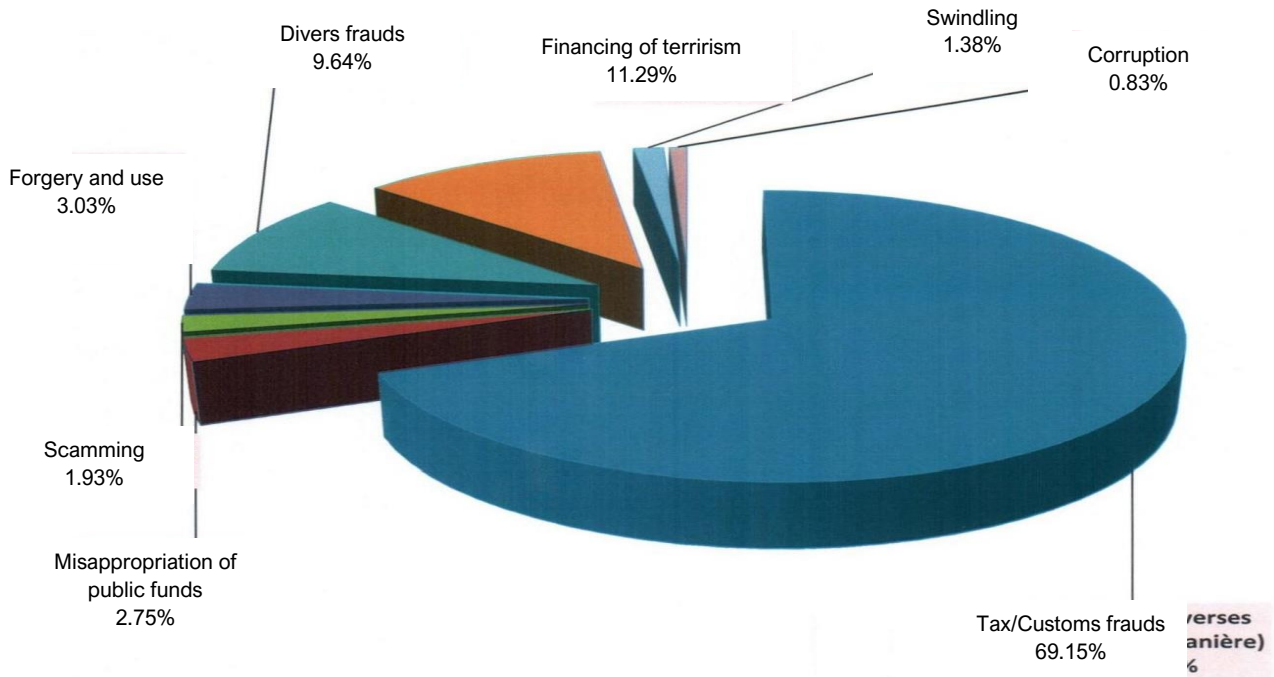
NAFI forwarded three hundred and sixty-three (363) files of predicate offences of money laundering to relevant jurisdictions and authorities as well as counterpart FIUs, which stood at CFA 135 billion between the 1st of January and the 31st of December 2021.

The table and graph below show the trend of files transmitted to the various competent courts in 2021, according to the underlying offences:

Table 25. Breakdown of the number of cases forwarded to Courts in 2021 and volume of financial flows

N°	Predicate offences	Number of files forwarded
1.	Tax/customs frauds	251
2.	Misappropriation of public funds	10
3.	Scamming	07
4.	Forgery and use	11
5.	Diverse frauds	35
6.	Financing of terrorism	41
7.	Swindling	05
8.	Corruption	03
	Total	**363**

Figure 3. A graphic representation of the number and distribution of cases transmitted to the different competent courts in 2021 according to predicate offences



The table and graph show that in 2021:

- cases of tax and customs fraud laundering increased significantly from 146 in 2020 to 251 in 2021; these cases come first in terms of the number of files transmitted to the courts and other competent administrations (DGT and DGC) in the past two years;
- cases related to suspected terrorism financing (including financing of secessionist activities and groups) remain important and come second in terms of the number of cases transmitted in 2021 recording 41 cases; these cases are generally referred to the military courts and specialized services, notably MINDEF, DGRE, DGSN (DST, DPJ and DRG) and the National Gendarmerie;
- cases of various types of trafficking (35) have been on the rise since 2019 and represent 9.64% of the cases transmitted; those identified are linked to the smuggling of currency, art objects and mining products.

The table below shows the number of cases per predicate offence transmitted to Courts and other competent national authorities in 2021.

Table 26. Number of cases per predicate offence transmitted to the Courts and other competent national Authorities in 2021

N°	Jurisdictions seized by NAFI in 2021	Number of transmitted files
1.	Wouri High Court	67
2.	Mfoundi High Court	21
3.	Special Criminal Court	08
4.	Yaoundé Military Tribunal	07
5.	Douala Military Tribunal	04
6.	Bamboutos High Court	04
7.	Fako High Court	04
8.	Diamaré High Court	01
9.	Mifi High Court	01
10.	Logone-and-Chari High Court	01
11.	Lom-and-Djérem High Court	01
12.	CA Court of First Instance of Yaoundé Administrative Centre	03
13.	Ministry of Justice	01
14.	DGSN	25
15.	National Gendarmerie	16
16.	Directorate General of External Research	12
17.	MINDEF	02
18.	CONAC	02
19.	CONSUPE	04
20.	Directorate General of Taxation	83
21.	Directorate General of Customs	53
22.	MINETAT/SG-PRC	01
23.	Ministry of Finance	04
	TOTAL	322

Financial flows identified by NAFI regarding the 41 files referred to Courts and other competent authorities as well as counterpart FIUs between 2006 and 2021 are estimated at CFA one thousand eight hundred and sixty-nine billion ninety-one million one thousand and thirty-five (1 869 091 001 035) francs.

Section 3. The 2021 Cooperation activities of NAFI

At the national level and in addition to the prosecuting authorities, the collaboration of NAFI with tax authorities, national security services and other actors in the fight against financial crime has been intensified considerably under Article 71 of the CEMAC Regulations.

NAFI organized a seminar on capacity-building for MINMIDT staff on the fight against money laundering and terrorism financing, from the 28th to the 30th of April 2021, in Douala.

From the 4th to the 8th of October 2021, NAFI staff participated in the training workshop for security personnel on digital investigation techniques and cyber security strategies organized by ANTIC in Kribi.

Part Two

SANCTIONING OF CORRUPT PRACTICES

The punishment of corrupt acts and practices is reflected in the disciplinary sanctions imposed on culprits by the Administration (Chapter I) as well as in the sentences pronounced against those found guilty by the competent Courts (Chapter II).

Chapter 1

ADMINISTRATIVE, DISCIPLINARY AND FINANCIAL SANCTIONS

This chapter presents a summary of the decisions imposed on persons implicated in corrupt acts and practices or unethical behaviour, by Regulatory Institutions (Section 1), Ministries (Section 2), and Public and Semi-public Establishments (Section 3).

Section 1. Sanctions imposed by Regulatory Bodies

The afore-mentioned sanctions concern the Public Contracts Regulatory Board (ARMP) and the National Communication Council (NCC)

Sub-section 1. The Public Contracts Regulatory Board (ARMP)

In line with its Missions, ARMP suspended 10 officials for breach of public procurement procedures in the Bana and Banka municipalities.

N°	Accused person	Service	Duty Post	Nature of offence	Date of regulatory act	Sanction
1	S. J. P.	BANA Council	Mayor	Malpractices in the procurement procedure	30 July 2021	Suspension for a period of 12 months
2	N. C.	Banka Council		Non-compliance with regulatory provisions	11 March 2021	Suspension for a period of 24 months
3	K. G.		President of the Internal Public Procurement Commission (IPPC)	Biased analysis of bids		
4	N. C.		MINMAP/IPPC representative			
5	E. S.		MINDEVEL/IPPC representative			
6	A. E. Y. R.		MINFI/IPPC representative			
7	A. Y. D.		Project Owner/IPPC representative			
8	F. D. J. L.		Chairman, sub-committee of the Tender Board			
9	T. N. J.		Sub-committee members of the Tender Board			
10	D. J. M.		Sub-committee Rapporteur of the Tender Board			

Sub-section 2. The National Communication Council (NCC)

In 2021, the NCC issued 03 decisions sanctioning media organs, editors and a journalist.

N°	Reference	Date	Media organs or accused persons	Motive	Sanction
1	000126/CNC	06 July 2021	1- *"Confidence" Magazine* 2- E. N. N., Publisher of the said Magazine	Failure to comply with professional requirements of investigation and balance in handling the information published against Senator N. S., Chief Executive Officer of C. S. A. in the April 2021 issue of "Confidences" Magazine number 259.	Suspension from journalism activities for 6 months
2	000127/CNC		S. B. B., Publisher of*« RIS RADIO »*and presenter of the program « *l'édito politique »* on the said radio	Professional misconduct resulting from insufficient investigation leading to the broadcast of unsubstantiated and offensive information against Honourable L. L. N. C., President of the PCRN, during his program of May 26, 2021	Suspension from journalism activities in Cameroon fora 1 month period
3	00128/CNC		1- M. H., Publisher of Television Channel *"DBS TV "* 2- S. J. N., journalist *of " DBS TV "*	Broadcast, during TV program "DBS Matin" of 21 April, 2021, of unfounded and offensive accusations damaging the honourability of the French Head of State and the image of France	- Warning served M. H. - Suspension of S. J. N. from exercising as journalist in Cameroon a period of one month

Section 2: Sanctions imposed in Ministries

In 2021, some Ministries distinguished themselves by punishing corrupt acts through sanctions meted out to public officials for unethical behaviours or companies whose deficiencies were highlighted in the execution of some public contracts. These include the Ministry of Finance (MINFI), the Ministry of Women Empowerment and the Family (MINPROFF), the Ministry of Basic Education (MINEDUB), the Ministry of Transport (MINT), the Ministry of Forestry and Wildlife (MINFOF), the Ministry of Trade (MINCOMMERCE), the Ministry of Public Contracts and the Ministry of Public Service and Administrative Reform (MINFOPRA)

Sub-section 1. The Ministry of Finance

A total of 51 civil servants were sanctioned in this Ministry; 16 from the Directorate General of Customs and 35 from the Directorate General of Taxation.

➢ Directorate General of Customs (DGC)

N°	Accused	Service	Post	Nature of offence	Date of sanction	Sanction
1	M. H. J.	Littoral I Sector	Customs Warrant Officer	Severe breach of professional ethics and deontology	08 February 2021	Suspension of all emoluments paid to DGC for a period of 03 months
2	N. A. K. L.	Littoral I Sector	Senior Customs Officer		08 February 2021	Suspension of all emoluments paid to DGC for a period of 03 months
3	N. K.					
4	T. N. M.		Customs Clerk			
5	K. D.			Serious breach of professional ethics and deontology		
6	N. A. E.					
7	M. Y.					
8	A. F. A.					
9	M. E.					
10	N. T.		Senior Customs Officer			
11	T. A.		Customs Inspector			
12	N. N.		Preventive Customs Officer	Serious breach of professional ethics and deontology		
13	M. D.	North Sector	Head of Customs Office in Touroua			
14	O. B.	South 2 Sector	Head of Mobile Customs Brigade, Kribi 1er			
15	M. M. C.	West Sector	Head of Mobile Customs Brigade, Mbouda			
16	E. E. J.	Division of Revenue Collection and Statistics	Customs Clerk			

➢ Directorate General of Taxation (DGT)

N°	Accused	Service	Post	Nature of offence	Sanction
1	A. B. P.	Kribi Toll-Gate	Chief of Station	Breach of ethics and deontology	Suspended and relieved of duty as precautionary measure
2	A. N. M. H.	Nkometou and Mbankomo Toll-Gate			
3	A. M. H.	Center for Medium Size Enterprises (CIME) Akwa 2	Revenue collector	Misappropriation of public property	
4	A. A. L. O. épouse M.	Regional Tax Centre for South	Agent		
5	A. M. E. P.	Awae Toll -Gate	Chief of Station		
6	B. B. C. épouse A.	Regional Tax Centre for Adamawa	Agent		
7	B. A. M. épouse O.	Centre 1 Regional Tax Office			
8	B. J. R.	CIME Yaoundé West	Audit Inspector		
9	B. L. R.	Divisional Tax Centre for Douala 1	Agent	Misappropriation of public property	Suspended and placed at the disposal of HRD/MINFI as precautionary measure
10	B. L.	Ocean Divisional Tax Centre	Tax collector		Placed on retirement
11	E. N. H.	Bafia Divisional Taxation Centre	Interim collector	Misappropriation of public property	Suspended and relieved of duty as interim measure
12	E. M.	Regional Tax Center for Adamawa	Regional Tax		Assigned to

N°	Accused	Service	Post	Nature of offence	Sanction
			collector		HRD/MINFI on interim basis
13	E. P. B.	Divisional Tax Centre for Sa'a	Interim collector		
14	H. L.	Regional Tax Centre for Adamawa	Regional Tax collector		
15	I. A. épouse A.	Regional Tax Centre for Adamawa	Agent		
16	K. M.	Centre for Medium Size Enterprises CIME Akwa 2	Head of Revenue Collection		Suspended and relieved of duty as precautionary measure
17	K. N. N. R.	Ocean Division Taxation Centre	Agent		Suspended as precautionary measure
18	K. R. épouse M.	Regional Tax Centre for Adamawa			Suspended and placed at the disposal of HRD/MINFI as interim measure
19	M. B. épouse T.	Regional Tax Centre for Adamawa		Misappropriation of public property	
20	M. M.	Regional Tax Centre for Adamawa			
21	M. K. S. F.	Regional Tax Centre for Adamawa			
22	M. L. C. épouse M.	Directorate General of Taxation			Assigned to HRD/MINFI on interim basis
23	N. S. A.	Mékong Toll-Gate	Controller		Relieved of duty as precautionary measure
24	N. M. M.	Centre 1 Regional Tax Centre	Agent		Assigned to HRD/MINFI on interim basis
25	N. B. E.	Centre 1 Regional Tax Centre		Misappropriation of public property	
26	O. J. M.	Regional Tax Centre for South	Trainee student of ENAM Cycle A		File transmitted to MINFOPRA
27	S. B.	Muyuka-Mbanga and Lala Village Toll-Gates	Head of Toll Gates		Suspended and relieved of duty as precautionary measure
28	S. T. F.	Regional Tax Centre for Adamawa	Agent		Suspended and placed at the disposal of HRD/MINFI as precautionary measure
29	T. N. S.	Ocean Division Tax Centre	Chief of Centre		Suspended as precautionary measure
30	T. K.	Regional Tax Centre for Adamawa	Agent		Suspended and placed at the disposal of HRD/MINFI as precautionary measure
31	V. O. T. C.				
32	Y. G. épouse T. B.				
33	Y. H.	Far North Regional Tax Centre			
34	Z. D. F.	Divisional Tax Centre for Ntui	Interim Collector		Relieved of duty as interim measure
35	Z. G. D. épouse A. O.	Regional Tax Centre for Adamawa	Agent	Misappropriation of public property	Suspended and placed at the disposal of HRD/MINFI as precautionary measure

Sub-section 2. The Ministry of Women's Empowerment and the Family (MINPROFF)

Two decisions were taken within this Ministry.

N°	Decision reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	0000016/ MINPROFF	11 June 2021	N. J.	Centre for Women Empowerment and the Family, Eseka	Director	- Privatisation and confiscation of CPFF offices and workshop	Relieved of their duties

N°	Decision reference	Date	Accused	Service	Post	Nature of offence	Sanction
						rooms - Abuse of authority over employees - Influence peddling	
2	000207/ MINPROFF	06 Sept. 2021	E. D. C.	Centre for Women Empowerment and the Family, Mbanga		- Sexual harassment - Wrongful dismissal of trainers - Insubordination	

Sub-section 3. The Ministry of Basic Education (MINEDUB)

11 officials of this Ministry have been relieved of their duties.

N°	Decision reference	Date	Accused	Service	Post	Nature offence	Sanction
1	034/B²/205030/ MINEDUB/IGS	29 January 2021	B. C.	Government Primary School Biaberebe 2 A (Bafia Sub-division)	Head teacher	Sexual abuse of a young pupil	Relieved of duties
2	273/B²/1464/MINEDUB/IGS	27 May 2021	T. T. J. P.	Su-divisional Inspectorate of Basic Education, Mbangassina	Office Head for After-School and Extracurricular Activities	Corrupt practices	
3	273/B²/1464/MINEDUB/IGS		M. M. R.	Government Primary School Ebolzock (Esse Sub-division)	Head teacher		
4	273/B²/1464/MINEDUB/IGS		Y. S.	Government Bilingual primary School Ntui Group 1 A			
5	273/B²/1464/MINEDUB/IGS		O. E.	Government Primary School Group 1 Mbangassina			
6	273/B²/1464/MINEDUB/IGS		A. T. B.	Government Primary School Group 2Mbangassina			
7	273/B²/1464/MINEDUB/IGS		B. J. C.	Government Bilingual Primary School Pouma-Centre			
8	274/B²/1464/MINEDUB/IGS		M. Y. C.	Government Bilingual Primary School Baladji 2		Sexual harassment of female teachers	
9	478/B²/93971/MINEDUB/IGS	18 August 2021	E. E. J. F.	Government Primary School Nkong Tok 2 (Matomb Sub-division)		Physical abuse and sexual harassment of female Teacher	
10	479/B²/93971/MINEDUB/IGS		E. E. E. D.	Sub-divisional Inspectorate of Basic Education, Ayos	Chief of General Affairs Service	Embezzlement of funds allocated for the running of public primary schools	
11	480/B²/120929/ MINEDUB/IGS		F. A.	Government Primary School Okola Group 2	Head teacher	Corrupt practices	

Sub-section 4. The Ministry of Transport (MINT)

Four Divisional Delegates were served written warning.

N°	Decision reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	001235/L/MINT/ CAB/IG/I3	26 February 2021	M. E. F.	Divisional Delegation of Transport,Hauts Plateaux	Divisional Delegate	Persistent illegal practice of road safety and prevention activities	Written warning
2	001233/L/MINT/ CAB/IG/I3		K. A M. C. F.	Divisional Delegation of Transport for Lékié			
3	001234/L/MINT/ CAB/IG/I3		O. J. L.-G.	Divisional Delegation of Transport for Nyong and Kellé			
4	001236/L/MINT/ CAB/IG/I3		D. G.	Divisional Delegation of Transport for Wouri			

Sub-section 5. The Ministry of Forestry and Wildlife (MINFOF)

Thirteen public officials of this Ministry were sanctioned.

N°	Decision reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	3688/L/MINFOF/SETAT/SG/DAG/SDPSP/SP	23 June 2021	F. Z. P.	Divisional Delegation of Forestry and Wildlife for Mefou-and-Afamba	Water and Forestry Technical Officer	Non-compliance with the principles of administrative ethics and deontology	Written warning
2	3687/L/MINFOF/SETAT/SG/DAG/SDPSP/SP		N. R. T.	Douala-Edea National Park		Inaction on illegal logging in the SNH logging area	
3	0253/D/MINFOF/SETAT/SG/DAG/SDPSP		B. O. M.	Unspecified		- Physical assault of a supervisor - Non-compliance with the principles of administrative ethics and deontology	Filed reprimand
4	0251/D/MINFOF/SETAT/SG/DAG/SDPSP		N. N. R.	Unspecified		Complicity in illegal logging in SNH's logging area	
5	0250/D/MINFOF/SETAT/SG/DAG/SDPSP		M. M. L. S.	Unspecified	Contract Water and Forestry Engineer	- Complicity in illegal logging in his area of jurisdiction - Laxity in performing his duties	
6	0249/D/MINFOF/SETAT/SG/DAG/SDPSP		L. L. D. E.	Unspecified	Water and Forestry Technician	Complicity in illegal logging in SNH's logging area	
7	0248/D/MINFOF/SETAT/SG/DAG/SDPSP	23 juin 2021	N. J. C.	Unspecified	Senior Water and Forestry Technician	- Complicity in illegal logging in his area of jurisdiction - Laxity in carrying out his duties - Corruption	

N°	Decision reference	Date	Accused	Service	Post	Nature of offence	Sanction
8	0247/D/MINFOF/SETAT/SG/DAG/SDPSP		E. E. C.	Unspecified	Water and Forestry Engineer	Laxity in carrying out duties leading to illegal logging in his area of jurisdiction	Filed reprimand
9	0246/D/MINFOF/SETAT/SG/DAG/SDPSP	23 juin 2021	A. O. D.	Unspecified	Water and Forestry Technician	- Facilitating the diversion of seized petroleum products - Corruption	
10	0245/D/MINFOF/SETAT/SG/DAG/SDPSP		T. E. J. M.	Unspecified		- Complicity in illegal logging in his area of jurisdiction - Laxity carrying out his duties - Corruption	
11	0235/D/MINFOF/SETAT/SG/DAG/SDPSP		D. M. J. R. B.	Unspecified		Signing of Waybills used to launder timber from illegal logging	
12	0234/D/MINFOF/SETAT/SG/DAG/SDPSP		S. J.	Unspecified	Water and Forestry Engineer	- Physical assault of suspected offenders - Abuse of authority - Constant drunkenness	
13	0233/D/MINFOF/SETAT/SG/DAG/SDPSP		M. N. Y.	Unspecified	Water and Forestry Technician	- Facilitating the evacuation of 02 trucks involved in illegal logging - Complicity in illegal logging	Filed reprimand

Sub-section 6. The Ministry of Trade (MINCOMMERCE)

Disciplinary sanctions were meted out to thirteen staff of this Ministry.

N°	Decision reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	0086/MINCOMMERCE/CAB	25 March 2021	O. S.	Divisional Delegation of Trade for Ntem Valley	Divisional Delegate	Breach of administrative ethics and deontology to the detriment of merchandise owners in Kye-Ossi	Filed reprimand
2	0087/MINCOMMERCE/CAB		M. V. M.		Main Controller of Metrology, Quality and Prices		Suspension from duty for a period of 03 months
3	0087/MINCOMMERCE/CAB		N. R. D.		Assistant Controller of Metrology, Quality and Prices		
4	0087/MINCOMMERCE/CAB		N. épouse B. J. T.		Contract Support Agent		Suspension from duty for a period of 03 months

N°	Decision reference	Date	Accused	Service	Post	Nature of offence	Sanction
5	0089/MINCOMMERCE/CAB	30 March 2021	O. S.	Divisional Delegation of Trade for Moungo	Divisional Delegate	Breach of administrative ethics and deontology to the detriment of actors in the welding and metal fabrication sector in Melong	Filed reprimand
6	0090/MINCOMMERCE/CAB	30 March 2021	M. K.		Sub-divisional Chief of Brigade for Melong	Grave acts contrary to professional ethics and deontology to the detriment of actors in the welding and metal fabrication sector in Melong	Suspension from duty for a period of 03 months
7	0091/MINCOMMERCE/CAB	30 March 2021	N. E.	Divisional Delegation of Trade for Lom and Djérem	Sub-divisional Chief of Brigade for Bétaré-Oya	Breach of ethics, professional and administrative deontology to the detriment of traders in Betare Oya.	Relieved of duties
8	0094/MINCOMMERCE/CAB	31 March 2021	E. P. P.	Divisional Delegation of Trade for Mifi	Divisional Delegate	Breach of ethics, professional and administrative deontology to the detriment of traders of the B market in Bafoussam.	Filed reprimand
9	0095/MINCOMMERCE/CAB	31 March 2021	K. née N. O. N.		Decision-making officer	Severe lack of ethics, of professional and administrative deontology, to the detriment of traders of the B market in Bafoussam	Suspension from duty for a period of 03 months
10	0096/MINCOMMERCE/CAB	31 March 2021	T. V.		Metrology, Quality and Price Controller	Breach of ethics and professional deontology to the detriment of traders of the B market in Bafoussam.	Filed reprimand
11	0096/MINCOMMERCE/CAB	31 March 2021	M. O.	Divisional Delegation of Trade for Mifi	Contract Support Staff	Breach of ethics and professional deontology to the detriment of traders of the B market in Bafoussam.	
12	0096/MINCOMMERCE/CAB	31 March 2021	M. D. F.		Contract Support Staff		Filed reprimand
13	0393/MINCOMMERCE	16 November 2021	T. M. A.	Divisional Delegation of Trade for Nyong and Mfoumou	Sub-divisional Chief of Brigade for Endom	Serious breaches of ethics and professional obligations	Suspension from duty for a period of 03 months

Sub-section 7. The Ministry of Public Contracts (MINMAP)

In line with its Missions, the Minister of Public Contracts issued a decision on the 26th of May 2021 terminating certain contracts and excluding their tenderers from public procurement.

The decision sanctioning forty companies is presented in the table below:

N°	Decision reference	Date	Region	Company Name	Contract title	Locality	Irregularity	Sanction
1	0000335/ D/MINMAP/ SG/DAJ/ MNAS	26 May 2021	Adamawa	Ets F.	Construction of a vaccine park in Labbarre	Banyo	Abandonment of site	Excluded from Public Procurement
2				Ets. F. M. N.	Construction of a swimming pool in the motel at Mardock Wood	Ngaoundere	Company reported missing after notification of the Start-up Service Order	
3				Ets. L. S.	Construction of Kiosks in Ngaoundere		Lack of mobilisation	
4				Ets. O. B.	Rehabilitatiion works on the National Road No 6 between AN 2000 and Mayo Wouta crossroads with shoulder treatment in Banyo	Banyo	Abandonment of site	
5				Ets. H. et R. du C.	Execution of completion works of the Ngaoundal community hall	Ngaoundal		
6				Ets. M. P. F.	Order-Letter no17/LC/CDPM-MB/C-DJ/2019 for the construction of a shed at Borgop market in the Djohong municipality	Djohong		
7				Ets. K. et Cie	Bandam Equipping Bandam CSI	Bankim	Lack of mobilisation	Excluded from Public Procurement
8				Ets. M. S.	Furnishing the Somié CSI with medical equipment		Lack of mobilisation	
9				Ets. S. D.	Providing medical equipment for the Mayo Kelele maternity ward and observation room	Banyo	Lack of mobilisation	
10			East	Ets. B.	Construction of a block of 02 classrooms at CES Ngoulemakong	Ngoulemakong	Abandonment of site	Excluded from Public Procurement
11				Ets. A. V. C. C.	Opening of a 5 km agricultural track in Bissoua (EPC)-River Foungue	Messamena	Work never started	
12				Ets. A. and S. LTD	Construction of a block of 02 classrooms at Government School Aminemekound	Mboma	Abandonment of site	
13				Ets. T. T. et F.	Construction of a community hut in Boela	Nguélémen-douka	Abandonment of site	
14				Ets. G. N.	Opening of a 5 km agricultural track in Nanmedjap-Efoulan		Abandonment of site	Excluded from Public Procurement
					Construction of a culvert in Nanmedjap-Effolan			
					Opening of a 5 km agricultural track in Oueyai 1-Oueyai 2			
					Construction of a culvert in Oueyai 1-Oueyai 2			

N°	Decision reference	Date	Region	Company Name	Contract title	Locality	Irregularity	Sanction
					Opening of a 5 km agricultural track in Essence II (Adventist Church) -River Nguélémendouka Mbouo			
					Construction of a block of 02 classrooms at Government School Kak 3			
					Construction of a block of 02 classrooms at Government School Mvanda 2			
					Construction of the Miambo CSI			
					Rehabilitation of the Koumbambang-Oueyai communal road			
					Rehabilitation of the agricultural track Medjoh-Agrinat			
					Opening of an agricultural track in Tonkla-Medjuh			
					Rehabilitation of the municipal road : Rond-Point Cinquantenaire-CETIC Mindourou, CETIC Mindourou-Gozen (Mayang), CMA-D.O's Office, Library	Mindourou		
					Construction of a culvert at See-Diang	See-Diang		
					Construction of a tourist centre in Bélabo	Bélabo		
					Construction of a municipal stadium in Bélabo			
					Construction of a block of 2 classrooms at Government School Andom	Mindourou	Work never started	
15				Ets. A. B.	Construction of a block of 02 classrooms at CES Angossas	Angossas	Abandonment of site	Excluded from Public Procurement
					Construction of a block of 02 classrooms at Government School Konaké	Abong-Mbang		
16				Ets. S. du N.	Construction of 02 classrooms at GPBS Group 2 Abong-Mbang	Abong-Mbang	Abandonment of site	Excluded from Public Procurement
17				Ets. La C.	Rehabilitation of the Doumaintang-Salle-Ngandamé section and re-equipping of the dike hall	Doumaintang	Abandonment of site	Excluded from Public Procurement
18				Ets. D.	Rehabilitation of communal roads in the Mindourou municipality	Mindourou	Abandonment of site	Excluded from Public Procurement

N°	Decision reference	Date	Region	Company Name	Contract title	Locality	Irregularity	Sanction
19				Ets. P. P.	Construction of a block of 2 classrooms at the Somalomo High School	Somalomo	Abandonment of site	Excluded from Public Procurement
20				B. C. E. S. A.	Construction of the A. CSI	Doumé	Abandonment of site	Excluded from Public Procurement
					Opening of a 15 km agricultural track linking the Mbama and Mekouamb villages			
					Rehabilitation of the 9 km Bigotsa-Bayong agricultural track			
					Opening of a 6 km agricultural track between Bayas and Ndjongboum	Angossas		
21				DF C.	Construction of a block of 2 classrooms at Government School Ngoumou	Mboma	Abandonment of site	Excluded from Public Procurement
					Rehabilitation of the Kagnol II-Mbamé II dike			
					Opening of a 5 km agricultural track in Kak II-Ymbé II			
					Construction of a block of 02 classrooms at CETIC Ngoyla	Ngoyla		
					Construction of a computer room at Ngoyla High School			
22				Ets. D. and C.	Construction of the Ntam Carrefour Government Primary School		Abandonment of site	Excluded from Public Procurement
23				Ets. J. et B.	Construction of a block of 02 classrooms at Government Primary Schoom Nkondong 1			
24				Ets. NKS and CO	Construction of a block of 02 classrooms at Government Primary School Etekessang			
25				Ets. A.	Construction of drinking water supply station in Ngoyla Center			
					Rehabilitation of the Carrefour Comptable Commune-Domicile Elysé communal road			
26				Ets. O,	Construction of a borehole in Bossenga (Baka camp)	Messok	Abandonment of site	Excluded from Public Procurement
					Construction of a borehole equipped with PMH in Massens	Lomié		
27				C. -C. SARL	Extension of the electricity network from Lomié to Polydor, from Lomié to CIESO (Ecole des Sous-Officiers) and Serre to Mintom		Abandonment of site	Excluded from Public Procurement

N°	Decision reference	Date	Region	Company Name	Contract title	Locality	Irregularity	Sanction
28				Ets. N. et F.	Construction of a block of 02 classrooms at Government Primary School Kagnol	Mindourou	Abandonment of site	
					Construction of a block of 02 classrooms at Government Primary School Djouyaya			
					Construction of a block of 02 classrooms at CES Djaposten			
29				Ets. M. et F.	Construction of a pasture in Andom		Work never started	
30				Ets. N. K.	Construction of a block of 02 classrooms at Governement Nursery School Diang	Diang	Abandonment of site	
31				Ets. MM B. S.	Construction of a culvert at Ngoa (BitamYem)		Work never started	Excluded from Public Procurement
32				Ets. M.	Construction of a block of 02 classrooms at Governement Nursery School Mban 2		Abandonment of site	
				Ets. I.	Construction of an extracurricular community centerat Woumbou	Ngoura		
34			Littoral	Ets. G. C.	Construction of a mini solar power plant in Manoka	Manoka	Work never started	
35			North	Société S. C. SARL	Construction of the annex vaccine production building at LANAVET	Garoua	Abandonment of site	
36				Société O. SARL	Construction of a Customs Post and a toll booth in Pitoa	Pitoa		
37				Groupe N. et Ets. O.	Construction of the Zera II CSI	Lagdo	Foreclosure	
38				Ets. H.	Construction of a borehole equipped with PMH in Wafala II	Wafala II	Abandonment of site	Excluded from Public Procurement
					Construction of a borehole equipped with PMH in Mbaoubala	Mbaoubala		
					Construction of a borehole equipped with PMH in Laoundjougoyé	Laoundjougoyé		
					Construction of a borehole equipped with PMH in Bongo I	Bongo I		
39				Ets O. S.	Construction of a solar powered borehole in Djemadjou II	Maindingring	Poorly executed work	
40				Ets. L.	Construction of a block of 02 classrooms at Government Primary School OuroKossoum	Rey Bouba	Abandonment of site	Excluded from Public Procurement

Sub-section 8. The Ministry of Public Service and Administrative Reform (MINFOPRA)

In the year 2021, the Minister of Public Service and Administrative Reform meted out disciplinary sanctions to some of his collaborators. Moreso, he signed decisions on the laying-off and dismissal of 499 civil servants and administrative contract workers within the framework of the Physical Counting Operation of State Personnel (COPPE), for irregular absences.

I. Sanctions taken against certain MINFOPRA workers

N°	Decision reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	000232/D/MINFOPRA/SG	12 February 2021	V. M. A. A.	Department of General Affairs	Administrative contract worker	Bribery and corruption	Suspended from duty for a period of 03 months
2	000237/D/MINFOPRA/SG	15 February 2021	B. N. W. C.	Communication Unit		Bribery and corruption	
3	000244/D/CAB/MINFOPRA/IG	18 February 2021	O. M. N. M.	North Regional Delegation of Public Service and Administrative Reform	Head of Recruitment and Training	Gross insubordination, unethical behaviours, breach of administrative deontology and irregular absences	Suspended from duty for a period of 03 months

II. List of civil servants who were laid-off or dismissed, established from the Physical Counting Operation of State Personnel (COPPE)

N°	Name and Surname	Act number	Date of signature	Sanction	Administration	Status
1	A. B	004545	20/05/2021	Lay-off	MINEDUB	Civil servant
2	A. A. A.	004862	21/05/2021	Dismissal		Contract workers
3	A. G. A.	004887				
4	A. J. F.	004771				
5	A. M. D. C. A.	004772				
6	A. O. P. P.	004863				
7	A. A. A.	004864				
8	A. E. A.	004888				
9	A. S. M. C.	004553	20/05/2021		MINESEC	Contract worker
10	A. S. L.	004539		Lay-off	MINCOMMERCE	Civil servant
11	A. E. V.	004865	21/05/2021	Dismissal	MINEDUB	Contract workers
12	A. D. D.	004866				
13	A. B. E.	004867				
14	A. B. A.	004868				
15	A. A.	004363	20/05/2021		MINFOF	
16	A. I.	004399		Lay-off		Civil servant
17	A. B. J. P.	004891	21/05/2021	Dismissal	MINEDUB	Contract worker
18	A. T. B.	004892	21/05/2021	Dismissal	MINEDUB	Contract workers
19	A. E. F.	004869				
20	A. D.	004870				
21	A. M. R. B.	004274	20/05/2021	Lay-off	MINSANTE	Civil servant
22	A. A. L.	004872	21/05/2021	Dismissal	MINEDUB	Contract workers
23	A. H. L.	004873				
24	A. Z. A. C.	004792				
25	A. G. N.	004521	20/05/2021		MINFI	
26	A. E. N.	004527		Lay-off	MINCOMMERCE	Civil servants
27	A.	004334			MINFI	
28	A. K.	004893	21/05/2021	Dismissal	MINEDUB	Contract worker
29	A. P.	004793				

N°	Name and Surname	Act number	Date of signature	Sanction	Administration	Status
30	A. A. A.	000889	30/04/2021		MINFI	
31	A. N. F.	004273	20/05/2021	Lay-off	MINSANTE	Civil servant
32	A. P.	004829	21/05/2021	Dismissal	MINEDUB	Contract worker
33	A. F.	004830			MINEDUB	
34	A. A. A.	004886		Lay-off	MINCOMMERCE	Civil servant
35	A. A.	004466	20/05/2021		MINCOMMERCE	Civil servant
36	A. G. T.	004432		Dismissal	MINAC	Contract worker
37	A. A.	004595		Lay-off	MINCOMMERCE	Civil servant
38	A. L. N.	004454			MINFOF	
39	A. C. N.	004485		Dismissal	MINSANTE	Contract worker
40	A. R. Y.	004444			MINFI	
41	A. A. J. J.	004293		Lay-off		Civil servant
42	A. A. D.	000890	30/04/2021	Dismissal		Contract workers
43	A. B. M.	004572	20/05/2021			
44	A. N. A. R.	000891	30/04/2021			
45	A. N. M. E.	004445	20/05/2021			
46	A. T. A.	004455	20/05/2021	Lay-off	MINFOF	Civil servant
47	A. G. A.	004433		Dismissal	MINAS	Contract workers
48	A. M. A.	004480			MINFI	
49	A. N. M.	004279		Lay-off		Civil servants
50	A. N. E.	004330				
51	A. A. G.	004427		Dismissal	MINAS	Contract workers
52	A. II C. D.	004517			MINFI	
53	A. A. F.	004552			MINEDUB	
54	A. A.	004456		Lay-off	MINFOF	Civil servant
55	B. G.	004287			MINFI	
56	B. E.	004318		Dismissal	MINEDUB	Contract workers
57	B.	004499			MINFI	
58	B. F. N.	004554			MINEDUB	
59	B. K.	000896			MINSANTE	
60	B. T.	004288		Lay-off	MINFI	Civil servant
61	B. W.	004479		Dismissal	MINFI	Contract workers
62	B. N. N.	004436			MINSANTE	
63	B. H.	004389			MINFI	
64	B. Y. M.	004398			MINSANTE	
65	B. Z. A. M.	004319			MINEDUB	
66	B. T. C. D.	004591			MINFI	
67	B. A.	004567	20/05/2021	Lay-off	MINFOF	Civil servant
68	B. A. E.	004315		Dismissal	MINEDUB	Contract workers
69	B. E. M. R.	004302			MINFOF	
70	B. R. R.	004549			MINEDUB	
71	B. E. L.	004482			MINFI	
72	B. S. A.	004342			MINEDUB	
73	B. E. M. L.	004501		Dismissal	MINAS	
74	B. M. L.	004343		Dismissal	MINEDUB	
75	B. N. M. L.	004347	20/05/2021	Dismissal	MINEDUB	Contract worker
76	B. P. N.	004400		Lay-off	MINCOMMERCE	Civil servant
77	B. V. M.	004344		Dismissal	MINEDUB	Contract workers
78	B. C.	004431			MINATD	
79	B. T. N.	004345			MINEDUB	
80	B. A. N.	004346				
81	B. A. N.	004559				
82	B. G. P.	004349				
83	B. O. E.	004348				
84	B. M. F.	004316				
85	B. M. J.	004575				
86	B. M. N.	004550				
87	B. T. J.	004551				
88	B. N. J.	004341				
89	B. U. Y. B. A.	004351	20/05/2021	Dismissal	MINEDUB	Contract worker
90	B. B. M.	004446			MINFI	

N°	Name and Surname	Act number	Date of signature	Sanction	Administration	Status
91	B. E. P. M.	004284		Lay-off	MINFI	Civil servant
92	B. G. L.	004569		Dismissal	MINFI	Contract worker
93	B. M. V. D.	004317			MINEDUB	
94	B. I. L. B.	004509		Lay-off	MINATD	Civil servant
95	B. J. D.	004563		Dismissal	MINFI	Contract workers
96	B. R.	004902			MINEPDED	
97	B. M. W.	004350			MINEDUB	
98	B. O. M. A.	000894			MINFI	
99	B. E. R.	004355			MINEDUB	
100	B. E. E. V.	004765			MINSANTE	
101	B. N. R.	004354			MINEDUB	
102	B.	004589			MINFOF	
103	B. G. M.	004304			MINFI	
104	B. L.	004449			MINFI	
105	B. M. V. R.	004353			MINEDUB	
106	B. N. T. P.	004352			MINEDUB	
107	B. M. J.	004766	21/05/2021		MINSANTE	
108	B. R.	004871	21/05/2021		MINEDUB	
109	B. J. D.	004565	20/05/2021	Lay-off	MINFOF	Civil servant
110	B. A. M.	004426		Dismissal	MINFOF	Contract worker
111	B. E. N.	004283		Lay-off	MINFI	Civil servant
112	B. B. T.	004409		Dismissal	MINEDUB	Contract workers
113	B. T. A.	004795	21/05/2021	Dismissal		
114	B. E. M.	004410	20/05/2021			
115	B. N. N.	004415				
116	B. R.	004278		Lay-off	MINSANTE	Civil servant
117	C. J. L.	004414		Dismissal	MINEDUB	Contract workers
118	C. M. N.	004413				
119	C. S. N. F.	004831	21/05/2021			
120	C. A. E.	004412	20/05/2021			
121	C. N. M.	004411				
122	C. N. E.	004423				
123	C. G. D.	004832	21/05/2021			
124	C. L. C.	004421	20/05/2021			
125	C. E. W.	004258	20/05/2021		MINATD	
126	C. S. N.	004833	21/05/2021	Dismissal	MINEDUB	Contract workers
127	C. A. N.	004420	20/05/2021			
128	C. E. B.	004365	20/05/2021			
129	C. F. K.	004366	20/05/2021			
130	C.	004894	21/05/2021			
131	C. E. N.	004834	21/05/2021		MINT	
132	C. K. Y.	004916	21/05/2021	Dismissal	MINEDUB	Contract workers
133	C. K. K. F.	004835				
134	C. N. S.	004367				
135	C. O. B.	004836				
136	C.	004895				
137	C. P. O.	004837				
138	C. G. H.	004885			MINEPDED	
139	C. C. M. A.	004387	20/05/2021		MINFOF	
140	C. C. N. A.	004297		Lay-off	MINSANTE	Civil servant
141	C. P. Y.	004359		Dismissal	MINEDUB	Contract worker
142	C. T. A.	004357				Contract worker
143	C. M. N.	004379		Lay-off	MINFOF	Fonctionnaire
144	D. P.	004515		Dismissal	MINEDUB	Contract workers
145	D. O. A.	004810	21/05/2021			
146	D. S.	004514	20/05/2021			
147	D. N. J.	004476				
148	D. H. M. J.	004477				
149	D.	004478				
150	D. D. C.	004475				
151	D. S.	004474				

N°	Name and Surname	Act number	Date of signature	Sanction	Administration	Status
152	D. T. K.	004380		Lay-off	MINFOF	Civil servant
153	D. B. M.	004356		Dismissal	MINATD	Contract workers
154	D. J.	004593		Lay-off	MINFI	
155	D. M.	004361		Dismissal	MINATD	
156	D. J.	004769	21/05/2021		MINSANTE	
157	D. E. K.	004770				
158	D. M.	004860				
159	D. J.	004462	20/05/2021	Lay-off	MINEDUB	Civil servant
160	D. S.	004461				
161	D. M. N.	004529			MINCOMMERCE	
162	D. A. C.	004375			MINSANTE	
163	D.	004861	21/05/2021	Dismissal		Contract workers
164	D. T. A.	004419	20/05/2021		CONSUPE	
165	E. D.	004360			MINATD	
166	E. D. T.	004840			MINJUSTICE	
167	E. N. M. B.	004571	20/05/2021	Dismissal	MINFI	Contract workers
168	E. N. N.	004406				
169	E. K. E. E.	004564				
170	E. M. G. F. L.	004424		Lay-off	MINATD	Civil servants
171	E. M. S.	004328				
172	E. N. M.	004403		Dismissal	MINFI	Contract worker
173	E. E. R. J. F.	004585		Lay-off	MINCOMMERCE	Civil servants
174	E. A. G.	004332			MINFI	
175	E. M L. M.	004467			MINCOMMERCE	
176	E. M. M. J.	004502		Dismissal	MINAS	Contract worker
177	E. M. S.	004464		Lay-off	MINFI	Civil servants
178	E. E. E.	004298			MINSANTE	
179	E. R.	004362			MINFI	
180	E. T.	004336				
181	E. Y. G.	004338				
182	E. P. E. E.	004384			MINFOF	
183	E. M. T. F.	004299			MINSANTE	
184	E. E. G.	004331			MINFI	
185	E. A. E.	004590		Dismissal	MINAS	Contract workers
186	E. P. A.	004513			MINFI	
187	E. T. G.	000878	30/04/2021		MINFI	
188	F. S. E.	000883	30/04/2021		MINSANTE	
189	F. B. V.	0044510	20/05/2021	Lay-off	MINCAF	Civil servant
190	F. G. A.	004391		Dismissal	MINFI	Contract worker
191	F. J. A.	004337		Lay-off	MINFI	Civil servants
192	F. N. F.	004320			MINEPAT	
193	F. M. Y.	004339			MINFI	
194	F. P. E.	004308		Dismissal	MINFI	Contract worker
195	F. E.	004528		Lay-off	MINCOMMERCE	Civil servant
196	F. M. F. N.	004310		Dismissal	MINFI	Contract worker
197	G. J. N.	004371		Lay-off	MINFI	Civil servants
198	G. R. T.	004275			MINSANTE	
199	G. D. F.	004281			MINFI	
200	G. N. T.	004307		Dismissal	MINFI	Contract worker
201	G. W. L. T. K.	004276		Lay-off	MINSANTE	Civil servants
202	G. B.	004277			MINSANTE	
203	H. A.	004282			MINFI	
204	H. S.	004300			MINSANTE	
205	H.	004798	21/05/2021	Dismissal	MINJUSTICE	Contract worker
206	H. V. A.	004301	20/05/2021	Lay-off	MINSANTE	Civil servant
207	H. N. T.	004405		Dismissal	MINFI	Contract workers
208	J. T. J.	004323			MINFOF	
209	K. N. M. R.	004483			MINSANTE	
210	K. T. G.	004486				
211	K. N. D.	004428				
212	K. N. R.	004429		Dismissal		

N°	Name and Surname	Act number	Date of signature	Sanction	Administration	Status
213	K. J. P.	004285		Lay-off	MINFI	Civil servant
214	K. P. T.	004390		Dismissal	MINFI	Contract worker
215	K. N. K.	004381		Lay-off	MINFOF	Civil servant
216	K. S.	004523		Dismissal	MINFI	Contract worker
217	K. D.	004404		Dismissal	MINFI	Contract worker
218	K. A. N.	004540		Lay-off	MINCOMMERCE	Civil servants
219	K. E. Z.	004326			MINFI	
220	K. E. I.	004295			MINFI	
221	K. M.	004286			MINFI	
222	K. P. A. C.	004450			MINCOMMERCE	
223	K. W. C.	004333			MINFI	
224	K. N.	004333			MINSANTE	
225	K. B.	004386		Lay-off	MINSANTE	Civil servant
226	L. A. F.	004459			MINFOF	Civil servant
227	L. E. P.	004401		Dismissed	MINEDUB	Contract workers
228	L. J. G. M.	004555			MINFOF	
229	L. B. B.	004584			MINEDUB	
230	L. E. M.	004542				
231	L. N. N.	004473				
232	L. T. D.	004813	21/05/2021		MINEPDED	
233	L. S. Y. M.	004581	20/05/2021		MINEDUB	
234	L. T. M.	004496				
235	L. T. T.	004497				
236	L.	004812	21/05/2021			
237	M. A. N. A.	004498	20/05/2021			
238	M. N. C. C.	004579			MINFI	
239	M. N. F. Y.	004388			MINEDUB	
240	M. M. F.	004582				
241	M. B. M. P.	004583				
242	M. F. M. R.	004394			MINFOF	
243	M. H.	004471				
244	M. B. A.	004543				
245	M. J.	004470	20/05/2021	Dismissed	MINEDUB	Contract worker
246	M. S. L.	004469	20/05/2021	Dismissed	MINEPDED	Contract workers
247	M. B. F.	004468			MINEDUB	
248	M. S. R.	004507				
249	M. M.	004506				
250	M. O.	004518				
251	M. S.	004519				
252	M. K. N. I.	004296			MINFI	
253	M. R. M.	004588			MINEDUB	
254	M. J. épouse T.	004393			MINEDUB	
255	M. B. R.	004395			MINSANTE	
256	M. D. F.	004587			MINEDUB	
257	M. J.	004525				
258	M. A.	004544				
259	M. K. R. A.	004586				
260	M. G. S.	004472				
261	M. S. E.	004577			MINFI	
262	M. T. J. O. H.	004578			MINFI	
263	M. S.	004392			MINSANTE	
264	M. N. C.	004408			MINFI	
265	M. T. C.	004305		Dismissed		
266	M. E. K. M.	004280		Lay-off		Civil servant
267	M. E. C. R.	004306		Dismissed		Contract worker
268	M. M.	004493			MINSANTE	
269	M. S.	004512		Lay-off	MINEE	Civil servant
270	M. M. B. H.	004290			MINFI	Civil servant
271	M. N. C.	000888		Dismissed	MINSANTE	Contract worker
272	M. B. M. L.	004330		Lay-off	MINFI	Civil servant
273	M. M.	004442		Dismissed	MINFI	

N°	Name and Surname	Act number	Date of signature	Sanction	Administration	Status
274	M. E. V. Y.	004592			MINFI	Contract workers
275	M. N. A.	004416			MINEDUB	
276	M. U.	004418				
277	M. H. J. L.	004417				
278	M. E.	004516				
279	M. J. O.	004532				
280	M. W.	004533				
281	M. L. T.	004524			MINFOF	
282	M. W. B.	004534			MINEDUB	Contract workers
283	M. I.	004535				
284	M. K. A. M.	004536				
285	M. G.	004537				
286	M. J. P.	004538				
287	M. J. S.	004440				
288	M. C.	004439				
289	M. K. V.	004435				
290	M. P. N.	004434				
291	M. M. M. B.	004541				
292	M. S.	004494	21/05/2021			
293	M. J. R.	004858	20/05/2021			
294	M. O.	004435				
295	M. Y. A.	004557				
296	M. M. C. B.	004402				
297	M. J. A.	004570				
298	M. E. M.	004364				
299	M. T. D.	004430				
300	M. M. S.	004562				
301	M. N. C.	004560				
302	M. M. M. R.	004322				
303	M. S. F.	004561	20/05/2021		MINEDUB	Contract workers
304	M. D.	004883	21/05/2021			
305	M. B. M.	004568	20/05/2021			
306	M. N. B.	004915	21/05/2021			
307	M. E. A. N.	004882				
308	M. C. J.	004441	20/05/2021			
309	M. B. A.	004914	20/05/2021			
310	M. T. C. S.	004913	21/05/2021			
311	M. T. B.	004912				
312	M. M. S.	004881				
313	M. M. A.	004880				
314	M. T. C.	004918				
315	M. M. C. G.	004911				
316	M. J. C.	004522	20/05/2021		MINFI	
317	M. N.	004910	21/05/2021	Dismissed	MINEDUB	
318	M. J. A. R.	004909				
319	M. M. F.	004908				
320	M. M. S.	004505	20/05/2021		MINFOF	
321	M. C. G.	000895	30/04/2021		MINFI	
322	M. C.	004907	21/05/2021		MINEDUB	
323	M. E.	004906	21/05/2021			
324	M. E. P.	004879	21/05/2021			
325	M. M. H.	004878	21/05/2021			
326	M. M. P. F.	004309	20/05/2021		MINFI	
327	M. E. A. L.	000886	30/04/2021		MINFI	
328	M. S. L.	004903	21/05/2021		MINEDUB	
329	M. S. C.	004875	21/05/2021			
330	M. Y.	004901	21/05/2021			
331	M.	004874	21/05/2021			
332	M. M. C.	004905	21/05/2021			
333	M. B. L. V.	004481	20/05/2021		MINFI	
334	M. T. D. C.	004335	20/05/2021	Lay-off	MINFI	

N°	Name and Surname	Act number	Date of signature	Sanction	Administration	Status
335	M. O. F.	004876	21/05/2021	Dismissed	MINEDUB	
336	M. M. E. O. A.	004877	21/05/2021			
337	M. C. N.	004904	21/05/2021			
338	M. P. A.	004291	20/05/2021	Lay-off	MINFI	Civil servant
339	M. B. I.	004383	20/05/2021		MINFOF	Civil servant
340	M. K. D. L.	000887	30/04/2021	Dismissed	MINFI	Contract worker
341	M. C. T.	004289	20/05/2021	Lay-off		Civil servant
342	M. V.	000892	30/04/2021	Dismissal		Contract worker
343	M. E. C.	004294	20/05/2021	Lay-off		Civil servant
344	M. B. V. L. J.	004576	20/05/2021	Dismissal		Contract worker
345	M. S. M.	004556	20/05/2021	Dismissal		Contract worker
346	M. A.	004292	20/05/2021	Lay-off		Civil servant
347	M. M. T. N.	000881	30/04/2021	Dismissal	MINSANTE	Contract workers
348	M. E. R. S.	004548	20/05/2021		MINFI	
349	M. N. B.	000882	30/04/2021		MINSANTE	
350	M.	004407	20/05/2021		MINFI	
351	M.	004443	20/05/2021		MINFI	
352	M. S.	004452	20/05/2021	Lay-off	MNAT	Civil servant
353	M.	004594	20/05/2021	Dismissal	MINFOF	Contract workers
354	M. J. C.	004303	20/05/2021		MINEDUB	
355	M. F. B.	004311	20/05/2021			
356	M. M. Y.	004422	20/05/2021			
357	M. C.	004503	20/05/2021			
358	M. J.	004558	20/05/2021			
359	N. M. B.	004448	20/05/2021			
360	N. T. G.	004447	20/05/2021	Dismissal	MINEDUB	Contract worker
361	N. E. A.	004453		Lay-off	MINDCAF	Civil servant
362	N. P. W.	004460		Lay-off	MINFOF	Civil servant
363	N. G. D. M.	004491		Dismissal	MINSANTE	Contract worker
364	N. O. E. C.	004526		Lay-off	MINFOF	Civil servant
365	N. G. B.	004324		Dismissal	MINSANTE	Contract worker
366	N. N. V. P.	004492				
367	N. N. H.	000879	30/04/2021			
368	N. D.	000880	30/04/2021		MINEPDEP	
369	N. G. N.	04884	21/05/2021		MINSANTE	
370	N. S.	004794	21/05/2021			
371	N.	004382	20/05/2021	Lay-off	MINFOF	Civil servant
372	N. Y. O. A.	004566	20/05/2021	Lay-off	MINSANTE	Civil servant
373	N. M. I.	004767	21/05/2021	Dismissal		Contract workers
374	N. M. A. C.	004768	21/05/2021			
375	N. E. S.	004490	20/05/2021		MINEPDEP	
376	N. J. G.	004489	20/05/2021		MINSANTE	
377	N. V. N.	004487	20/05/2021			
378	N. A. F.	004889	21/05/2021			
379	N. C. F.	004369	20/05/2021	Lay-off	MINSANTE	Civil servant
380	N. P. T.	004373	20/05/2021	Lay-off	MINFOF	Civil servant
381	N. B. A. F.	004890	21/05/2021	Dismissal	MINSANTE	Contract worker
382	N. J. B.	004321	20/05/2021	Lay-off	MINEPAT	Civil servants
383	N. V. W.	004457	20/05/2021		MINFOF	
384	N. N. D. F.	004385	20/05/2021		MINSANTE	
385	N. V. N.	004374	20/05/2021		MINFOF	
386	N. F. P. A.	004828	21/05/2021	Dismissal	MINSANTE	Contract workers
387	N. A. V. L. G.	004859	21/05/2021			
388	N. M. M. E.	000893	30/04/2021			
389	N. M. D.	004574	20/05/2021			
390	N. D.	004488	20/05/2021		MINFOF	
391	N. S. A. J.	004484	20/05/2021		MINSANTE	
392	N. M. F.	004378	20/05/2021	Lay-off	MINSANTE	Civil servants
393	N. K. P.	004368	20/05/2021		MINSANTE	
394	N. C. E.	004465	20/05/2021		MINCOMMERCE	
395	N. Y. L.	004372	20/05/2021		MINSANTE	

N°	Name and Surname	Act number	Date of signature	Sanction	Administration	Status
396	N. V. V.	004370	20/05/2021	Lay-off	MINSANTE	
397	N. E.	004573	20/05/2021	Dismissal	MINFOF	Contract workers
398	O.	004580	20/05/2021			
399	O. R. D.	004504	20/05/2021			
400	O. J. L.	004520	20/05/2021			
401	O. S.	004463	20/05/2021	Lay-off	MINEDUB	Civil servant
402	P. G.	004773	21/05/2021	Dismissal	MINSANTE	Contract worker
403	P. M.	004774	21/05/2021			
404	P. K. L. C.	004775	21/05/2021			
405	S. V.	004530	20/05/2021	Lay-off	MINATD	Civil servant
406	S. E.	004827	21/05/2021	Dismissal	MINEDUB	Contract workers
407	S. N. M.	004815	21/05/2021			
408	S. J. N.	004764	21/05/2021			
409	S. M. E.	004826	21/05/2021			
410	S.	004776	21/05/2021			
411	S. B. A.	004825	21/05/2021			
412	S. H.	004508	20/05/2021	Lay-off	MINATD	Civil servant
413	S. M.	004824	21/05/2021	Dismissal	MINEDUB	Contract workers
414	S. J. A.	004820	21/05/2021			
415	S. M.	004823	21/05/2021			
416	S. M. A. J.	004822	21/05/2021			
417	S. A. B.	004919	21/05/2021	Dismissal	MINEPDED	Contract worker
418	S. M. G.	004329	20/05/2021	Lay-off	MINDECAF	Civil servant
419	S. M.	004325	20/05/2021	Dismissal	MINFOF	Contract worker
420	S. E. J. P.	004377	20/05/2021	Lay-off	MINFOF	Civil servant
421	S. V. B.	004327	20/05/2021	Lay-off	MINATD	Civil servant
422	T. S. M.	004762	21/05/2021	Dismissal	MINEDUB	Contract workers
423	T. G.	004816				
424	T. J. F.	004817				
425	T. M. A.	004814				
426	T. A. T.	004818				
427	T. L. N.	004819				
428	T. R. A.	004763				
429	T. D. R. S.	004821				
430	T. F. B.	004451	20/05/2021	Lay-off	MINCOMMERCE	Civil servants
431	T. J. M.	004500			MINFOF	
432	T. M. A.	004531			MINCOMMERCE	
433	T.	004458			MINFOF	
434	T. N. E. B.	000884	30/04/2021	Dismissal	MINSANTE	Contract workers
435	T. S. A.	000885	30/04/2021			
436	T. M. J. B.	004797	21/05/2021		MINJUSTICE	
437	T. T. M. O.	004396	20/05/2021		MINSANTE	
438	T. R. L.	004312			MINSEC	
439	T. C.	004397			MINSANTE	
440	T. L. S.	004841	21/05/2021		MINPOSTEL	
441	T. N. N.	004511	20/05/2021	Lay-off	MINDCAF	Civil servant
442	T. N. A. E.	004313		Dismissal	MINESEC	Contract workers
443	T. D. M.	004917	21/05/2021		MINEPDED	
444	T. E. G. G.	004314	20/05/2021		MINESEC	
445	T. N. O.	004546		Lay-off	MINCOMMERCE	Civil servant
446	T. Y. M.	004796	21/05/2021	Dismissal	MINEDUB	Contract workers
447	T. M.	004799				
448	T.	004800				
449	T. G. A.	004801				
450	T. L. R.	004967				
451	T. J.	004802				
452	T. M. A.	004803				
453	T. L.	004804				
454	T. N. T.	004805				
455	T. N. J. S.	004806				
456	T. J. M.	004777				

N°	Name and Surname	Act number	Date of signature	Sanction	Administration	Status
457	T. T. D.	004896				Contract workers
458	T. S. C.	004778				
459	T. G. Y.	004779				
460	U. S. U.	004897				
461	V. N. F.	004780				
462	V. B. N.	004842				
463	V. N. F.	004843				
464	V. D.	004844				
465	V. E.	004845				
466	V.	004781				
467	W. E.	004782				
468	W. D.	004898				
469	W. E.	004783				
470	W.	004784				
471	W. G.	004846				
472	W. N. A. H.	004785				
473	W. D.	004847				
474	W. B.	004786	21/05/2021	Dismissal	MINEDUB	Contract workers
475	W. N.	004787				
476	W.	004788				
477	W. F.	004848				
478	W. B.	004849				
479	W. T. S.	004850				
480	W. G. C.	004899				
481	W. A. Y.	004789				
482	W. N. N.	004851				
483	W. D.	004790				
484	W. J. F.	004852				
485	W. C. D.	004272	20/05/2021	Lay-off	MINSANTE	Civil servant
486	W. E. V.	004853	21/05/2021	Dismissal	MINEDUB	Contract workers
487	W. N. F.	004839			MINJUSTICE	
488	Y. M. F.	004854			MINEDUB	
489	Y. Z. A.	004838			MINJUSTICE	
490	Y. M. N.	004900			MINEDUB	
491	Y. K. N.	004855				
492	Y. N. P.	004547	20/05/2021		MINCOMMERCE	Civil servant
493	Z. O. J.	004791	21/05/2021		MINEDUB	Contract workers
494	Z. M. H.	004811			MINEPDED	
495	Z. J. A.	004856			MINEDUB	
496	Z. O. A. M. L.	004857				
497	Z. J.	004807				
498	Z. Y. B.	004808				
499	Z. M. L.	004809				

Section 3: Sanctions imposed in Public and Semi-public Establishments

Within the framework of anti-corruption activities, decisions on sanctions were taken at the National Forestry Development Agency (ANAFOR), Cameroon Postal Services (CAMPOST), Cameroon Telecommunications (CAMTEL), Cameroon Water Utilities (CAMWATER), Electricity Development Company (EDC), the National Refining Company (SONARA), University of Bamenda (UBa), University of Dschang (UDs), University of Maroua (UMa) and University of Buea.

Sub-section 1. National Forestry Development Agency (ANAFOR)

Only one sanction was pronounced in this administration.

Decision Reference	Date	Accused	Service	Post	Nature of offence	Sanction
3225/D/ANAFOR/DG	07 oct. 2021	M. A. P. S.	Melen nursery	Support staff	Attempted fraud and swindling of job seekers	08-day layoff

Sub-section 2. Cameroon Postal Services (CAMPOST)

Twenty CAMPOST staff members received disciplinary sanctions and fourteen others were debited a total amount of CFAF 10 049947 (ten million forty-nine thousand nine hundred and forty-seven) in 2021.

I. Disciplinary sanctions

N°	Decision Reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	000234/CAMPOST/ DG/DRHDC/PED	19 February 2021	N. N. C. épouse K.	Messondo Post Office	Postmaster	Cash deficit	4 working-day layoff
2	000235/CAMPOST/ DG/DRHDC/PED		N. A. épouse E.	Douala Bassa Post Office	Chief Postmaster General	Financial embezzlement	01 delay in advancement
3	000236/CAMPOST/ DG/DRHDC/PED		A. R. J.	Bafia Post Office	Brigadier	Absenteeism and disregard for hierarchy	
4	000237/CAMPOST/ DG/DRHDC/PED		M. Z. F. N.	Bastos Post Office	Multipurpose Agent	Cash deficit and financial embezzlement	
5	000238/CAMPOST/ DG/DRHDC/PED		M. A.	Bastos Post Office	Multipurpose Agent	Financial embezzlement	
6	000241/CAMPOST/ DG/DRHDC/PED		N. T. G. B.	Yaoundé RP	Head of Establishment	Fraud in the Cash Deficit Service	02 delays in advancement
7	00000143/CAMPOST/DG/DRO/SRHL	22 April 2021	M. R. J.	Bandja Post Office	Postmaster	Non-compliance with working hours	01 filed reprimand
8	000597/CAMPOST/ DG/DRH/S-DDRH	21 October 2021	N. H. épouse M.	DMP	Chief of Service	Irregular absence and production of non-compliant documents	01 delay in advancement
9	000598/CAMPOST/ DG/DRH/S-DDRH		M. J. M.	EMS Bertoua	Driver-Delivery man		
10	000599/CAMPOST/ DG/DRH/S-DDRH		T. O. C. B.	Abong-Mbang Post Office	Multipurpose Agent		
11	000600/CAMPOST/ DG/DRH/S-DDRH		M. C. épouse N.	DPAL/CNA	Agent	Non-compliance with procedures and financial embezzlement	
12	000601/CAMPOST/ DG/DRH/S-DDRH		N. I.	Yaoundé RP	Multipurpose Agent	Non-compliance with procedures, financial embezzlement and concealment of accounting documents	02 delays in advancement
13	000602/CAMPOST/ DG/DRH/S-DDRH		Z. M. L.	DMP	Agent	Negligence resulting in financial loss and financial embezzlement	
14	000603/CAMPOST/ DG/DRH/S-DDRH		N. T. G. B.	Yaoundé RP	Head of Establishment	Fraud in the Cash Deficit Service	
15	000736/CAMPOST/ DG/DRH/S-DARHP	27 July 2021	O. A. G. T.	Guéré-Guibi Post Office	Driver	Cash deficit and insubordination	01 filed reprimand
16	000737/CAMPOST/ DG/DRH/S-DARHP		A. N. G. E.	Yaoundé RP	Mail parcel and sorting Agent	Suspected connivence with fraudsters	
17	000738/CAMPOST/ DG/DRH/S-DARHP		T. F.	Akom II Post Office	Postmaster	Unjustified absence	
18	000739/CAMPOST/ DG/DRH/S-DARHP	27 July 2021	M. P. H.	Monatélé Post Office	Postmaster	Cash deficit and financial embezzlement	02 delays in advancement
19	000740/CAMPOST/ DG/DRH/S-DARHP		S. T. B.	PICC Douala	Section Manager	Disrespect of procedures	

N°	Decision Reference	Date	Accused	Service	Post	Nature of offence	Sanction
20	000741/CAMPOST/ DG/DRH/S-DARHP		N. J. B.	PICC Douala	Multipurpose Agent	Disrespect of procedures	

II. Financial sanctions

N°	Persons debited	Service	Post	Date of decision	Start of debit	End of debit	Debit Amount
1	M. A.	Centre Regional Delegation/SOF	Multipurpose Agent	15 February 2021	15 February 2021	15 June 2021	400 000
2	N. T. G. B.	Center	Agent	19 February 2021	19 February 2021	20 July 2022	1 511 754
3	E. M. A.	Sangmélima Post Office	Agent	15 March 2021	15 March 2021	15 December 2023	2 013 170
4	B. T. L. S.	Douala New Bell Post Office	Multipurpose Agent	15 April 2021	15 April 2021	15 April 2021	2 290
5	N. J. B.	PICC Douala	Multipurpose Agent	15 April 2021	15 April2021	15 September 2023	1 005 120
6	S. T. B.	PICC Douala	Section Manager	15 April 2021	15 April2021	15 September 2021	409 169
7	E. J. T. épouse A.	Douala Cité des Palmiers Post Office	Postmaster	15 April 2021	15 April2021	15 May 2021	71 895
8	N. F.	Endom Post Office	Postmaster	15 June 2021	15 April2021	15 October 2021	105 000
9	B. W. M. M. épouse A.	Yaoundé RP	Multipurpose Agent	15 June 2021	15 April2021	15 August 2021	275 500
10	S. K. S.	Mokolo Post Office	Multipurpose Agent	15 June 2021	15 April2021	15 March 2022	540 000
11	E. N. épouse M. E.	Yaoundé RP	Section Manager	15 June 2021	15 April2021	15 August 2021	71 000
12	T. F.	Ebolowa RP	Postmaster	15 June 2021	15 April2021	15 May 2022	318 620
13	M. épouse N. C.	DPAL/CNA	Agent	15 October 2021	15 October 2021	15 January 2025	2 319 929
14	M. A. A. F.	DMP/Rejection and Litigation Centre	Postmaster	15 October 2021	15 October 2021	15 May 2023	1 007 000
						Total	10 049 947

Sub-section 3. Cameroon Telecommunications (CAMTEL)

Sanctions were meted out to twenty-six (26) workers of this Company.

N°	Accused	Service	Post	Nature of offence	Date of sanction	Sanction
1	N. B. T.	Meyomessala/DRS Commercial Agency	Head of customer management	Financial malpractice and non-compliance with procedures	18 January 2021	Reprimand
2	E. E. G. J.	Yaoundé 2 Commercial Sector	Head of Intervention Team n°4	Customer scam	02 February 2021	Warning
3	K. M.	Optical Fibers and Tele Power/DRSO Department	Section Manager	Cable theft	08 February 2021	Suspension of Employment Contract
4	Z. A B. M.	Technical Department DRC	Support staff	Fake certificates	16 February 2021	Termination of Employment Contract
5	O. I.	Douala-Village/DRL Commercial Agency	Support staff			
6	N. F. N.	Business Unit Partner Mobile	Support staff			
7	B. K. C. D.	Yokadouma/RRE CAMTEL Point	Chief of Commercial Section	Cable theft	31 March 2021	Suspension of Employment Contract

N°	Accused	Service	Post	Nature of offence	Date of sanction	Sanction
8	A. A.	Nanga Eboko/DRC CAMTEL Point	Chief of Commercial Sales Point	Financial deficit	27 April 2021	Warning
9	E. N. C. épouse N.	Soa/DRC CAMTEL Point	Chief of Commercial Section	Financial deficit	06 May 2021	Delayed advancement of 02 years
10	Z. P. D.	Soa/DRC CAMTEL Point	Chief of Commercial Sales Point in Soa	Financial deficit		
11	K. K. S.	Mfou/DRC CAMTEL Point	Chief of Technical Section	Customer scam		
12	T. L.	Yagoua/RREN CAMTEL Point	Chief of Commercial Section	Financial deficit		
13	M. A. V.	Bertoua Commercial Agency	Chief of Customer Management Section	Financial deficit		
14	T. T. C.	Yaoundé 3 External Sales Animation Centre	Chief of Centre	Financial deficit	06 May 2021	Warning
15	Z. L. G. épouse E.	Jamot/DRC Commercial Agency	Senior Accounts Manager	Financial deficit		Lay-off
16	A. E. P. D.	Bonabéri/DRL Commercial Agency	Customer Service Manager	Fraudulent subtraction of communication credit		Termination of Employment Contract
17	A. A. N.	Yaoundé/DRC Commercial Agency for Enterprises	Senior Accounts Manager	Financial deficit		Termination of Employment Contract
18	R. A K. L.	Yaoundé/DRC National and International Transit Centre	Guard	Fraudulent withdrawal of AUTOCOM subscriber cards	24 May 2021	Suspension of Employment Contract
19	E. G. P.	Yaoundé Energy and Environment Centre/DRC	Maintenance Technician	Fraudulent withdrawal of AUTOCOM subscriber cards	24 May 2021	Suspension of Employment Contract
20	A. E. F.	Yaoundé Energy and Environment Center/DRC	Maintenance Technician	Fraudulent withdrawal of AUTOCOM subscriber cards	24 May 2021	Suspension of Employment Contract
21	M. E. P. H. B.	Obala/DRC Land Transmission Centre	Intervention Technician	Fraudulent withdrawal of AUTOCOM subscriber cards	24 May 2021	Suspension of Employment Contract
22	A. A.	Gare/Ngaoundéré/ RRA Contact Point	Contact Point Manager	Financial malpractices	04 November 2021	Warning
23	N. J. P. S.	Obala/DRC CAMTEL Point	Salesperson	Scamming, absenteeism, insubordination and drunkenness in the workplace	26 November 2021	03-day lay-off
24	T. M. R.	Jamot/DRC Commercial Agency	Chief Accountant	Illicit cash collection	17 December 2021	Warning
25	Z. O. C. Y.	Yaoundé 3/DRC Commercial Sector	Head of Intervention Team n°2	Car accident with a CAMTEL vehicle taken without permission	06 May 2021	Delayed advancement of 02 years
26	N. A. A. T. épouse B.	Jamot/DRC Commercial Agency	Support Staff	Notorious absenteeism, misappropriation of company funds	06 May 2021	Termination of Employment Contract

Sub-section 4. Cameroon Water Utilities (CAMWATER)

Eight (08) personnel were sanctioned for corruption or ethical violations.

N°	Accused	Post	Offence	Notification date	Sanction
1	E. D. G.	3rd degree Reading Controller	Complicity in fraud	24 March 2021	Dismissal
2	F. C.	Administrative staff	Embezzlement	23 August 2021	07-day lay-off
3	N. N. II Y. E.	Chief of Studies and Works Service	Forgery and use	23 August 2021	Dismissal
4	B. M.	2nd degree Shift Controller	Complicity in misappropriation	23 August 2021	08-day lay-off
5	T. P. B.	Lifter-plumber	Decline in production/ complicity in fraud		05-day lay-off
6	T. F. B.	Meter reading Agent	Decline in production/ complicity in fraud	27 December 2021	08-day lay-off
7	L. E.	Head of Network Monitoring Section	Indolence in the suppression of fraud	29 December 2021	Reprimand
8	T. L.	Production Unit Manager	Indolence in the suppression of fraud	29 December 2021	Reprimand

Sub-section 5. Electricity Development Corporation (EDC)

Five (05) staff members were dismissed for presenting fake certificates during recruitment.

N°	Decision reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	157/CA/EDC/2021	11 June 2021	N. B. N.	EDC East Regional Office, Bertoua	Support staff	Presentation of fake BEPC certificate for recruitment	Dismissal
2	159/CA/EDC/2021	11 June 2021	N. N. D.	IT Division	Support staff	Presentation of fake of Probatoire D Certificate for recruitment	
3	160/CA/EDC/2021	11 June 2021	A. S.	Internal Audit Division	Executive Assistant	Presentation of fake Baccalaureate A4 certificate for recruitment	
4	16/CA/EDC/2021	11 June 2021	N. N. W.	Lom Pangar project	Financial Manager	Presentation of fake Master's degree in Mathematics for recruitment	
5	162/CA/EDC/2021	11 June 2021	O. M. G.	Operations Department	Operator	Presentation of fake GCE O/L Certificate for recruitment	

Sub-section 6. National Refining Company Ltd (SONARA)

Thirteen (13) workers were dismissed for presenting fake certificate during recruitment or for fraud.

N°	Decision Reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	DARH/DRH/SAPP/ BAP/SFR/0035/021	28 January 2021	N. M. M.	Department of Technical	Outdoor Operator	Falsification of swap register	Dismissal

N°	Decision Reference	Date	Accused	Service	Post	Nature of offence	Sanction
2	DARH/DRH/SAPP/ BAP/SFR/0037/021	28 January 2021	N. A. F.	Control	Outdoor Operator	Falsification of swap register	
3	DARH/DRH/SAPP/ BAP/SFR/0036/021	28 January 2021	N. S. S.		Chief Operator	Falsification of swap register	
4	DARH/DRH/SAP/MA/0046/021	04 March 2021	M. M. F.		Repair mechanic	Presentation of fake CEPE	
5	DARH/DRH/SAP/MA/0045/021	04 March 2021	K. J. B.	Department of General Affairs	Defence Officer	Presentation of fake CEPE	
6	DARH/DRH/SAP/MA/0048/021	04 March 2021	N. H. T.	Department of Technical Control	Intervention Operator	Presentation of fake FSLC	
7	DARH/DRH/SAP/MA/0047/021	04 March 2021	N. N. Y.	Department of General Affairs	Defence Officer	Presentation of fake BEPC	
8	DARH/DRH/SAP/MA/0044/021	04 March 2021	E. N. J.	Department of Technical Control	Mechanical Workshop Agent	Presentation of fake CEPE	
9	DARH/DRH/ET/0128/021	15 June 2021	E. S. A.	Department of Quality, Sanitary, Safety, Environment and Inspection	Bureau Head	Syphoning of petroleum products	
10	DARH/DRH/ET/0126/021	15 June 2021	N. S. J. C.	Department of Technical Control	Support Staff	Syphoning of petroleum products	
11	DARH/DRH/ET/0127/021	15 June 2021	A. M. J.	Department of Quality, Sanitary, Safety, Environment and Inspection	Service Head	Syphoning of petroleum products	
12	DARH/DRH/ET/0125/021	15 June 2021	C. A. L.	Department of Technical Control	Director	Syphoning of petroleum products	
13	DARH/DRH/ET/0124/021	15 June 2021	E. M. S. S.	Department of Quality, Sanitary, Safety, Environment and Inspection	Director	Syphoning of petroleum products	

Sub-section 7. University of Bamenda (UBa)

Sanctions were meted out to four (04) lecturers of this University.

N°	Accused	Service	Post	Nature of offence	Date of sanction	Sanction
1	Dr. N. A.	Faculty of Law and Political Science	Lecturer	Sexual harassment of female students	15 December 2021	Written warning
2	Dr. T. D	Faculty of Economics and Management Science	Lecturer	Illegal manipulation of marks	24 September 2021	One year suspension
3	Dr. N. G.N	Faculty of Education	Lecturer	Illegal collection of money from students	08 December2021	Suspension and order to pay back money illegally collected
4	Dr. A. J	Faculty of Arts	Assistant Lecturer	Sale of handouts within the University during lectures	26 November 2021	Order to refund money collected from students

Sub - section 8. University of Douala (UDo)

Sanctions were pronounced on two lecturers.

N°	Accused	Service	Post	Offence	Date of sanction	Sanction
1	Pr M. G.	FSEGA	Lecturer	- Bribery in the publication of articles in the FSEGA scientific journal - Evaluation of draft articles proposed by some teachers based on affinities and discrimination	May 2021	Discharged from his duties as Editor-in-Chief of the scientific journal
2	Dr. F. B.	Students' Office	Chief of Service	Collection of University fees from students without due authorization	May 2021	Suspended from duties

Sub-section 9. University of Dschang

The sanctions imposed at this University concern four non-teaching staff.

N°	Reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	D47/05641/UDS/R/SG/DAAF/DAAPA/SPA	10 September 2021	M. E. D. P.	Faculty of Letters and Social Sciences	Office staff	Prolonged absence from duty without prior authorization	Suspension of salary
2	D47/07259/UDS/R/SG/DAAF/DAAPA/SPA	16 November 2021	K. N. T.	Rector's Office	Administrative support staff	Prolonged absence from work without prior authorization	Suspension of salary
3	D35/07738/UDS/R/SG/DAAF/DAAPA/SPA	17 November 2021	N. A. C. N.	Faculty of Agronomy and Agricultural Sciences	Laboratory Assistant	Undue collection of salary	Revenue order of 5 009 830 F CFA
4	D35/06989/UDS/R/SG/DAAF/DAAPA/SPA	03 November 2021	M. A. G. épouse N.	Medical and Social Sciences	Office Secretary	Presentation of fake BEPC for his recruitment	Dismissal

Sub-section 10. University of Maroua

A lecturer and a cleaner were sanctioned.

N°	Reference	Date	Accused	Service	Post	Nature of offence	Sanction
1	21/456/UMa/R/VR-EPDTIC/SG/DAAC/DEPE/SSPE	03 July 2021	T. A. M.	Faculty of Economics and Management	Assistant Lecturer	Breach of ethics, dignity and academic deontology by plagiarizing the scientific work of Dr N. M.	Termination of Employment of Contract
2	21/202/UMa/R/SG/DAAF/DAAPA/SPA	12 November 2021	O. P. A.	Institute of Mines and Petroleum Industries	Cleaner	Theft of office materials	Dismissal

Sub-section 11. University of Buea

In line with the activities carried out by the University of Buea, sanctions were meted out to teaching and non-teaching staff as well as students of the faculties.

N°	Service/ Establishment	Persons implicated	Function	Nature of offence/ Irregularity	Sanctions	Date of sanction	Remarks
1.	Department of Academic Affairs (Faculty of Arts)	Dr Y.E.N.	Lecturer, Department of English and Cultural Studies	Trading of marks	Temporary suspension from duty for one year without salary	17 September 2021	Sanction effected
2.		Dr N.E.E.		Gave one million (1,000,000) CFA francs to Mr. N.B. for the production of a favourable transcript and subsequent certificate for a student who had abandoned studies and travelled to the United States	Temporary suspension from duty for two years without salary		
3.		Dr N.J.B.	Lecturer, Department of French	Trading of marks	Warning		
4.		Dr E.N.T.	Lecturer, Department of English and Cultural Studies	He could not provide scripts requested by the Vice-Chancellor because he burnt the evidence of marks with irregularities in ENG 101 and 102. These scripts include 1st Semester results 2020/2021	Temporary suspension from duty for two years without salary		
5.		Dr A.A.C.	Lecturer – Department of English and Cultural Studies	Trading of marks	No advancement in rank for a period of two years		
6.		Dr K.T. N			No advancement in rank for a period of two years		
7.		Dr M.A.T.			No advancement in rank for a period of two years		
8.	FACULTY OF EDUCATION (Department of Academic Affairs)	Dr M.R.J.	Lecturer, Curriculum Studies and Teaching	Changed marks for CST 201. He was noted to consistently do the act. He was queried and, in his reply, he acknowledged having done so.	One-year temporary suspension without pay		
9.	HIGHER TECHNICAL TEACHER TRAINING COLLEGE KUMBA Department of Academic Affairs	Mr. N.N.N	Lecturer, Mechanical Engineering HTTTC, Kumba	Fake certificate	Termination of Employment Contract		
10.	FACULTY OF SOCIAL AND MANAGEMEN T SCIENCES	Pr. B.S.N.	Lecturer, Department of Geography F.S.M.S	Exploiting level 200 students to buy cartographic pens for 16500frs which could	Warning		

N°	Service/ Establishment	Persons implicated	Function	Nature of offence/ Irregularity	Sanctions	Date of sanction	Remarks
	(Department of Academic Affairs)			be bought from the market for 3000frs.			
11.		M. M.N.	Lecturer, Economics F.S.M.S	Revised questions for ACC 305 with students who paid him. The same questions came for the 1st Semester Examinations 2020/2021. Each student paid him 1000frs with 71 of them who attended.	Temporary suspension from duty for eight (08) days		
12.	(UNESCO) Faculty of Arts Department of Academic Affairs	A.I.C.	Clerk, UNESCO	Collected the sum of FCFA 355,000 from two students in the Faculty of Arts in order to change marks of some course units (corruption)	Reduction of incremental position from Cat. 8/9 to 8/5	24 August 2021 28/09/2021	Sanction effected
13.		J.N.		Collected 700,000 FCFA to change marks for 08 students in the Faculty of Science to change their grades	Reduction of incremental position from Cat.8/9 to 8/4		
14.	Faculty of Arts Department Academic Affairs	J.M.M		Collecting monies from trading of marks (corruption)	Reduction of incremental position from Cat.6/11 to 6/9		
15.		E.L.	Clerk, Faculty of Arts	Collecting monies from trading of marks (corruption)	Warning		
16.		D.K.	Administrative Assistant Faculty of Arts	Collecting monies for exchange of marks	Reduction of incremental position from Cat.10/9 to 10/4		
17.		N.M.J.	Administrative Assistant	Trading of marks for money (Corruption)	One-year delay in advancement		
18.	Department of Academic Affairs (Faculty of Sciences)	A.O.E SC19A708	Students	Caught with prepared material during second Semester Resit exams, 2020/2021 academic year	Prohibited from writing Examinations for the 2021/2022 academic year		
19.		F.K.R SC18A188					
20.		F.B.A		Cancelled his name and matricule number and wrote another in an attempt to conceal his identity.			
21.		M.M.Y SC17A336		Caught exploiting his cell phone which had material relevant to examination in process.			
22.		S.A.C. SC20A546		Caught with prepared material relevant to the course that was being taken.			
23.		A.C.N. SC20B948		Impersonation	Suspended from the University of Buea in accordance with provisions of art. 62 (d) and 65 of Decree No 93/027 of 19	05/10/2021	
24.		N.K.B. SC20A413					
25.		J.M B-R.P.					
26.		B.N.A SC19B370					
27.		T.J.A SC18B144					
28.		T.J.T SC18A519					

N°	Service/ Establishment	Persons implicated	Function	Nature of offence/ Irregularity	Sanctions	Date of sanction	Remarks
29.		N.J.E SC20A506			January 1993		
30.		E.B.E	Tutorial Master	Collected 1000frs each from nine students (9000frs) to provide answers to the question, Geo 417 during Resit Exams 2020/2021 academic year.		08/07/2021	
31.		N.N.A SM18A882		Paid E.B.E. 1000 FCFA and created a WhatsApp group named "WISEMAN"			
32.		C.O. SM18A749					
33.		E.B.H SM18A768					
34.		L.F.E. SM18A832					
35.		M.C.E. SM18A856					
36.		N.E. SC18B795		Paid B.E.1000frs to supply answers relevant to Geo 417 and was part of a WhatsApp Group created by N.N.A.	Ban from offering his services in the University of Buea for two years.		
37.		N.A.N SM18A072					
38.		N.R.N SM18C051	Students				
39.		T.K.A SM18A937					
40.		T.E.					
41.		Y.C.N. SM18B280					
42.		G.B.C					
43.		K.L.T. SM18A828					
44.		J.N.W. SM18A822		Impersonation			
45.		N.N.N. SM19A290					
46.		M.R. SM19A210					
47.		T.G.T. SM19A359			Ban from the University of Buea for two years		
48.		E.B.M. SM19A689	Students				
49.		M.R.S. SM20B270		Impersonation			
50.		C.D.F. SM18A415					
51.		C.N.D. SM18B657					
52.		A.N.L. SM18B985				08/07/2021	
53.		E.J.A. SM18B113					
54.		O.T.I SM18B295					
55.		F.M.M SM18A800		Impersonation			
56.		E.B.E SM18B778					
57.		T.L.A SM20B441					
58.		K.T.T SM20P346		Caught exploiting his cell phone which had material relevant to the course that was in		01/07/2021	

N°	Service/ Establishment	Persons implicated	Function	Nature of offence/ Irregularity	Sanctions	Date of sanction	Remarks
				process.			
59.		N.A. SM18A872		Caught with prepared materials relevant to the course in process.	Ban from the University of Buea for two years		
60.		A.G.T SM19B861		Caught with prepared material relevant to MGS 311 which was being taken.			Sanction effected
61.		A.I.N. SM19A562	Students	Caught manipulating his examination booklet in an attempt to falsify his identity during the course ECN 203			
62.		F.B.S. SM18B572		Caught manipulating his cell phone which had materials relevant to Geo 421 that was being taken.			
63.		I.M.D. SM19C157		Caught exploiting materials which she had prepared relevant to WSP 203 that was being taken.			
64.		T.E.C SM20A533		Caught tampering with his examination booklet in an attempt to falsify his identity when ACC 201 was being taken.			
65.		A.N.E. SM20P002		Caught exploiting already prepared materials relevant to FIN 606 that was being taken.			
66.		B.O.K.N.H SM20P068		Caught exploiting already prepared materials relevant to FIN 606 that was being taken.			
67.		B.M. SM20P071			Ban from the University of Buea for two years		
68.		A.M.	Students	Caught exploiting material which she had prepared relevant to GEO 202 which was being taken.			
69.		A.M. SM19B449		Caught sharing material that was prepared relevant to ACC 306 with a friend when the course was being taken.			
70.		A.F.D. SM19B465					
71.		A.K.B.E. SM19B462				28/09/2021	
72.		E.M.E SM20B758		Exploiting material she had prepared relevant to FIN 202 that was being taken.			Sanction effected
73.		J. SM19C465		Caught exploiting material he had prepared relevant to ECN 204 that was being taken	Ban from the University of Buea for two years		
74.		L.E.N. SM19C136		Caught sharing material prepared relevant to FIN 304 with a friend when the course was being taken.			
75.		N.C.N. SM20C763	Students	Caught exploiting his cell phone to get material that was relevant to ECN 228 that was being taken.			
76.		N.V.B.		Caught exploiting			

N°	Service/ Establishment	Persons implicated	Function	Nature of offence/ Irregularity	Sanctions	Date of sanction	Remarks
		SM19B90		material she had prepared relevant to JMC 304 that was being taken.			
77.		S.R.T. SM19B741		Caught exploiting material she had prepared relevant to FIN 304 that was being taken.			
78.		T.E.C SM19B756		Caught sharing material she had prepared with friend when FIN 304 was being taken.			
79.		T.S.N. SM20B966		Caught exploiting material which she had prepared relevant to MGS 202 that was being taken.			
80.		Y.R.L. SM19C049		Caught exploiting his cell phone to get material that was relevant to MGS 302 that was being taken.	Suspended from writing Exams for 2020/2021 academic year.		
81.	Department of Academic Affairs (Faculty of Law and Political Sciences)	N.I.A LP19A433	Students	Caught exploiting material he had prepared relevant to Law 310 that was being taken.		07/12/2021	Sanction effected
82.		B.A.E. LP20D274		Caught exploiting material he had prepared which was relevant to Law 208 which was being taken.			
83.		J.H.M. LP20B184		Caught exploiting materials he had prepared relevant to BUB 204 which was being taken.			
84.		E.J.N LP20B082		Caught exploiting material he had prepared relevant to BUB 208 that was being taken.			
85.		N.L.D. LP20C930		Caught exploiting material she had prepared relevant to BUB 204 which was being taken.			
86.		E.E.P. LP20C868		Caught exploiting material he had prepared relevant to PUB 204 which was being taken.			
87.		W.D.E. LP20B492	Students	Caught exploiting material she had prepared relevant to BUB 208 that was being taken.	Suspended from writing Exams for 2020/2021 academic year.		
88.		E.A.P. LP20B113		Caught exploiting material he had prepared relevant to PUB 204 which was being taken.			
89.		O.L.N. LP20B394		Caught exploiting material which he had prepared relevant to PUB 208 that was being taken.			
90.		C.L.		Caught exploiting			

N°	Service/ Establishment	Persons implicated	Function	Nature of offence/ Irregularity	Sanctions	Date of sanction	Remarks
		LP20B035		materials she had prepared which was relevant to PUB 208 that was being taken			
91.		A.B.M LP20D304		Caught exploiting material he had prepared relevant to PUB 212 which was being taken.			
92.		A.C.Z. LP20D067		Caught exploiting material she had prepared relevant to IRC 206 that was being taken.			
93.		A.B.N LP20B747		Caught exploiting material he had prepared relevant to IRC 202 that was being taken.			
94.		E.M.N. LP20B613		Caught exploiting material she had prepared relevant to IRC 206 that was being taken.	Suspended from writing Exams for 2020/2021 academic year.	07/12/2021	Sanction effected
95.		A.L.A.N. LP20B706	Students				
96.		A.E.R LP20B762					
97.		E.C.M. LP19B118					
98.		A.K.L. LP20B698					
99.		A.B. LP20D062					
100.		B.E.M. LP20B780					
101.		S.S.V. LP20C245					

This chapter points out that many government institutions are effectively cracking down on corruption in Cameroon, given the sanctions imposed against various perpetrators. A total of 865 people were sanctioned for various offences. These sanctions range from warnings to dismissals.

Accordingly, 518 public officials were dismissed or revoked, 106 suspended, 25 had their advancement delayed, 23 were issued severe warnings, 21 were redeployed, 17 were given warnings, 11 were ordered to pay back money, 08 were laid off, 04 were downgraded, 02 were ordered to pay back money and 01 was relieved of his duties.

In addition, 57 students were expelled from the University of Buea and 29 were suspended. Forty companies were excluded from public contracts for a period of two years.

Some of those sanctioned have been prosecuted.

Chapter 2

COURT DECISIONS RELATING TO THE ANTI-CORRUPTION DRIVE

This chapter presents a summary of Court decisions regarding the fight against corruption and related offences. The decisions of the Budgetary and Finance Disciplinary Council (Section 1) and Law Courts (Section 2) have been summarized in this chapter.

Section 1: Decisions issued by the Budgetary and Finance Disciplinary Council (CDBF)

The CDBF held two sessions in 2021: on the 24th of March and the 29th of September. At the end of these sessions, 24 decisions on management errors were taken against officials or former officials of the following Administrations:

- Ministry of Arts and Culture (MINAC);
- Ministry of State Property, Surveys and Land Tenure (MINDCAF)
- Ministry of Employment and Vocational Training (MINEFOP)
- Ministry of Public Works (MINTP);
- Ministry of Agriculture and Rural Development (MINADER);
- Cocoa and Coffee Sector Development Fund (FODECC);
- Bamenda City Council (CUB);
- Institute of Agricultural Research for Development (IRAD);
- Cameroon Shipyard and Industrial Engineering Company Ltd. (CNIC).

This jurisdiction found eight out of the twenty-four accused persons guilty and fined them a total of CFA 8,800,000 (eight million eight hundred thousand) francs in accordance with Article 33 of decree n°78/470 of 3 November 1978 relating to the auditing of accounts and the sanctioning of liable accountants.

Some of these officials were charged to refund a total amount of CFA 600,844,610 (six hundred million eight hundred and forty-four thousand six hundred and ten) francs as financial loss suffered by the State of Cameroon in these cases.

Ten other persons were acquitted fully for want of liability, want of evidence or want of management error. The CDBF declared itself partially or totally incompetent to rule on the irregularities brought before it in 09 of the decisions taken in 2021.

The summary of these decisions is presented in the table below:

Table 27: Summary of the decisions taken by the CDBF in 2021

N°	Decision reference	Date	Service concerned	Persons indicted	Function	Period	Nature of offence	Sanctions
1	0001/D/CDBF/	24 March 2021	Ministry of Arts and Culture (MINAC)	A.T. M.	Former Minister of Arts and Culture	2008-2015	**Management errors with non-assessable financial damage:** 1) Non-compliance with the deadlines set for SOCAM to regularise its situation; 2) Failure to ensure the proper functioning of MINAC and related structures; 3) Splitting of orders; 4) Breach of the principle of speciality of credits; 5) Failure to carry out studies prior to the launch of contracts 6) Drafting of Invitations to Tender in only one language; 7) Failure to directly consult at least three companies; 8) Non-compliance with the regulatory provisions on the signing of contract amendments; 9) Commencement of execution of works before the contracts are signed. **Mismanagement and assessed financial loss:** 1) Mission orders issued to public officials without prior authorization from the competent authority, resulting in financial losses to the detriment of the State, estimated at CFA 2,000,000 francs; 2) Granting of undue advantages, causing the State to lose an estimated CFA seven million four hundred and sixty-six thousand eight hundred and eighteen (7,466,818) francs; 3) Unlawful modification of credit allocation, leading to a financial loss estimated at CFA 26,650,000 (twenty-six million six hundred and fifty thousand) at the detriment of the State; 4) Failure to produce supporting documents for funds allocated to certain collaborators, which resulted in a financial loss estimated at CFA 110,828,820 (one hundred and ten million eight hundred and twenty thousand eight hundred and twenty) at the detriment to the State Treasury; 5) 5) Failure to pay taxes and other charges, resulting in financial losses to the detriment of the State, estimated at CFA 563,750 (five hundred and sixty-three thousand seven hundred and fifty);	- Special fine: CFA 2 000 000 - Debit: CFA 552 924 685

N°	Decision reference	Date	Service concerned	Persons indicted	Function	Period	Nature of offence	Sanctions
							6) Financing the activities of a private association entitled H. F., with no legal link to MINAC, generating a financial damage to the detriment of the State, evaluated at the sum of CFA three hundred and fifty-six million three hundred and sixty-two thousand seven hundred and ninety-five (356 362 795); 7) Liquidation and authorisation of expenditure with no service rendered or no equivalent reimbursement, leading to a financial loss to the detriment of the State, evaluated at the sum of CFA 49,052,502 (forty-nine million fifty-two thousand five hundred and two) francs.	
2	00002/D/CDBF	24 March 2021	Ministry of Arts and Culture (MINAC), Special Deposit Account (CDA)	A. T. M.	Former Minister of Arts and Culture (MINAC), Authorising Officer of the Special Deposit Account (SDA)	2008-2015	Legal existence of two Copyright Management Organs in the category of Musical Art	Special fine: CFA 200 000
3	00003/D/CDBF		Cocoa and Coffee Sector Development Fund (FODECC)	A. M. M.	Former President of the Technical Monitoring Unit of the Cocoa and Coffee Sectors	2008-2010	Use of funds allocated to the Technical Unit in the settlement of expenses related to session allowances to members of the Unit, to the functioning of the Technical Secretariat and to the organisation of monitoring and evaluation missions of the projects, without sufficient supporting documents, as part of the use of the funds made available to the Technical Unit by the FODDEC.	Want of competence of CDBF
4	00004/D/CDBF		Ministry of Agriculture and Rural Development (MINADER)	E. B. C. R.	Head of Service for the Regulation of Plant Protection Equipment at MINADER	2013	Second opinion report favouring the service provider resulting in the reception and issuance of a Certificate of Conformity for 75 sprayers supplied at Nkongsamba, regardless of the doubts expressed by the Temporary Reception Commission regarding their defects, within the framework of the control of Order Letter No. 006/LC/MINMAP/CCPM-AG/2013 of 17 July 2013 signed with A.-S. Ltd	Acquittal for want of evidence
5	00005/D/CDBF		Ministry of State Property, Surveys and Land Tenure	M. A.	Former Secretary General of MINDCAF	2012	Mismanagement error with unquantifiable financial damage: Splitting of the public contract	Special fine: CFA 200 000

N°	Decision reference	Date	Service concerned	Persons indicted	Function	Period	Nature of offence	Sanctions
			(MINDCAF)					
6	00006/D/CDBF		Ministry of Arts and Culture (MINAC)	N. née N. H. E.	Former Book and Reading Director at MINAC	January-April 2011	1) Failure to budget for the revenue generated; 2) Failure to record the revenue collected; 3) Sale of a private service by the Directorate of Books and Reading; 4) Failure to respect the principle of separation of the functions of Authorising Officer and Accountant in the management of revenue; 5) Purchase of receipt books from suppliers other than the National Printing Press; 6) Failure to pay back collected revenues and liquidation of non-budgeted expenditure.	-Want of jurisdiction of the CDBF on the counts of the failure to register the revenue collected and the failure to refund the revenue collected -Acquittal of the accused on the other counts, for want of liability and want of evidence
7	00007/D/CDBF		Ministry of Arts and Culture (MINAC)	N. A. S.	Deputy Director of Budget, Equipment and Maintenance at MINAC	2011-2015	1) Approval of a company's tender without a valid business licence from the company; 2) Commitment, liquidation, authorisation and certification of fictitious expenses; 3) Production of an unregulated accounting ledger (unnumbered, unsigned, undated and not approved by the competent authority), to justify fictitious expenses; 4) Failure to apply late payment penalties against the service provider as required; 5) Failure to produce supporting documents for the expenditure incurred; 6) Production of insufficient and non-compliant supporting documents for expenditure.	- Want of jurisdiction of the CDBF on the counts of failure to produce supporting documents for expenditure incurred and production of insufficient and non-compliant supporting documents for expenditure - Acquittal of the accused on the other counts, for want of liability and want of evidence
8	00008/D/CDBF	24 March 2021	Ministry of Arts and Culture (MINAC), Special Deposit Account for Copyright and Related Rights (CDSRDADV)	M. E. E. VII	President of the Standing Committee on Arbitration and Control of Copyright Management Organisations and	07 December 2014-31 December 2015	**Mismanagement errors leading to non-estimable financial loss:** 1) Making expenditure without sufficient supporting documents; 2) Making expenditure on special allocations to artists with no legal and/or regulatory basis;	

N°	Decision reference	Date	Service concerned	Persons indicted	Function	Period	Nature of offence	Sanctions
					Related Rights		3) Failure to keep administrative accounts of revenue and expenditure as Authorising Officer. **Mismanagement with assessed financial damage:** 1) Expenditures relating to session allowances to CPMC members, without sufficient supporting documents, causing a financial loss of CFA 4,851,350 (four million eight hundred and fifty-one thousand three hundred and fifty) francs by the State; 2) Expenditures for communication costs of the CPMC, without sufficient supporting documents, causing a financial loss of CFA 4,300,000 (four million three hundred thousand) francs by the State; 3) Expenditures on prospection, without sufficient supporting documents, which caused a financial loss of CFA 4,000,000 (four million) francs by the State; 4) Execution of non-admissible expenses without sufficient supporting documents, causing a financial prejudice of CFA 1,640,000 (one million six hundred and forty thousand) francs by the State; 1) 5) Expenditure without sufficient supporting documents, leading to a financial loss of CFA 5,412,698 (five million four hundred and twelve thousand six hundred and ninety-eight) francs by the State.	- Special fine: CFA 2 000 000 - Debit: CFA 20 204 048
9	00009/D/CDBF	24 March 2021	Ministry of Arts and Culture (MINAC)	E.A.M.	Former Director of Development and Promotion of Arts at MINAC	2015	Certification of fictitious expenses	Acquittal for want of evidence
10	00010/D/CDBF	24 March 2021	Ministry of Arts and Culture (MINAC)	SAIDOU	Former Officer in charge of Stores Accounting at MINAC	2011-2015	**Management errors with non-assessable financial damage** 1) Commencement of works before the contracts are signed; 1) 2) Signing of the report on the reception of works before the commencement of works on Contract No. 003/M/MINCULT/CPM/INAC/2011, to construct a	Special fine: CFA 200 000

N°	Decision reference	Date	Service concerned	Persons indicted	Function	Period	Nature of offence	Sanctions
							technical-artistic block for the project to create the National Institute for Arts and Culture (INAC).	
11	00011/D/CDBF		Bamenda City Council (CUB)	N. D. K.	Former Acting Municipal Treasurer of the Bamenda Urban Community (CUB)	2012	1- Failure to use the BUC's approved price list (suspected overbilling) 2- Failure to use the standard form for the expression of needs at the start of each contract; 3- Reception of non-standard reports (assumed fictitious expenses, absence of an equivalent reimbursement and of a certificate certifying the quality of the material supplied).	Want of jurisdiction of CDBF
12	00012/D/CDBF		Ministry of Arts and Culture (MINAC)	N. S. N.	Former Assistant Research Officer at the MINAC Monitoring Unit	2011-2015	Commitment and certification of fictitious expenditure	Acquittal for want of evidence
13	00013/D/CDBF	29 September 2021	Cameroon Shipyard and Industrial Engineering Ltd (CNIC)	N. H. Y.	Former Director of Administration, Human Resources and Legal Affairs of CNIC	2015-2016	Failure to pay all outstanding salary advances to CNIC staff	Acquittal for want of evidence
14	00014/D/CDBF		Cameroon Shipyard and Industrial Engineering Ltd (CNIC)	E. S. E.	Former Director of Administration, Human Resources and Legal Affairs of CNIC	25 May 2010-25 November 2015	Failure to pay all CNIC staff salary advances	Acquittal for want of evidence
15	00015/D/CDBF		Cameroon Shipyard and Industrial Engineering Ltd (CNIC)	E. O. A. A.	Head of the CNIC Stock Accounting Section	2010-2016	Absence of a comprehensive annual inventory of CNIC assets at the end of the 2010 to 2016 financial years	Acquittal for want of liability
16	00016/D/CDBF		Research Institute for Agricultural Development (IRAD)	D. T.	Former Head of the Scientific and Technical Cooperation Division (DCST) at IRAD	2005-2012	Expenditure on one hundred and sixty-five (165) operations, in violation of successive circulars of the Minister of Finance on the execution of the State budget;	Want of jurisdiction of CDBF

N°	Decision reference	Date	Service concerned	Persons indicted	Function	Period	Nature of offence	Sanctions
17	00017/D/CDBF		Ministry of State Property, Surveys and Land Tenure (MINDCAF)	B. J.-M.	Inspector General at MINDCAF	2014	1) Presentation of proof of receipt of mission expenses for technical staff within the Mbanga Bakoko land surveys works, for an amount of CFA 720,000 (seven hundred and twenty thousand), with no national identification card or telephone number of the beneficiaries, and without approval of the statements by the authorizing officer; 2) Presentation of an invoice for the purchase of fuel and lubricants, within the framework of Olembe land surveys, for an amount of CFA 350,000 (three hundred and fifty thousand), not admitted by the contractor and not approved by the authorizing officer.	Want of jurisdiction of CDBF
18	00018/D/CDBF	29 September 2021	South West Regional Delegation of Public Works	M. G.	Sub-Director of Construction at the South West Regional Delegation of Public Works	2015	Mismanagement with assessed financial loss: Non-application of late penalties, within the framework of Contract No. 002/M/MINAC/CMPM/2015 of 10 April 2015, for the construction works of a fence on the cultural site of BIMBIA (Phase 2), awarded to ETS B., resulting in a financial damage at the detriment of the State, evaluated at the CFA 1,424,175 (one million four hundred and twenty-four thousand one hundred and seventy-five)	- Special fine: CFA 200,000 -Debit (jointly and severally with the Head of the Contracts Service and the Project Owner): CFA 1,424,175
19	00019/D/CDBF		Ministry of Arts and Culture (MINAC)	T. T. B.	Former Book and Reading Director of MINAC	2011-2015	1) Creation without legal basis of the following types of revenue: subscription fees to the National Agency for the International Standard Book Number (ISBN), sale of ISBN issues and subscriptions to the National Library, the Central Public Reading Office; 2) Failure to budget the revenue generated; 3) Failure to record the revenue collected; 4) Failure to issue receipts and purchase receipt booklets from suppliers other than the National Printing Press; 5) Failure to comply with the principle of separation of the functions of authorising officer and accounting officer in the management of revenue.	- Want of jurisdiction of the CDBF on the failure to record revenues collected, failure to issue receipts as well as on the non-purchase of receipt booklets at the National Printing Press - Acquittal of the accused on the other counts, for want of liability and for want of evidence
20	00020/D/CDBF		Ministry of Arts and Culture (MINAC)	L. J.	Former Director of Cinematography and Audio-visual Productions at	2011-2015	1) Issuance of exploitation permits for cinematographic works and audio-visual productions, in lieu of the Minister; 2) Non-conformity of the wording and tariffs on tickets and payment receipts;	- Incompetence of the CDBF for the facts relating to the non-execution of missions

N°	Decision reference	Date	Service concerned	Persons indicted	Function	Period	Nature of offence	Sanctions
					MINAC		3) Failure to budget for the revenue generated; 4) Failure to separate the functions of the Authorising Officer and the Accountant in the management of revenue; 5) Failure to issue receipts and use of receipt booklets acquired from suppliers other than the National Printing Press; 6) Failure to record the revenue collected; 7) Non-execution of missions abroad.	abroad; - Acquittal of the respondent for the other irregularities, for unproven facts, unproven liability and unqualified mismanagement.
21	00021/D/CDBF		Ministry of Employment and Vocational Training (MINEFOP)	N. E. J.	Former Secretary General of MINEFOP	2010-2016	Collection of session allowances, at rates higher than those provided for by the regulations in force	Want of jurisdiction of the CDBF
22	00022/D/CDBF	29 September 2021	Ministry of State Property, Surveys and Land Tenure (MINDCAF)	W. N.	Former 3rd Assistant Head of the Specialised Maintenance Brigade of MINDCAF	2011-2014	**Mismanagement with assessed financial damage:** Reception of partially executed or non-compliant services under Contract No. 006/M/MINCULT/CPM/2011 of 24 October 2001, for the finishing works of the Cameroon Cultural Centre.	- Special fine : CFA 2 000 000 - Debit: CFA 11 572 702
23	00023/D/CDBF		Ministry of Employment and Vocational Training (MINEFOP)	D. M. M.	Former MINEFOP Accounting Operations Officer	2010-2014	**Management errors with non-assessable financial damage:** 1) Missing HP laser jet CP 45 printer, acquired under Administrative Purchase Order No. 89/CAB/2014 of 13 October 2014, for the supply of computer equipment to MINEFOP; 2) Absence of some equipment (printer for professional cards, a cleaning kit), acquired under Administrative Purchase Order No. 44/CAB/2013 of 2 August 2013, for the supply of computer equipment to produce professional cards. **Management errors with evaluated financial damage:** 1) Absence of kits of small electrical measuring and testing equipment at SAR/SM BANDJOUN and EDEA, within the	- Special fine: CFA2 000 000 - Debit: CFA14 718 100

N°	Decision reference	Date	Service concerned	Persons indicted	Function	Period	Nature of offence	Sanctions
							framework of Order Letter No. 18/LC/MINEFOP/SG/DAG/2013 of 11 November 2013, relating to the supply of two kits of small electronic measuring and testing equipment to MINEFOP (lot 3), inducing financial damage assessed at the sum of CFA 7,838,600 (seven million eight hundred and thirty-eight thousand six hundred) francs; 2) Failure to transmit training kits for the Clothing Industry to the SAR/SM of KRIBI, within the framework of the Letter Order n°17/MINEFOP/SG/DAG/2013 of 11 November 2013 relating to the supply of training kits for the Clothing Industry to MINEFOP (lot 2), resulting in a financial loss evaluated at the sum of CFA 3,942,000 (three million nine hundred and forty-two thousand) francs; 3) Absence of some office furniture in the West, Centre, East and South Regions, within the framework of the Letter Order n°005/LC/MINEFOP/SG/DAG/2012 of 28 June 2012, relating to the supply of office furniture for the central and devolved services of MINEFOP, resulting in a financial loss evaluated at the sum of CFA 1,237,500 (one million two hundred and thirty-seven thousand five hundred); 4) Absence of some computer equipment (a complete microcomputer TEG and two T-POWER intelligent UPS), acquired within the framework of the Letter Order No. 005/LC/MINEFOP/SG/DAG/2011 of 17 June 2011 awarded to ETS T. C. T., leading to a financial loss evaluated at the sum of CFA 550,000 (five hundred and fifty thousand) francs; 1) 5) Absence of the DELL PAWL EDGE SC 420 server, following invoice n°002/12 of 11 December 2012, relating to the acquisition of an HP Laser jet CP 45 N printer, which resulted in financial damage estimated at the sum of CFA 1,150,000 (one million one hundred and fifty thousand).	
24	00024/D/CDBF	29 September 2021	Ministry of Arts and Culture (MINAC)	K. N. S.	Former member of the Ministerial Contracts Award Commission at	2011-2015	1) Approval of the bid of company COTRIMAC, under private treaty n°0274/L/PR/MINMAP/DGMAS/h-ng of 23 January 2015, with no valid business licence presented by the latter; 2) Certification of delivery operations of additional	Acquittal for non-characterised irregularity, unproven facts and unproven

N°	Decision reference	Date	Service concerned	Persons indicted	Function	Period	Nature of offence	Sanctions
					MINAC		purchases of office equipment, for a total amount of CFA 8,384,966 (eight million three hundred and eighty-four thousand nine hundred and sixty-six), by signing temporary dispatch forms, whereas the said operations were fake; 3) Certification of partially executed services, within the framework of Contract No. 001/M/ 4) Certification of partially executed services, within the framework of Contract No. 001/M/MINCULT/CPM/2010 awarded by National Open Call for Tenders No. 008/AONO/M/MINCULT/CPM/2010, for the installation of the Intranet network, the acquisition of equipment and material and the training of SIGIPES network users.	liability

Section 2: Decisions rendered by law courts

These consist of decisions rendered by Courts of First Instance and the Supreme Court.

Sub-section 1. Trial Courts

Decisions presented here are issued by Courts of First Instance, Courts of Appeal and the Special Criminal Court.

I. Instance Courts

This category includes the Courts of First and High Instance.

A. Courts of First Instance

Only the Court of First Instance of Poli sent CONAC its contribution for this report.

References	Date	Case	Offence	Decision
N°022/COR	18 March 2021	The People of Cameroon Vs H. T.	Resistance and attempted corruption	- The accused was found guilty of the offences of resistance and attempted corruption; - The court sentenced him to five years imprisonment with a fine of CFAF 500,000.

B. High Courts

As part of the 2021 Report, CONAC received decisions rendered by the High Courts of Benue, Mayo-Rey, Moungo and Wouri.

1. The High Court of Benue

N°	References	Date	Case	Offence	Decision
1	26/CRIM	03 March 2021	The People of Cameroon and the North Region Planning and Development Study Mission (MEADEN) Vs A.T	Co-offender in the misappropriation of public property and slight harm	- The accused was found not guilty of the offence of slight harm and was discharged on this count, for want of evidence; - The accused was found guilty of the offence of misappropriation of public property; - The court sentenced him to 2 years imprisonment.
2	220/CRIM	03 November 2021	The People of Cameroon and Government Primary School Poumpouré Vs I. B.	Misappropriation of public property and failure to possess a National Identity Card	Stay of proceedings due to the death of the accused.
3	260/CRIM	15 December 2021	The People of Cameroon and SODECOTON Vs A. D. V.	Misappropriation of public property and failure to possess a National Identity Card	- The defendant was found guilty of the crime of misappropriation of public property and the related offence of failure to present a National Identity Card; - The court sentenced him to 10 years imprisonment with fine of CFAF 3,260,588 to be paid to the plaintiffs.
4	261/CRIM	15 December 2021	The People of Cameroon and the Barndake Customs Office Vs 1- Y. S. alias A. 2- B. B. alias D. 3- I. A. B. alias M.	Co-offenders in misappropriation of public property, negligent custody and failure to present a National Identity Card	- The defendants were found guilty of the crime of misappropriation of public property and the related offences of negligent custody and failure to present a National Identity Card; - In repression, the Court sentenced: - Y. S. alias A. and M. B. alias D. to five years imprisonment each; - I. A. B. to 01 year imprisonment.

2. The High Court of Mayo-Rey

N°	References	Date	Case	Offence	Decision
1	29/CRIM	04 August 2021	The People of Cameroon and Cameroon Telecommunications (CAMTEL) Vs 1- O. E. 2- T. C. 3- B. K.	Co-offenders in misappropriation of public property	The defendants were found not guilty of the offence of co-offender in misappropriation of public property and acquitted on the grounds of want of evidence.
2	30/CRIM	04 August 2021	The People and State of Cameroon (Tcholliré Council) Vs 1- M. A. 2- Z. C.	Misappropriation of public property	Stay of proceedings against the accused Z. C. who paid the sum of CFAF 4,910,950 representing the corpus delicti.

3. The Moungo High Court

N°	References	Date	Case	Offence	Decision
1	103/CRIM	22 September 2021	The People and State of Cameroon (Njombe-Penja Council) Vs K. P. E.	Mismanagement	Stay of proceedings due to death of the accused, K. P. E.
2	45/CRIM	26 May 2021	The People and State of Cameroon Vs - T. C. V. - N. M. F.	Accessories in misappropriation of public property	The defendants were found guilty of theft and accessory to theft and sentenced respectively to: - 02 years imprisonment with fine of CFA 50,000 for T. C. V.; - 05 years imprisonment with fine of CFAF 100,000 for N. M. F.
3	126/CRIM		The People of Cameroon Vs M. K. I. T.	Misappropriation of public property	The defendant M. K.I.T., found guilty of misappropriation of public funds, was sentenced to 2 years imprisonment with fine of CFA F 30,000

4. The Wouri High Court

N°	References	Date	Case	Offence	Decision
1	145/CRIM	24 February 2021	The People of Cameroon and T. M. A. Vs Me E. K. E.	Aggravated false pretence and undue demand	The accused, who was found not guilty, was acquitted on the grounds want of evidence.
2	627/CRIM	26 October 2021	The People of Cameroon C/ - A. D. K. E. - D. K. E.	- Accessory in forgery of public and authentic documents, imitations, accessory in corruption for A. R. - Forgery and use, corruption and usurpation of a qualification for D. K. E.	The defendants were found guilty and sentenced to: - 36 months imprisonment with fine of CFA 50,000 for A. R.; 24 months imprisonment with fine of CFAF 50,000 for D. K. E.

II. Courts of Appeal

The Court of Appeal for the North was the only court that forwarded a decision to CONAC on a case relating to corruption and similar offences.

N°	References	Date	Case	Offence	Decision	Results
1	07/P	08 January 2021	- G. J. J. - M. M. Vs - D. G. - El Hadj H. B. - B. V. - The People of Cameroon	Escape, corruption, negligent custody and accessory to escape	Objection to judgment no. 72/P of 10 October 2014 of the Court of Appeal of the North which found the accused D. G. not guilty of the charges against him, in particular accessory to attempted escape, and confirmed the rest of the contested decision	The objection of the defendants G. J. J. and M. M. declared inadmissible on the grounds of default in appearance

III. The Special Criminal Court (SCC)

In 2021, seventeen final judgments were rendered by the Special Criminal Court (SCC) in matters relating to the offence of misappropriation of public property.

The State of Cameroon was plaintiff in these trials through the following administrations:

- Ministry of Finance (MINFI);
- Ministry of Decentralisation and Local Development (MINDDEVEL)
- Ministry of Forestry and Wildlife (MINFOF);
- Ministry of Public Health (MINSANTE);
- Port Authority of Douala (PAD);
- Cameroon Water Utilities (CAMWATER);
- Cameroon Postal Service (CAMPOST);
- Telecommunications Regulatory Board (ART);
- Cameroon Telecommunications (CAMTEL);
- Ngaoundere I Council.

A total of 54 persons were accused in these cases.

At the behest of the Procureur-General of the SCC, the proceedings against 08 defendants were discontinued, after the refund of the *corpus delicti*, in accordance with Law No. 2012/011 of 16 July 2012 to set up a Special Criminal Court.

In addition, 09 other defendants were acquitted, for the benefit of the doubt.

In contrast, 37 defendants were found guilty and sentences ranging from three years to life imprisonment were imposed on them.

The total amount of financial losses incurred by the State of Cameroon in these cases stands at CFA 18,545,374,057 (eighteen billion five hundred and forty-five million three hundred and seventy-four thousand and fifty-seven).

Eight appeals for annulment were lodged with the Supreme Court at the end of these trials.

The table below presents a summary of these decisions:

Table 28: Summary of SCC decisions relating to corruption and related offences

N°	References	Date	Case	Nature of offence	Judgment	Remarks
1	N°001/CRIM/TCS	03 February 2021	The People and State of Cameroon (Ministry of Finance, Ministry of Decentralisation and Local Development, Ngaoundere 1 Council) Vs A.M.	Misappropriation of public property	- M. found guilty of misappropriation of public property in the sum of CFA 216,823,756; - M. sentenced to 15 years imprisonment; - No confiscation of property, as no property was seized; - The State of Cameroon (MINFI) and the Ngaoundere 1 Council were admitted and declared partially founded as plaintiffs; - M. ordered to pay them the sum of CFA 216 823 756; - A. M. ordered to pay the legal costs in the sum of CFA 10 999 428.	NTR
2	002/CRIM/TCS	05 February 2021	The People of Cameroon and MINFI Vs P. M. E. V. alias M. E. A. alias B. J. L.	Misappropriation of public property	- Dismissed as unfounded on the grounds of the objection of want of jurisdiction of the Court; - P. M. E. V. found guilty of misappropriation of public property in the amount of CFA 54,500,110; - P. M. E. V. sentenced to 15 years imprisonment; - No confiscation of property, as no property was seized; - MINFI received and declared partially founded in its civil action; - P. M. E. V. ordered to pay him the sum of CFA 59,500,110; - P. M. E. V. ordered to pay the legal costs in the amount of CFA 3,340,755.5.	Appeal
3	007/CRIM/TCS	31 March 2021	The People and State of Cameroon (Ministry of Forestry and Wildlife-MINFOF/Community-based Forest and Wildlife Management Initiatives Project-RIGC Vs K. T. S. B. F. D. G. G. F. P. K. P. G. S. C. D. K. O.	Embezzlement of public property, co-offenders of forgery and use in public and authentic documents, attempted escape	- The objection of want of substantive jurisdiction of the Court of First Instance dismissed as unfounded; - Stay of proceedings against the defendants F. D. G. G., F. P., K. P., G. S. C. and D. K. O. for accessory to misappropriation of public property; - Declaration of the restitution of the corpus delicti by the plaintiff A. F. B. on behalf of his employees, before the closure of the judicial inquiry; - T. S. B. found not guilty of the offence of attempted escape and acquitted on this count for the benefit of the doubt; - T. S. B. found guilty of misappropriation of public property in the sum of CFA F 1 738 363 013; - T. S. B. sentenced to 15 years imprisonment; - No confiscation of property due to lack of property seized and belonging to him; - The State of Cameroon (MINFOF) received and declared partially founded in its civil action; - T. S. B. ordered to pay him the sum of CFA F 35 000 000 as damages representing lawyers' fees; - The State of Cameroon (MINFOF) dismissed of the remainder of its claim as unjustified; - K. T. S. B. ordered to pay the legal costs in the amount of CFA F 2 630 030.	Appeal
4	008/CRIM/TCS	15 April 2021	The People and State of Cameroon (Yaoundé-Nsimalen Airport Customs Office)	Co-offenders in the mismanagement of public property	- The objection to jurisdiction raised by the defendants B. M., A.E.B. and Y. E. dismissed as unfounded; - N. B. F. C. M. S. épouse E., B. M., A. E. B. and Y. E. declared guilty of the crime of co-offender of misappropriation of public funds in the sum of CFA	NTR

N°	References	Date	Case	Nature of offence	Judgment	Remarks
			Vs N. B. F. C. M. S. wife E. ; B. M ; A. E. B; Y. E.		54,948,775 francs; - N. B. F. C. M. S. épouse E., B. M., A. E. B. and Y. E. sentenced to 13 years imprisonment each; - No confiscation of property, as no property was seized; - The State of Cameroon (MINFI) received and declared partially founded in its civil action; - The four co-accused ordered to pay CFA F 53,948,775 jointly and severally as damages; - N. B. F. C. M. S. épouse E., B. M., A. E. B. and Y. E. ordered to pay the legal costs in the amount of CFA 3 590 798.7.	
5	010/CRIM/TCS	11 May 2021	The People of Cameroon and Cameroon Postal Service (CAMPOST) Vs Z. J. B. ; M. E. J. M. ; M. G.	Co-offenders in the mismanagement of public property	- The plea of res judicata raised by the accused, Mr E.J.M., declared founded; - The remand order issued against Mr. E.J.M. and the arrest order issued against Mr. G. lifted; - Z. J. B. found guilty of the crime of misappropriation of public property in the amount of CFA 15,295,093,017 to the detriment of CAMPOST; - Z. J. B. sentenced to life imprisonment; - No confiscation of property due to lack of seized property; - Z. J. B. ordered to pay CAMPOST CFA 15,295,093,017 corresponding to the sum he embezzled; - Z. J. B. ordered to pay legal costs in the amount of CFA 764 971 240.	NTR
6	011/CRIM/TCS	19 May 2021	The People of Cameroon and MINFI (CAMPOST) Vs E. N. V. C. épouse N.	Mismanagement of public property	- The accused E. N. V. C. épouse N. was found guilty of misappropriating public property in the sum of CFA 53,316,133 to the detriment of CAMPOST; - E. N. V. C. épouse N. sentenced to 12 years imprisonment; - No confiscation of property, as no property was seized; - The State of Cameroon (CAMPOST) received and declared partially founded in its civil claim; - E. N. V. C. épouse N. ordered to pay the sum of CFA 53 316 133 as damages; - The civil party was dismissed in its remaining claim as being unjustified.	Appeal
7	014/CRIM/TCS		The People and State of Cameroon (MINFI) Vs E. N. N.; S. C. C.; E. O. T.; M. E.; A. S. P.	Mismanagement of public property and co-offenders in the mismanagement of public property	- Rejection as unfounded of the want of jurisdiction of the SCC ; - S. P. found guilty of misappropriation of public property in the sum of CFA 13,461,583 francs; - E.N.N., S.C.C., M.E. and E.O.T. found guilty of co-offenders in the misappropriation of the sum of CFA 13,461,583; - A.S.P. and E.N.N. sentenced to 15 years imprisonment each, E.O.T. to 13 years imprisonment, S.C.C. to 11 years imprisonment and M.E. to 10 years imprisonment; - The State of Cameroon (MINFI) was admitted and declared justified as a civil party; - The defendants ordered to pay the sum of CFA 13,461,583 as damages; - S. P., E. N. N., S. C. C., M. E., E. O. to pay the legal costs in the sum of CFA 1 027 379, 15; - No confiscation due to lack of seized property.	NTR

N°	References	Date	Case	Nature of offence	Judgment	Remarks
8	017/CRIM/TCS	26 July 2021	The People of Cameroon and Port Authority of Douala (PAD) Vs A. D. G. ; T. T. J. P. ; B. N. ; D. H. ; K. P. ; O. A. ; M. T. L.	Co-offenders in the mismanagement of public property	- D. G. found guilty of misappropriation of public property in the sum of CFA 56,000,000; - T. T. J. P. and M. T. L. found guilty of co-offenders in the misappropriation of public property in the sum of CFA 20 084 032; - N., K. P., O. A. and D. H. were found guilty of co-offenders in the misappropriation of public property in the sum of CFA 20,084,032; - T. T. J. P., B. N., K. P., O. A. and M. T. L. sentenced to life imprisonment; - D. G. sentenced to 12 years imprisonment. D. G. to 12 years imprisonment and D. H. to 10 years imprisonment; - No confiscation of property due to lack of previously seized property; - D. G., T. T. J. P., B. N., K. P., O. A., M. T. L. and D. H. ordered to pay the costs jointly and severally, in the sum of CFA 852 380; - Noted the absence of PAD, which was not represented at the hearing, as a civil party.	Appeal
9	018/CRIM/TCS	12 August 2021	The People and State of Cameroon (MINFI) C/ N. B.	Attempted misappropriation of public property	- The accused N. B. found guilty of attempted misappropriation of public property in the amount of CFA 273,495,757 francs to the detriment of the State; - N. B. sentenced to 10 years imprisonment; - No confiscation of property, as no property was seized; - The State of Cameroon (MINFI) received and declared partially founded in its civil claim; - N. B. ordered to pay the sum of CFA 25 000 000 as legal costs; - The civil party dismissed in its remaining claim as unfounded; - N. B. ordered to pay the legal costs in the amount of CFA 1 485 620.	Appeal
10	020/CRIM/TCS	22 September 2021	The People and State of Cameroon (CAMWATER) Vs A. K. B. ; M. J. M. V. J. ; N. A. T. ; B. O. ; Y. K. V.	Violation of the Public Contracts Code and accessory to misappropriation of public property, interest in grant	- Stay of proceedings against the defendants Mr. J. M. V. and A. K. B. for misappropriation of public property in the sum of CFA 1,736,401,870 to the detriment of CAMWATER in the case of Mr J. M. V. and accessory to the said misappropriation in the case of A. K. B. ; - The arrest warrant against Mr J. M. V. is lifted; - The accused N. A. T. and B. O. found not guilty of the charges against them; - N. A. T. and B. O. acquitted on the grounds of want of evidence; - Arrest warrant against B. O. lifted; - Release of the accused N. A. T. ; - The accused Y. K. V. found guilty of accessory to misappropriation of public property in the sum of CFA 1,736,401,870; - Y. K. V. sentenced to life imprisonment; - No confiscation of property, as no property of this accused was seized; - The accused A. K. B. found guilty of interest in grant to the detriment of CAMWATER for a total amount of CFA 11,091,218; - K. B. sentenced to 03 years imprisonment with fine of CFA 500,000; - The State of Cameroon (MINFI) and CAMWATER received and declared partially founded in their respective constitutions of civil party; - K. B. ordered to pay CAMWATER the sum of CFA 1,091,218 representing the balance of the rental costs of company T. Ltd's vehicles by CAMWATER;	NTR

N°	References	Date	Case	Nature of offence	Judgment	Remarks
					- The defendants A. K. B. and Y. K. V. ordered jointly and severally to pay the following amounts: - CFA 16 500 000 to the State of Cameroon (MINFI); - CFA 16,000,000 to CAMWATER; - CAMWATER dismissed in its claim for the remainder as unfounded; - The defendants A. K. B. and Y. K. V. jointly and severally ordered to pay the legal costs in the amount of CFA 2,532,200; - Unblocking of the accounts of the accused N. A. T. and B. O. and restitution of 02 seized vehicles belonging to N. A. T. ; - Confiscation of seized property belonging to T. Ltd and A. K. B., specifically the automobiles registered under the numbers: CE 287 HC, CE 292 HC, CE 741 EK, CE 545 HJ, CE 716 BU, CE 339 EM and CE 409 H ; - Restitution of the seized vehicles to their rightful owners, particularly those registered under the numbers: CE 004 CD, CE 010 FS, CE 125 HO, CE 014 FS, CE 977 DJ, CE 686 GN, CE 654 JK, CE 076 DU, CE 414 FK, CE 492 GW, CE 572 HQ, CE 002 CN, CE 287 CM, CE 214 FP and CE 204 FP.	
11	024/CRIM/TCS	1st November 2021	The People and State of Cameroon (Telecommunications Regulatory Board (ART) Vs B. M. J. L. ; M. épouse I. ; E. N. G. M. ; N. A. M.	Misappropriation and accessory to misappropriation of public property	- M. épouse I. and N. A. M. declared not guilty of misappropriation of public property in the amounts of CFA 95,247,920 and CFA 5,215,959 respectively; - M. épouse I. and N. A. M. acquitted with the benefit of the doubt; - M. J. L. and E. N. G. M. found guilty of co-offender in the misappropriation of public property in the sum of CFA 389 720 638; - B. M. J. L. found guilty of misappropriation of public property in the sum of CFA 237 715 817; - N. G. M. sentenced to life imprisonment; - B. M. J. L. sentenced to 20 years imprisonment; - Confiscation of the following properties belonging to B. M. J. L., which were legally mortgaged to the State: - Building located in Ebolowa at a place called Mebae, Mvila Division, covered by Land Certificate No. 527/Mvila; - Property with a surface area of 66ha 53a 75ca, Dja and Lobo Division, registered under Land Title n°1599/DL; - Building with a surface area of 2ha 96a 21ca, Dja and Lobo Division, covered by land certificate n°1600/DL; - Property with a surface area of 1ha 16a 86ca, located at Monavebe, Dja and Lobo Division, land certificate no. 1833/DL; - Property on a surface area of 1108 m2 located at the aforementioned place, Dja and Lobo Division, land certificate n° 1833/DL lot n°980/DL; - Confiscation of sums contained in the bank accounts of B. M. J. L. opened in the following credit institutions - BICEC - Passbook account n° 12088660001 48 credit balance of CFA 43; - Passbook account n° 12088664003 10 credit balance of CFA 210 737; - Cheque account n° 12088664005 04 credit balance of CFA 289 932; - ECOBANK	Appeal

N°	References	Date	Case	Nature of offence	Judgment	Remarks
					- Account n° 01 10142621384701 credit balance of CFA 39 863. - SGC - Current account n° 02 02 04 18177-92 credit balance of CFA 46 693; - Savings account n° 3102040227-05 credit balance of CFA 229 789; - SCB-Cameroon - Account n° 9000018599993 credit balance of CFA 151 000; - Account n° 09 102 963005041 credit balance of CFA 289 586; - Account n° 09 102 963000 94 credit balance of CFA 343 744; - Express Union - Cash account for transfer n°17th 1152593701 credit balance CFA 16 000; - Express Union Mobile Money account with a credit balance of CFA 6 900; - Confiscation of sums contained in the bank accounts of E. N. G. M. opened in the following banks: - BICEC - Passbook account n°99983367001 55 credit balance CFA 6,709; - SGC - Current account n° 02 000229 122 08 credit balance CFA 68 178; - Unblocking of accounts n° 900 0001931122 and n° 91 10296821081, opened in the name of B. M. J. L. at SCB-Cameroon; - The ART received and declared partially founded in its civil claim; - B. M. J. L. and E. N. G. M. ordered to pay jointly and severally the sum of CFA 389 720 638 in principal and CFA 20 000 000 in legal costs; - B. M. J. L. also ordered to pay the ART the sum of CFA 237,715,817; - ART dismissed in its remaining claim as unfounded; - Release of M. épouse I. ; - The arrest warrant against N. A. M. lifted; - Unblocking of the following bank accounts: - BICEC cheque n° 996138700136, BICEC passbook n° 9961387000330, ECOBANK n° 016011262703960 opened in the name of M. épouse I. ; - Express Union Mobile Money n°237696539622 opened in the name of N. A. M. ; - B. M. J. L. and E. N. G. M. ordered to pay jointly and severally the legal costs in the amount of CFA 7 862 864.55.	
12	025/CRIM/TCS	15 November 2021	The People and State of Cameroon (MINFI) Vs H. L. ; E. M. ; Y. G. épouse T. B. ; K. R. N. épouse M. ;	Offenders in the mismanagement of public property	- V. O. T. C. found not guilty of the crime of co-offending in the misappropriation of public property in the sum of CFA 1,148,000 to the detriment of the Adamawa Regional Taxation Office; - V. O. T. C. acquitted on the grounds of want of evidence; - L. found guilty of embezzlement of public property in the sum of CFA 151,078,294 and of co-offender in the misappropriation of public property in the sum of CFA 120,804,000 to the detriment of the Adamawa Regional Taxation Office; - L. sentenced to life imprisonment;	NTR

N°	References	Date	Case	Nature of offence	Judgment	Remarks
			I. A. épouse A. ; M. K. S. F. ; S. T. F. ; B. B. C. épouse A. ; T. K. ; V. O. T. ; M. B. épouse T. ; Z. G. D. épouse A. O.		- E. M., S. T. F., M. K. S. F. found guilty of co-offending in the misappropriation of public property in the amounts of - E. M. CFA 11,212,667; - S. T. F. CFA 16,776,334; - M. K. S. F. CFA 27 555 400 ; - E. M., S. T. F., M. K. S. F. each sentenced to 10 years imprisonment; - No confiscation of property, as no property was seized; - The State of Cameroon (MINFI) received and declared founded in its constitution of civil party; - H. L., E. M., S. T. F. and M. K. S. F. ordered to pay the following amounts for material damage - H. L. CFAF 271,882,294; - E. M. CFAF 11,212,667; - S. T. F. CFAF 16,776,334; - M. K. S. F. CFAF 27 555 400 ; - H. L., E. M., S. T. F. and M. K. S. F. ordered jointly and severally to pay the sum of CFAF 500,000 representing the costs of proceedings; - H. L., E. M., S. T. F. and M. K. S. F. jointly and severally ordered to pay the legal costs in the amount of CFAF 17,408,927.75.	
13	026/CRIM/TCS	29 November 2021	The People of Cameroon and Cameroon Telecommunication (CAMTEL) Vs K. E. H. M.	Misappropriation of public property	- E. H. M. found guilty of misappropriation of public property in the sum of CFAF F 70 643 582 to the detriment of CAMTEL; - E. H. M. sentenced to life imprisonment; - No confiscation of property, as no property was seized; - CAMTEL received and declared partially founded in its civil action; - E. H. M. ordered to pay the sum of CFAF 70 643 582 for material damage; - CAMTEL dismissed in part of its claim as unfounded; - K. E. H. M. ordered to pay the legal costs in the amount of CFAF 3 880 029.1.	NTR
14	027/CRIM/TCS	10 December 2021	The People and State of Cameroon (MINFI) Vs E. R. D. A. ; K. F. A. ; B. N. F. G. ; B. E. ; N. A K. ; A. T. B. épouse T. ; K. G. C.	Co-offenders and accessories in the misappropriation of public property, forgery and use in public and authentic documents	- The objection to the nullity of the minutes of the first appearance formulated by the accused B. E., N. A K. and A. T. B. épouse T. declared inadmissible for foreclosure; - Quashing of the proceedings against B. E., N. A K., A. T. B. épouse T., and B. N. F. G. on charges of co-offenders in the misappropriation of public property in the sum of CFA 1,025,339,955, forgery and use in authentic public writings and undeclared importation; - Quashing of proceedings against K. G. C. of the charges of co-offence of misappropriation of public property in the sum of CFA 242 156 160 F, forgery and use in authentic public documents and undeclared importation; - The accused B. E., N. A K. and A. T. épouse T. were found not guilty of co-offender in the misappropriation of public property in the sum of CFAF 242 156 160 F, forgery and use in public and authentic documents, and undeclared importation; - The defendants B. E., N. A K. and A. T. B. épouse T. acquitted on the grounds of want of evidence; - The accused E. R. D. A., K. F. A. and B. N. F. G. were found guilty of co-	Appeal

N°	References	Date	Case	Nature of offence	Judgment	Remarks
					offences of forgery and use in public and authentic documents, undeclared importation and misappropriation of public property in the sum of CFAF 242,156,160 francs to the detriment of the State; - The accused E. R. D. A., K. F. A. and K. G. C. were found guilty of co-offender in the misappropriation of public property in the sum of CFA 1,025,339,955, forgery and use in public and authentic documents, undeclared importation; - N. F. G. and K. G. C. sentenced to life imprisonment each; - R. D. A., K. F. A. sentenced to 10 years imprisonment; - No confiscation of property, as no property of the four convicted persons was seized; - The State of Cameroon was admitted and declared partially founded in its civil action; - The accused E. R. D. A., K. F. A. and K. G. C. ordered to pay the State CFA 1,025,339,955 in respect of material damage; - R. D. A., K. F. A. and B. N. F. G. ordered jointly and severally to pay to the State of Cameroon the sum of CFAF 151,651,659 francs representing the balance of the sum of CFAF 242,156,160 CFA francs embezzled; - The accused E. R. D. A., K. F. A., B. N. F. G. and K. G. C. ordered jointly and severally to pay to the State of Cameroon the sum of CFA 20 000 000 as costs of the proceedings; - The civil party dismissed in its claim of the remainder as unfounded; - The four accused jointly and severally ordered to pay the costs of the case in the sum of CFAF 60,713,380.7 francs.	
15	028/CRIM.TCS	14 December 2021	The People and State of Cameroon (MINFI) Vs H.	Accessory to the misappropriation of public property	- Dismissal as unfounded of the request for annulment of the minutes of the preliminary investigation, the order for referral and the witness statement of S. K. R. formulated by the attorneys for A. H. ; - The accused A. H. found guilty of accessory to the misappropriation of public property by facilitating the undue payment of the sum of CFAF 145,088,770 francs, through 50 false statements of unpaid amounts; - H. sentenced to 15 years imprisonment; - The State of Cameroon (MINFI) received and declared partially founded in its civil action; - H. ordered to pay the sum of CFAF 145 088 770 in damages; - The State of Cameroon rejected in its remaining claim as unjustified; - The State of Cameroon dismissed in the remainder of its claim as unjustified; - No confiscation of property belonging to the convicted person as no property - A. H. ordered to pay legal costs of CFAF 7 484 438.	Appeal
16	030/CRIM/TCS	28 December 2021	The People and State of Cameroon (MINSANTE) Vs B. A. J.	Misappropriation of public property	- The accused B. B. A. J. found guilty of misappropriation of public property through the fraudulent disbursement, without supporting documents, of the sum of CFA 303,918,760 put at his disposal by the State of Cameroon (MINFI) in his capacity as Manager of the International Drug Purchase Facility (IDPF) account, MINSANTE deposit; - B. A. J. sentenced to life imprisonment; - The State of Cameroon (MINFI) received and declared founded in its civil	NTR

N°	References	Date	Case	Nature of offence	Judgment	Remarks
					claim; - B. B. A. J. ordered to pay the sum of CFAF 304 418 760, representing material damages and legal costs; - No confiscation is required, as no property of the convicted person was seized; - B. B. A. J. ordered to pay the costs of the proceedings in the sum of CFAF 15,328,938.	
17	031/CRIM/TCS	30 December 2021	The People and State of Cameroon (MINFI) Vs N. M. C. ; E. G. ; E. A. Y. M. R.	Misappropriation of public property	- Stay of proceedings against the accused E. A. Y. M. R. ; - N. M. C. found guilty of misappropriation of CFAF 66,925,289; - E. G. found guilty of misappropriation of CFAF 208 300; - N. M. C. sentenced to life imprisonment; - E. G. sentenced to 15 years imprisonment; - The State of Cameroon (MINFI) received and declared founded in its constitution of civil party; - N. M. C. ordered to pay the sum of CFAF 66,925,289 as damages for damages incurred; - E. G. ordered to pay the sum of CFAF 208 300 as damages to compensate for the same loss; - N. M. C. ordered to pay the legal costs in the amount of CFAF 3 467 265.45; - E. G. ordered to pay the costs in the sum of CFAF 131 415; - No confiscation due to lack of seized property.	NTR

Sub-section 2. The Supreme Court

The decisions presented herein were rendered by the Specialised Section and the Criminal Section both of the Supreme Court.

I. Decisions rendered by the Specialised Section of the Supreme Court

The Specialised Section of the Supreme Court rendered six decisions on appeals to quash judgments relating to the misappropriation of public property, all issued by the Special Criminal Court.

These decisions concern the Ministry of Finance (MINFI), the Ministry of Forestry and Wildlife (MINFOF), the Ministry of Territorial Administration and Decentralisation (MINATD), Cameroon Postal Services (CAMPOST), Cameroon Radio Television (CRTV), the Port Authority of Douala (PAD) and the Yoko Council.

The examination of the merits of these appeals, all judged admissible in form, led to the quashing and annulment of two judgments.

The summary of these decisions is presented in the table below:

Table 29: Summary of decisions taken by the Specialised Section of the Supreme Court relating to the fight against corruption and related offences

N°	References	Date	Case	Motif for appeal	Decision
1	001/SSP/CS	09 March 2021	F. T. S. and L. S. A. Vs - The People and State of Cameroon (CAMPOST) - M. N. D. - O. T. - A. G. - W. A. F. M.	Quashing of Judgment No. 14/CRIM/TCS of 16 June 2015 of the Special Criminal Court dismissing the appeal to lift the freezing of bank account No. 10029000200101008759-88 of company F.T.S. and L. S. A. lodged at ECOBANK Cameroon	- Appeal of company F.T.S. and L.S.A. admitted in form and deemed justified; - Quashing and annulment of judgment no. 14/CRIM/TCS of 16 June 2015; - Lifting of the freezing of bank account n°10029000200101008759-88 of company F. T. S. and L. S. A. domiciled at ECOBANK Cameroon.
2	002/SSP/CS	09 March 2021	- The People and State of Cameroon (Douala Port Authority) - K. T. J. E. - A. épouse D. M. - E. J. M. Vs The same parties N. R. épouse O.	Quashing of judgment No. 30/CRIM/TCS of 10 September 2015 of the Special Criminal Court which found N. R. épouse O. not guilty of the crime of accessory to the misappropriation of public funds and acquits her with the benefit of the doubt but convicts K. T. J. E. to 12 years imprisonment, A. épouse D. M. and E. J. M. to 10 years imprisonment each, for co-offender in the misappropriation of public funds in the amount of CFAF 348,444,172 francs.	Joining of appeals deemed admissible in form but rejected in substance.
3	003/SSP/CS	11 May 2021	M. E. M. Vs The People and State of Cameroon (Ministry of Forestry and Wildlife)	Quashing of judgment No. 005/CRIM/TCS of 09 March 2018 of the Special Criminal Court sentencing Mr. E. M. to 15 years imprisonment for attempted misappropriation of public property in the amount of CFAF 369,796,000 francs	Appeal deemed admissible in form but rejected in the merits.
4	004/SSP/CS	29 June 2021	- M. Z. G. - E. P. épouse M. - M. E. - A. A. P.	Quashing of judgment No. 004/CRIM/TCS of 19 March 2009 of the Special Criminal Court sentencing:	- Consolidation of appeals declared admissible in form; - Stay of proceedings

N°	References	Date	Case	Motif for appeal	Decision
			- A. B. J. P. - A. Z. J. M. - A. M. S. Vs - The People and State of Cameroon (Ministry of Finance) - Cameroon Radio Television (CRTV)	- E. P. épouse M., M. E., S. M. J. A. M. to life imprisonment - Mr Z. G. to 20 years imprisonment; - A. A. P. to 18 years imprisonment; - A. Z. J. M. to 18 years imprisonment; - A. B. J. P. to 18 years imprisonment for misappropriation of public property and co-offender in misappropriation of public property.	declared null and void, due to death, in respect of the accused, Mr Z. G.; - Dismissal of the other appeals.
5	007/SSP/CS	14 September 2021	- State Council - A. P. M. - T. J. M. - A. M. - P. A. R. Vs - Ministry of Territorial Administration and Decentralisation (MINATD) - Yokadouma Council	Quashing of judgment no. 06/CRIM/TCS of 24 May 2012 of the Special Criminal Court: - declaring the termination of prosecution, due to death, against D. E. and E. S. ; - declaring Z. R., L. S. P., A. M., M. D. and P. A. R. not guilty of misappropriation and acquitting them for offences not recorded against them; - convicting them of co-participation in the misappropriation of public funds and misappropriation of public funds A. P. M. and T. J. M. to 30 years imprisonment; ➢ A. M. J. L. and M. M. wife M. J. to 15 years imprisonment	- Consolidation of appeals deemed admissible in form; - Quashing and annulment of judgment No. 06/CRIM/TCS of 24 May 2012 sentencing the defendants to pay damages and confiscation of their property; - Sentencing P. A. R. to pay to MINATD the sum of CFAF F 7 000 000 as damages; - Sentencing A. P. M. and T. J. M. to pay CFA 92,317,886 jointly and severally to MINATD as damages; - Sentencing A. P. M., T. J. M. and A. M. to pay CFAF 58,827,166 jointly and severally to MINATD as damages; - All defendants ordered to pay to MINATD the sum of CFAF 5 000 000 as costs of proceedings; - No confiscation of property, as no property was seized.
6	008/SSP/CS	12 October 2021	N. M. J. E. Vs - The People and State of Cameroon (Ministry of Finance)	Quashing of judgment n°015/CRIM/TCS of 18 October 2017 of the Special Criminal Court sentencing N. M. R. and N. M. J. E. to 10 years imprisonment each for misappropriation of public property and accessory in misappropriation of public property in the amount of CFAF 56,089,822 francs	Appeal judged admissible in form but dismissed in the merits.

II. Decisions rendered by the Criminal Section of the Supreme Court

In 2021, the Criminal Section of the Supreme Court rendered two decisions following appeals for the quashing of judgments of the Mbam and Inoubou as well as the Lom and Djérem High Courts, pertaining to the misappropriation of public property.

Although admissible in form, these appeals were all dismissed on the merits. The table below presents a summary of these decisions.

Table 30. Summary of decisions taken by the Criminal Section of the Supreme Court on corruption and related offences

N°	References	Date	Case	Grounds for appeal	Results
1	38/P/CJ/CS	1st April 2014	- E. B. R. - L. B. J. C. - A. N. Vs The People of Cameroon and *Caisse Villageoise d'Epargne et de Crédit (CVECA)*	Quashing of judgment no. 64/crim passed on 1 September 2014 by the Mbam and Inoubou High Court sentencing E. B. R., A. I. and L. B. J. C. to 10 years imprisonment for co-offenders in embezzlement of public funds and forgery of private deeds	Appeal dismissed
2	105/P/CJ/CS	18 November 2021	- The People of Cameroon Vs - L. S. - Y. M. T.	Quashing of judgment no. 43/crim passed on 25 August 2015 by the Lom and Djerem High Court acquitting L. S., T. and Y. M., accused of complicity in embezzlement of public funds, on the grounds of want of evidence,	Appeal dismissed

Section 3. Assessment of the financial losses incurred by the State of Cameroon in 2021

The financial damage incurred by the State of Cameroon was determined following CONAC's investigations, the decisions of the Budgetary and Finance Disciplinary Council (CDBF) and the Special Criminal Court (SCT), which have been presented in the relevant sections of this Report. In total, this damage is evaluated at CFAF 43,947,794,138 (forty-three billion nine hundred and forty-seven million seven hundred and ninety-four thousand one hundred and thirty-eight), as shown in the following table:

Table 31: Overall financial loss suffered by the State of Cameroon in 2021

N°	Activities of the Institutions listed	Amount in FCFA
1.	CONAC investigations	24 801 575 471
2.	SCC decisions	18 545 374 057
3.	CDBF decisions for refunds	600 844 610
Total cumulative damage suffered by the State		**43 947 794 138**

Part Three

COOPERATION IN THE FIGHT AGAINST CORRUPTION

Cooperation is an indispensable arm in the fight against corruption. At the national level, it ensures proper spread of best practices, while at the international level, it provides benchmarking opportunities and opens gates for a concerted fight.

In 2021, the National Anti-Corruption Commission continued the fight against corruption on both the national (Chapter 1) and international levels (Chapter 2).

Chapter 1

NATIONAL COOPERATION

CONAC works for an all-inclusive fight that encompasses all individuals and structures ready to put a block on the anti-corruption wall. However, in this chapter, we shall focus on groups that sent their activity reports to the Commission.

Section 1. National Partners

This section focuses on collaboration between CONAC and the members of the National Anti-Corruption Coalition and some public bodies or institutions.

Sub-section 1. Cooperation with National Anti-Corruption Coalition members and Religious Authorities

This sub-section reports on the activities carried out by the members of the National Anti-Corruption Coalition (I) on the one hand and by Religious Authorities (II) on the other hand.

I. The National Anti-Corruption Coalition *(CNLCC)*

Created in 2010, the National Anti-Corruption Coalition (CNLCC) is open to all members of the Cameroonian society - government administrations, stakeholders of the civil society (physical and moral persons, NGOs and associations), motivated to contribute to the fight against corruption in Cameroon.

Eight active members of the CNLCC sent their 2021 activity reports to CONAC. Most of the activities focused on prevention of acts of corruption, education of the population on the dangers of corruption, as well as how to denounce and resist it.

A. ASSOAL *(Association des Amoureux du Livre)*

ASSOAL focused on the prevention of corruption in land issues in the towns of Douala, Yaoundé, Garoua and Bafoussam. It followed up land cases and created discussion forums with the different stakeholders.

The Yaoundé-based NGO also organised 27 training sessions involving 135 volonteers on procedures of obtaining land certificates in the towns of Yaoundé, Douala, Bafoussam, Garoua, Bangoua, Ebolowa, Bertoua from February to August 2021.

B. DELICE *(Droits de l'Enfant, Un Livre pour Chaque Enfant)*

The NGO educated 25 leaders of youth associations on how to expose acts of corruption without putting their lives in danger, at their headquarters in Yaoundé on June 16, 2021. Emphasis was laid on how to table an anonymous denunciation to CONAC.

C. *FACE A LA SANTE*

From January to July 2021, the Bandja-based NGO put in place a discussion platform with Bafang council officials to follow up projects in the Public Investment Budget in Bafang. It

also created a working platform with owners of driving schools to prevent corruption during Driving Tests. In May 2021, FACE A LA SANTE NGO also organised educative talks to fight against corruption in 11 schools and one hospital.

D. ONARES (National Organisation for Social Reinsertion)

In October 2021, ONARES sensitised parents and teachers of the Messa neighbourhood in Yaoundé on the dangers of students loitering in the quarters during school hours. The association also educated youths of the same neighbourhood in November 2021, on the dangers of deviant behaviour.

E. A2C (Action Against Corruption)

From April to November, 2022, the NGO, *Action Against Corruption* encouraged officials of the District Hospital in Mfou, in the Mefou and Afamba Division of the Centre Region, to put in place measures that can halt corruption risks. Their efforts were crowned with the designation of an ad hoc committee to run the anti-corruption unit of the hospital. The NGO went on to train members on how to use the PrECIS tool to fight against corruption. These actions led to an increase in the revenue of the hospital by 85%. The NGO also forwarded some denunciations of acts of corruption it received to the CONAC Hotline, 1517, and helped some users of the specialised treasuries of MINDEF as well as those of the Yaoundé 2 and 6 Sub-Divisional Offices to be served without paying bribe.

F. JSC *(Jeunesse Sans Corruption)*

From June to December 2021, members of the NGO *Jeunesses sans Corruption* organised training seminars for their members in the towns of Douala, Yaoundé and Bafoussam on how to effectively fight against corruption.

The outcome of these trainings was the drafting of an Ethics and Integrity Code that is currently being finalised. Leaders of transport trade unions were also trained on the importance of encouraging their members to adopt integrity as a way of life.

A. G. FECOC (Federation of Cameroon Consumer Organisations)

Based in Yaoundé, FECOC visited Police Stations of the 15th district in Yaoundé to have first-hand information on the process of obtaining a National Identity Card.

They observed that corruption was rive and suggested that measures be taken to ease the obtention of the National Identity Card and fight extortion. The NGO enjoined CONAC to affix anti-corruption notices bearing the toll-free number of the Commission in all Police Stations in the country to facilitate denunciation.

Members of FECOC were also at the Port Authority of Douala in May 2021 where they decried the procedure for auction sale of vehicles and lobbied for more transparency in the process.

II. Religious Authorities

The Roman Catholic Church is the only religious institution that sent a report of its 2021 anti-corruption activities to CONAC. These activities, instituted by the National Episcopal Council (CENC), were implemented by the National Service of Justice and Peace (SNJP).

The SNJP of the Archdioceses of Douala and Garoua and the dioceses of Bafoussam and Obala carried out corruption prevention activities.

While the SNJP of the Douala Archdiocese drilled members of the civil society who are part of the Observatory for Public Liberties in Cameroon on rules of good management, the SNJP of the Garoua Archdiocese sensitised stakeholders of land issues in Tchollire, Mayo Rey Division of the North Region, on land rights. They also accompanied the population in drafting a charter for the traditional management of land.

The SNJP of the Bafoussam Diocese, on its part, worked to curb corruption in the social works department of the Diocese and accompanied the population in the acquisition of birth certificates and court judgements without resorting to corruption. The Commission also, through the State Council, helped parents faced with the challenge of corruption in establishing birth certificates to their kids to obtain the document free-of-charge. The Commission also put up notices at Court premises and in Councils on the cost of issuing a birth certificate.

Similarly, the SNJP of the Bafoussam Diocese sensitised PTA members and staff of health centres on the fight against corruption. They also produced and distributed stickers bearing anti-corruption messages. Heads of the different health structures concerned have continued with the sensitisation, while heads of primary and secondary schools in the Bafoussam Diocese are planning to introduce courses on corruption prevention in the curricula of catholic schools.

The SNJP of the Obala Diocese, on the other hand, organised two training workshops on the fight against corruption with the technical support of CONAC: in Bandjock and Obala in February 2021 for transporters and in Obala in March, 2021, for SNJP committees in churches in the pastoral zones of Okola, Sa' a, Monatele, Mbandjock, Efok and Obala.

Sub-section 2. Cooperation with Public Establishments

Focus will be on institutions that reached formal partnership agreements with CONAC at the national level.

I. The National Agency for Financial Investigations (NAFI)

NAFI is working hands in gloves with CONAC to fight corruption as well as money laundering and financing of terrorism.

In 2021, CONAC and NAFI exchanged on some 11 files on financial investigations.

II. The National Agency for Information and Communication Technologies (ANTIC)

In the same light, the National Agency for Information and Communication Technologies (ANTIC) is working hands in gloves with CONAC in fighting cybercrimes.

In the course of 2021, CONAC exchanged some 33 correspondences with ANTIC, principally pertaining to unmasking dubious persons behind some e-mails and numbers.

Section 2. Cooperation with the private sector

The private sector constitutes a very important segment in the anti-corruption drive in Cameroon. It is considered as both a sector and a pillar of integrity in the National Anti-Corruption Strategy. In this section, we will focus on the anti-corruption activities of the Cameroon Employers' Union **(GICAM).**

GICAM is the most representative organization of the private sector in Cameroon. It carried out several activities to clean up the business sector in Cameroon. Members now have a Code of Ethics that guide their actions. A Governance and Ethics Commission has been instituted to ensure the promotion and respect of ethical norms as well as the implementation of the National Anti-Corruption Strategy.

In 2021, **GICAM** launched an initiative to create a National Institute of Governance Training for enterprises. The employers' syndicate is also working for the creation of a Good Governance label committee to issue compliance labels to enterprises that respect governance norms in their operations.

In the same light, a partnership charter between SMEs and big enterprises was adopted in July 2021 to ensure a smooth and fruitful partnership between SMEs and big enterprises.

Chapter 2
INTERNATIONAL COOPERATION

International cooperation in the fight against corruption is indispensable as it keeps Cameroon abreast with happenings in other countries and with new tools developed by other nations and international organisations to combat corruption.

This chapter reports on activities with the United Nations, cooperation with the Commonwealth, the African Union and the African Union Action Group against Money Laundering in Central Africa.

Section 1. Cooperation with the United Nations Organisation

From the 02nd to the 04th of June 2021, the Minister of External Relations represented Cameroon at the United Nations extraordinary session that took place at the UN headquarters in New York to discuss challenges and measures to prevent and combat corruption and strengthen international cooperation.

Minister Mbella Mbella presented strides made by Cameroon to fight against corruption, notably through the implementation of the National Anti-Corruption Strategy and actions through rapid interventions carried out to fight corruption.

Countries were encouraged to enact legislation for the declaration of assets as a means to curb corruption.

Section 2. Cooperation with the Commonwealth

In 2011, CONAC joined the Commonwealth family as one of the founding members of the Association of Anti-Corruption Agencies in Commonwealth Africa (AACACA). Since then, CONAC has had a very fruitful relationship with the Commonwealth and members of the network. In 2021, Cameroon was part of a virtual Conference, coordinated by the Commonwealth Secretariat, in June 2021. During the Conference, the CONAC team learnt of the different innovations in the fight against corruption in African Commonwealth countries and the world as a whole.

In the same light, CONAC staff continued to benefit from online trainings offered by the Commonwealth Africa Anti-Corruption Centre (CAACC) in Botswana. Eight (08) staff were trained in the following domains:

- management and leadership;
- ethics and integrity;
- Investigations;
- asset recovery;
- evidence management.

Section 3. Cooperation with the African Union Advisory Board Against Corruption

In 2021, under the supervision of the African Union Advisory Board on Corruption (AUABC), Cameroon organised activities to mark the 5th edition of the African Anti-Corruption Day on July 11, 2021, under the theme, "Regional Economic Communities:

Critical Actors in the Implementation of the African Union Convention on Preventing and Combating Corruption".

On the occasion, CONAC reached out to the public through media activities: broadcast of a press declaration of the Chairman, as well as the production and broadcast of press releases, press declarations, interviews, spots and documentaries. The activities helped to raise awareness on the fight against corruption in Cameroon.

Cameroon was also part of the fifth African Dialogue on Anti-Corruption organised by the AUABC from the 9th to the 11th of November 2021, using the webinar platform.

During the meeting, CONAC got acquainted with the general state of anti-corruption efforts in Africa.

Section 4. Cooperation with GABAC

An Evaluation Mission from the Action Group against Money Laundering in Central Africa (GABAC) was at the CONAC Head Office on the 24th of February 2021, to evaluate measures taken in Cameroon to combat money laundering and financing of terrorism.

This evaluation focused on CONAC's missions and activities related to the fight against money laundering.

These activities, carried out by national and international partners in the fight against corruption in Cameroon, helped to grant greater visibility in the fight.

GENERAL CONCLUSION

Cameroon's 2021 Anti-Corruption Status Report highlights the wide-ranging efforts made by the public, semi-public and private sectors to curb corruption. Such actions hinge on the general vision of national development as enshrined in the 2020-2030 National Development Strategy Paper, and materialised by a number of actions recommended in the National Anti-Corruption Strategy.

In 2021, this Strategy was implemented in public and semi-public establishments thanks to the PrECIS tool recommended by the Government. In the course of the year, measures to deter the commission of acts of corruption were taken, specifically through procedures to minimise corruption opportunities.

Furthermore, anti-corruption activities in 2021 aimed at changing mentalities by raising public awareness of corruption hazards and promoting integrity as a way of life. Similarly, some institutions have continued their efforts to improve the working conditions of their staff, making them less vulnerable to corruption.

The Report also notes that government officials are increasingly adopting a zero-tolerance policy towards corruption. In 2021, sanctions were imposed on many staff who were guilty of corruption. Noteworthy are the cases of 51 customs and taxation officials from the Ministry of Finance who were suspended for breach of ethics, 499 state employees who were dismissed or revoked for absence from their duty posts, and 40 companies that were banned from bidding for public contracts as a result of various malpractices.

In addition, the University of Buea stood out by imposing some exemplary sanctions on 102 staff and students.

In the same vein, this Report shows that Cameroon is committed to internalising the provisions of international anti-corruption instruments such as the African Union Convention on Preventing and Combating Corruption as well as the United Nations Convention against Corruption. Meanwhile, bilateral cooperation with international organisations such as the African Union and the Commonwealth is still ongoing, mainly in the area of training.

Notwithstanding these achievements, Cameroonians still expect tougher measures to be taken against those guilty of misappropriation of public funds. Efforts to internalise the provisions of international conventions ratified by Cameroon should continue with the criminalisation of illicit enrichment and the implementation of appropriate measures for asset declaration. For most observers, especially at the international level, the absence of these two measures remains a major obstacle in the fight against corruption in Cameroon. Similarly, the fight against money laundering and the financing of terrorism should be intensified, and more protection provided to whistle-blowers.

Also, Administrations have to increasingly resort to e-governance, which reduces the chances of physical interactions that might lead to corruption. Introducing digital services in some administrations, such as the General Delegation for National Security, where requests for passports are now made online, has greatly reduced the time needed to process passports, eliminated bottlenecks and reduced corruption. The same is true for tax payments introduced by the Ministry of Finance, as well as online bidding introduced by the Ministry of Public Contracts.

The various contributions received for the compilation of this Report have provided strategic, legislative, structural and operational recommendations.

At the strategic level, there is need to increase the resources allocated to anti-corruption institutions and to the various units and committees involved in this fight.

At the legislative level, the process of internalising international legal instruments through the adoption of an anti-corruption law that will:

- criminalise illicit enrichment;
- improve the mechanisms for combating the laundering of proceeds of crime;
- better organise the freezing, seizure and confiscation of assets resulting from corruption;
- set up a whistle-blower protection system;
- establish compensation mechanisms for victims of corruption.

At the structural level, necessary actions should be taken to consolidate e-governance, specifically through digitisation of some procedures and the use of electronic payments.

At the operational level, it will be necessary to enhance the mastery and effective implementation of the National Anti-Corruption Strategy by public, semi-public and private establishments, as well as by the Regional and Local Authorities.

The fight against corruption in Cameroon also requires that the National Anti-Corruption Strategy be implemented in all the institutions of the country, that adequate resources be allocated to institutions in charge of protecting public property, and that funds recovered through anti-corruption actions be traceable.