

**PAN AFRICAN INSTITUTE FOR DEVELOPMENT -  
REGIONAL INSTITUTE FOR WEST AFRICA (PAID-WA), BUEA**  
*Diplomatic Institution*

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# Activity Report

## January 2022

**Buea, January 2022**

## PAID-WA ACTIVITY REPORT FOR JANUARY 2022

**Pan African Institute for Development – Regional Institute for West Africa (PAID-WA) Buea, is an international and a diplomatic institution created in 1969, with the objective to empower the peoples of Africa through training, research-publication, support consultancy and development projects.**

The month of January 2022 was characterized by some activities that took place simultaneously across the different campuses of PAID-WA (Buea, Douala, Yaoundé and Bamenda). These included; resumption of classes following the 2021 Christmas break, orientation program for newly admitted students of the CISCO Network Academy program, training on Small Business Management (PAID-WA and National Employment Fund (NEF) Limbe) partnership, public defenses and the African Sisters Education Collaborative (ASEC) graduation ceremony. Regarding security on campus, CCTV cameras have been installed, greater lighting for night vision and reinforced fire extinguishers installed. So far, the year 2022 seems promising even though much is still desired in the months ahead.

**Miss Monjowa Christiana**  
**Coordinator of Graduate and Undergraduate Research**  
**PAID-WA Buea**



*Front view of PAID-WA Buea main campus*

the award of certificates to the participants/graduands. The training as well as the graduation ceremony was a huge success. It is however recommended that, participants be regularly followed-up through their respective congregations in order to track the effectiveness of the training.



*Figure 12: A cross-section of graduating participants*

**Reported by: Mr. Amingwa Elvis, Project Coordinator/Coordinator of PAID-WA/ASEC Program**

coming which was limited or no prior needs assessment to ascertain the different needs of beneficiaries before response. The study recommends a thorough needs assessment to be conducted before any response is made.

**Reported by:** *Miss Monjowa Christiana, Coordinator of Graduate and Undergraduate Research*

### **5. PAIDWA/ASEC PARTNERSHIP (ASEC GRADUATION CEREMONY)**

The graduation ceremony of the first set of Catholic Women Religious



**Figure 11: Dignitaries at the ASEC Graduation Ceremony**

(CWR) in Cameroon under the auspices of the African Sisters Education Collaborative (ASEC) took place on Friday 21<sup>st</sup> January, 2022 at the Pastoral Center in Bamenda, North West Region of Cameroon. This graduation ceremony comes after an intensive one month capacity building carried out by the Pan African Institute for Development – Regional Institute for West Africa (PAID-WA) Buea, from the 1<sup>st</sup> to 28<sup>th</sup> August 2021 which brought together over eight (28) participants who were consecrated members of the CWR.

PAID-WA being one of the training partners was invited for this special occasion amongst other dignitaries. The ceremony began with a Mass officiated by the Arch Bishop of Bamenda, His Grace, Arch Bishop Nkea Andrew. There was presentation of speeches from the different graduating batches of the Administration Track and Finance Track programs. This was followed by

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## 1. RESUMPTION OF LECTURES FOR THE 2021/2022 ACADEMIC YEAR

Monday 10<sup>th</sup> January 2022 marked the official resumption and commencement of lectures for both academic/non academic staff and students of the



**Figure 1: Students of PAID-WA Yaoundé LSC having lectures**

Pan African Institute for Development – Regional Institute for West Africa (PAID-WA) following the Christmas break that was observed from 19<sup>th</sup> December 2021 to 9<sup>th</sup> January, 2022.

Lecturers answered

present on day one in all PAID-WA campuses (Buea main campus, Douala, Yaoundé and Bamenda Learning Support Centers). Unfortunately, the turnout on the part of the students during the first week of school resumption was not encouraging across the different campuses. The situation was quite impressive in the second week as many students turn up for lectures.

As a custom of the Institution, Lecturers have moved to the different campuses to deliver lectures and arrangements are being made for other Lecturers to move in the weeks ahead. So far, no complaints have been recorded either from the Lecturers or the students. Teaching and learning has been very effective.



**Figure 2: A cross section of students of the Buea Main campus having lectures with a Visiting Lecturer**

**Reported by: Dr. Doreen Mbain, Acting Dean of Studies**

employees as barriers to the effective implementation of TQM at ENEO Buea. The study recommends proper sensitization and education of employees of ENEO Buea Branch by the Management in order to guarantee their efficiency at work.

Finally, Tiku Felix Ndip, student of the Peace and Conflict Studies program researched on “**The Effectiveness of Humanitarian Response in the Buea Municipality of the South West Region: The Case of CARITAS Internationalis**”. Both man-made and natural resources have led to the displacement of millions of people worldwide. Taking the case of Cameroon, the socio-



**Figure 10: Tiku Felix Ndip, student of the Peace and Conflict Studies program**

political crisis in the South West and North West Regions have led many people to cross internationally recognized boundaries and become refugees in other countries while others have moved out of the conflict-torn areas and become internally displaced persons

(IDPs) within the country. Buea, being the Administrative Headquarters of the South West Region plays host to thousands of IDPs and a multiplicity of humanitarian organisations with the objective of the latter to meet the urgent needs of these displaced/vulnerable persons. A careful study of CARITAS was conducted to assess the effectiveness of its humanitarian response scheme. Findings showed that, CARITAS has contributed significantly in guaranteeing food and non-food items, healthcare, water, sanitation and hygiene (WASH), education, provision of farms materials, etc. to IDPs in selected communities within the Buea Municipality. CARITAS had a major short-

Miss Ntali Clarisse Bih, Human Resource Management student, researched on “**The Effects of Work-life Balance on Employee Performance: Case Study of the Kumba Baptist Health Center (KBHC)**”. Her research was centered on the need for employees to enjoy a perfect balance between work life and personal/family life.

In the event that, either of the two is not well managed, there is bound to be low productivity at work and the other social aspects of the individual’s life will not be fully achieved. Therefore, there is need for employers to put in place flexible working conditions and policies that will spur



**Figure 8: Chi Clarisse Bih, Human Resource Management**

employees to be effective and efficient at the workplace and at the same time, enable them to meet up with their personal and other family responsibilities.

Lema Nkengue Paule Sonia, student of the Accounting and Finance program researched on “**The Effects of Total Quality Management on Organisational Performance: Case Study of ENEO Buea, Branch**”. The researcher sought to find out how a firm like ENEO can achieve quality through Total Quality Management (TQM) practices.



**Figure 9: Lema N. Paule Sonia, Accounting and Finance student and the members of jury**

Results showed a lack of appropriate training on TQM models and resistance to change from

## 2. CISCO ORIENTATION PROGRAM (PAID-WA/CISCO NETWORK ACADEMY PARTNERSHIP) JANUARY 2022 SESSION



**Figure 3: CISCO Orientation**

The orientation program for newly admitted students of the CISCO Network Academy took place on 14<sup>th</sup> January 2022 in Lecture Room 2. The Cisco Academy in PAID-WA is a Network Academy which provides training

in computer hardware and software maintenance leading to CompTIA A+ certification and computer networks which leads to Cisco Certified Network Associate (CCNA). The IT Administrator who doubles as the Program Coordinator, highlighted the objectives of the program, the training methods, and job openings available after the training.

On their part, the students were optimistic and expressed their intentions to build up a career in the IT domain and become certified Software and Hardware Computer Engineers. They were enrolled into their respective courses on the Cisco portal which gave them access to the different outlines and courses.



**Figure 4: Practical session**

**Reported by: Mr. Ngwa Joseph, IT Administrator/CISCO Program Coordinator**



### 3. TRAINING ON SMALL BUSINESS MANAGEMENT (PAID-WA/NEF PARTNERSHIP)

Since its inception in 1969, the Pan African Institute for Development – Regional Institute for West Africa (PAID-WA), Buea has being at the forefront in the training of Africans for self-development and improved wellbeing.

This is in line with its vision of being a reference centre for concerted, decent and sustainable development of the African continent, bringing together in every country all persons without distinction of race, nationality, religious origin



Figure 5: NEF participants - January 2022

or belief. This laudable initiative led to the signing of a Memorandum of Understanding (MOU) between the authorities of PAID-WA and the National Employment Fund (NEF) Limbe for the continuous training of its loan beneficiaries.

From this backdrop, PAID-WA Buea in partnership with NEF Limbe has once again trained small business owners who are beneficiaries of NEF Loans on **Small Business Management**. The workshop which held from 18<sup>th</sup> to 21<sup>st</sup> January 2022 in NEF Limbe had as objective to train and provide participants with the requisite knowledge, skills and techniques to improve and sustain their small businesses amidst numerous challenges. Some of the Modules that were covered include: Business Plan and Idea, Principles and Practice of Book Keeping and the Marketing Aspect of Business. The objective of the workshop was met as participants expressed great satisfaction on the dif-

ferent aspects they were exposed to and that, the knowledge gained will be helpful in the sustainability of their businesses.

Certificates of Participation was awarded to all the participants. The take-home message re-echoed by the authorities of both PAID-WA and NEF was for participants to judiciously put into practice the knowledge learnt in their different businesses.



Figure 6: Award of Certificate - NEF January 2022

Reported by: *Dr. Otteh Itoe, Head of Marketing Department/ICM Program Coordinator*

### 4. PAID-WA PUBLIC DEFENSES

The first set of Public Defenses for the year 2022 took place on Friday 21<sup>st</sup> January, 2022 at the L2 classroom. Three (3) students from the Departments of Business and Management Studies and Development Studies defended their research works before different members of jury. The exercise received the grandeur it deserved as seen in the mobilization on the part of the Institu-



Figure 7: A cross-section of members of jury

tion, the defending students and their supervisors. Family members and friends answered present to support their love ones carry out their public defenses for the Award of different degrees.