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DIVISION DES ETUDES, DES PROJETS
ET DE LA PROSPECTIVE

FINAL REPORT



IMPLEMENTATION OF THE “TRAIN MY GENERATION” PLAN

SEPTEMBER 2022

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ACRONYMS AND AB REVIATIONS

ACEP Cameroon	: <i>Credit Agency for Private Enterprise in Cameroon</i>
BCA	: <i>Municipal Handicrafts Office</i>
OIT	: <i>International Labor Office</i>
C2D	: <i>Debt Reduction and Development Contract</i>
CAIM	: <i>Informal Activities and Migration Unit</i>
CCIMA	: <i>Chamber of Commerce, Industry, Mines and Crafts</i>
CFCE	: <i>Business Creation Formalities Center</i>
CGA	: <i>Approved Management Center</i>
CMPJ	: <i>Multifunctional Center for Youth Promotion</i>
CNPS	: <i>National Social Insurance Fund</i>
DAMSI	: <i>Directorate of Crafts and Migrations of the Informal Sector</i>
CHED	: <i>Strategy Paper for Growth and Employment</i>
GIPA	: <i>Inter-Patronal Group of Craftsmen</i>
IAI	: <i>African Institute of Informatics</i>
IAO	: <i>Agricultural Institute of Obala</i>
NSI	: <i>National Institute of Statistics</i>
MEPC	: <i>Cameroonian Nomenclature of Trades, Jobs and Professions</i>
MINADER	: <i>Ministry of Agriculture and Rural Development</i>
MINAS	: <i>Ministry of Social Affairs</i>
MINCOM	: <i>Ministry of Communication</i>
MINDDEVEL	: <i>Ministry of Decentralization and Local Development</i>
MINMIDT	: <i>Ministry of Mines and Technological Development</i>
MINEFOP	: <i>Ministry of Employment and Vocational Training</i>
MINJEC	: <i>Ministry of Youth and Civic Education</i>
MINPMEESA	: <i>Ministry of Small and Medium Enterprises, Social Economy and Handicrafts</i>
MIPROMALO	: <i>Local Materials Promotion Mission</i>
NMAC	: <i>Nomenclature of Craft Trades of Cameroon</i>
PAJER-U	: <i>Rural and Urban Youth Support Program</i>
PIAASI	: <i>Integrated Support Program for Actors in the Informal Sector</i>
GDP	: <i>Gross Domestic Product</i>
PMEAA	: <i>Support Program for Small and Medium Agricultural Enterprises and Agrifood</i>
SND30	: <i>National Development Strategy for the Period (2020-2030)</i>
IPU	: <i>Informal Production Unit</i>

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FOREWORD

The “ *Train My* ” *program Generation* ” takes into account the governmental perspective of the Structural Transformation of the Economy of Cameroon for the decade 2020-2030; one of its priorities is the implementation of the import-substitution policy and the promotion of exports, through “ *Made in Cameroon* ”. It urges the government to do everything to allow the implementation of innovative strategies that can lead to the capitalization of the contributions of all the socio-economic structures of Cameroon.

The “ *Train My* ” *program Generation* ” is part of the government's desire to achieve these development objectives and starts from the premise that training appears to be the major element of the overall process of improving the informal sector, and that vocational training in the informal sector must give itself the means of increasing the skills and qualifications of employees and micro-entrepreneurs in this sector, while improving their working conditions and the level of profitability of their activities.

Thus perceived, the priority program “ *Train My Generation* ” is positioned in Cameroon in a context where the informal sector plays an essential and preponderant role in the socio-professional integration of people seeking employment.

Consequently, this sector is a melting pot of wealth creation thanks to the exercise of professional skills sometimes acquired outside the formal system of professional training (traditional apprenticeship, non-formal training, exercise of a professional activity, natural talent). Those who work there acquire, over the years, skills and accumulate professional experience “without official certification”, without proof and without social or administrative recognition.

This situation undoubtedly constitutes an obstacle to the socio-professional integration of these actors, to the development of their human capital and to the improvement of their social well-being.

The “ *Train My* ” *program Generation* ” should allow the Government to develop, through certifying training, workers in the informal sector with proven skills. This certifying program of mass training and capacity building for them is a governmental instrument which could make it possible to achieve this objective, so that proven competent workers in the informal sector benefit fully from consideration which enables them to become formally, development actors capable of meeting the needs of the country's economy.

More specifically , this program aims to: offer workers in the informal sector a better path to social recognition and socio-professional integration; map the skills housed in the

informal sector; ensure the establishment of a general framework to promote the impetus and integration of professionals lacking official recognition.

The “ *Train My ” program Generation* represents for the MINPMEESA a rigorous approach which makes it possible to capture in the informal sector, and through the municipalities, proven specific skills likely to have a positive impact on the socio-economic and professional environment of those who work there, this through certified enhancement of these skills.

By taking advantage of the Decentralization policy, the Commune is called upon to play a role of local structure in the identification and grouping at the base of the potential beneficiaries of this program.

EXECUTIVE SUMMARY

The capitalization of skills acquired in the informal sector is a major issue addressed by the National Development Strategy 2020-2030 (SND30) in its guidelines set for the structural transformation of the Cameroonian economy.

The need to have a qualified labor force useful for the construction of the country, calls for the implementation of strong actions aimed at strengthening human capital, in order to take advantage of the entrepreneurial potential which lies without real training, in the informal sector where more than 90% of working people in Cameroon work there, the vast majority in small production units.

Indeed, if training appears to be the major element of the modernization of this sector, it is important to remember that specific training in the informal sector aims to develop among the actors, an increase in their skills, an improvement in working conditions exercise of their activities and an increase in their level of profitability.

The program certifying mass training and capacity building for workers in the informal sector, “ ***Train My Generation*** ”, is positioned as a strategic government tool for promoting the migration of actors from the informal sector to the formal sector.

“ ***Train My Generation*** ” is established at MINPMEESA under the prism of its sovereign missions as a government actor responsible for the formalization of the informal sector. Its implementation will therefore make it possible to identify, to structure via the Decentralized Territorial Communities, potential beneficiaries with a previously defined profile, and to whom financial and non-financial support will be provided in an efficient manner. The purpose is to build throughout the territory, a critical mass of formal actors of the very small economy, able to sustainably support the development of a formal entrepreneurial fabric likely to boost the productivity and competitiveness of SMEs. .

In this regard, the SND30 reaffirms that: “ *Most of the potential of the labor force is located in small units of the informal sector [...]. Therefore, [...] the Government's employment policy aims primarily to release this tremendous creative energy from the informal sector, to channel it initially towards VSEs, the gateway to the formal sector and then to give this upper level made up of Small and Medium-sized Enterprises more attractiveness, productivity and competitiveness, because it is indeed at this level of formal enterprises that the most decent and stable jobs are created.* (p. 100).

INTRODUCTION

Difficulties in entering formal salaried employment are forcing an increasing number of people to turn to the informal sector in order to ensure their survival there through a job in which knowledge or not of the trade does not always condition employment. accessibility.

With regard to the development of this sector, the executive summary of the diagnosis on the formalization of companies and their workers in Cameroon produced in 2017 by the OIT and MINPMEESA, reveals that not only has it continued to develop for the years 1980, but also that this sector dominates the national economy in terms of contribution to GDP, creation of new jobs and the number of companies and workers working there. In this sense, recent statistics on employment and the informal sector in Cameroon show that most of the labor force is housed in the informal sector with more than 90% of the active workers and that the profiles there are diversified and range from school dropouts to higher education graduates, including technicians sometimes trained through the daily exercise of a profession (INS, EESI, 2014).

However, despite its capacity to integrate workers, its impact on the socio-economic climate of Cameroon is rather negative, as it considerably affects the national economy through forms of unfair competition, loss of revenue in terms of taxation and quality. jobs.

The prospect of capitalizing on endogenous socio-economic assets for the structural transformation of the economy that the SND30 aims to suggest, among other things: **(i)** developing and strengthening human capital with a view to providing economic circuits with a sufficient and qualified work, aimed at satisfying the many needs in technical trades for the realization of structuring projects; **(ii)** promote import substitution and increased exports through the development of "Made in Cameroon", and promote inclusive development with a view to promoting and improving the living conditions and well-being of the population .

It is with this in mind that the "*Train My Generation*" (form my generation) finds its strategic anchorage, because indeed, if the migration of a large number of workers from the informal sector to the formal sector is an imperative for the achievement of development objectives, this migration of from informal to formal would be difficult without enhancing the skills and abilities of workers in this sector.

The "*Train My* **program Generation**", is a strong strategic response that the Government brings to the major problems of the informal sector related to the development of skills: "vocational training in the informal sector must provide the means to increase the skills and qualifications of employees and micro-entrepreneurs of this sector, by improving their working conditions and the levels of profitability of their activities" (Richard WALTHER 2007).

Through the implementation of the "*Train My Generation*", the Government of Cameroon would like to support workers in the informal sector towards a well-being, by giving them the opportunity to benefit from mass certification training, in order to allow the

capitalization of the advantageous aspects of this sector in the major project of the constitution of human capital for the construction of national development.

Indeed, the study on the implementation of the "*Train My Generation*" aims to offer a relevant approach to building the skills of technical workers in the informal sector aimed at facilitating their professional inclusion and the development of human capital likely to meet the needs of the economy.

Specifically, it will be a question of highlighting an inventory of the informal sector and the existing technical skills; highlight the technical trades of the informal sector with high potential for growth and employment; identify the structures that can serve as a place to increase the skills and qualifications of workers in the informal sector in these trades; to identify the legal mechanisms that can facilitate the supervision of technical actors in the informal sector by the structures identified; to propose a skills certification and qualification process for technical workers in the informal sector; to propose a mechanism for structuring technical workers in the informal sector with a view to defining their training needs; highlight the major role of municipalities in identifying and grouping workers in the informal sector by trade with a view to identifying their needs for the structuring and development of value chains; to propose an approach for the organization of the training offer aimed at increasing the skills and qualifications of technical workers in the informal sector in the targeted trades and to propose a support plan for the development of workers in the informal sector with a view to of their migration to the formal economy.

The data used to carry out this study come from a survey of informal sector actors working in the 10 regions of Cameroon, vocational training centers in the city of Yaoundé and its surroundings, as well as the review documentary.

The presentation plan of this study will be articulated around three main parts, namely:

- Part I : Conceptual framework and inventory;
- Part II : Skills and promising professions in the informal sector: issues and challenges of their development;
- Part III : Proposal for an approach for the implementation of the "*Train My Generation*" by MINPMEESA.

PART ONE:

CONCEPTUAL FRAMEWORK AND OVERVIEW

The proper appropriation of a given subject requires that the terminology of the concepts that govern the overall understanding of the problem posed be explained and clarified, unequivocally.

This clarification is a prerequisite which determines and gives credibility to the descriptive approach of the facts to be investigated.

In this conceptual perspective, the first part of the TMG study, the central theme of which is the capitalization through training and certification of skills acquired by actors in the informal sector with a view to their professional inclusion, it is a question of providing a conceptual framework to the stated theme.

This first part consists of three chapters including:

- The definition of the concepts that will be mentioned throughout the study;
- The inventory of the informal sector and,
- Diagnosis of the informal sector in Cameroon.

CHAPITRE I

DEFINITION OF CONCEPTS ET DOCUMENTARY REVIEW

The definition of the concepts will evoke the key concepts and the related concepts related to the subject.

I. DEFINITION OF CONCEPTS

To better understand the vision of the “*Train My Generation*”, it is wise to clarify the essential concepts related to the informal sector and the problem of its formalization process. They are classified into key concepts and related concepts.

A. Key Concepts

- **"TRAIN MY GENERATION "**

The Program initiated by the Government, aimed at the mass training and certification of workers in the informal sector with the aim of strengthening the human capital necessary for the needs of the economy with a view to the structural transformation of Cameroon by 2030.

- **Professional certification**

The professional certification is a professional diploma recognized by the State and listed in the national directory of professional certifications. It allows access to professions, to evolve, even to be retrained. The certifications correspond to *qualification levels* and are issued by bodies authorized to issue diplomas recognized by the State. There are many training courses in a multitude of fields including: IT, marketing, management, hotels, catering, fashion, digital communication, cosmetics, agriculture, animal husbandry, masonry, tiling, health, electricity, accounting. Certification therefore makes it possible to obtain a professional title which corresponds to a certain level. Professional certification is issued by bodies authorized to issue diplomas recognized by the State. These certifications allow holders to access employment and professional integration.

- **Informal sector**

Long and old debates cross the scientific community as to the definition of the notion of the informal sector. However, we can consider that there is today a certain consensus on the informal economy as a set of income -Generation activities , carried out more or less (to varying degrees), outside of institutional rules or the framework of regulations. of the State (penal,

social or fiscal legislation, national accounts) (Portès and Castell 1989; de Soto 1986; Feige 1990).

Conceptual difficulties, themselves stemming from difficulties of approach and delimitation, are encountered by statisticians as well as sociologists, anthropologists and economists whenever the informal sector is discussed.

In 1993, during the 15th International Conference of Labor Statisticians (ICLS), the International Labor Office (OIT) adopted a new, more precise and illustrative definition:

According to the OIT (1993), the informal sector is defined as “*a set of units producing goods and services with a view primarily to creating employment and income for the persons concerned. These units, having a low level of organization, operate on a small scale and in a specific way, with little or no division between labor and capital as factors of production. Employment relationships, where they exist, are mostly based on casual employment, kinship, or personal and social relationships rather than contractual arrangements with formal safeguards*”. He goes on to say that the description of the informal sector indicator is mainly “informality”.

According to international standards adopted by the 15th International Conference of Labor Statisticians (CIST), the informal sector is a subset of unincorporated enterprises, and which are therefore not incorporated as separate legal entities, independently of their owners. They belong to individual household members or to several members of the same or different households. Generally, they have a low level of organization, operate on a small scale and with little or no division between labor and capital as factors of production.

- **Informality**

Informality **refers to activities or practices that take place outside the rules**. It is a generic term coined with reference to the regulatory and institutional framework.

- **Informal economy**

Refers to all economic activities of workers and economic units which – in law or in practice are not covered or are insufficiently covered by formal provisions. These activities fall outside the scope of the law, which means that these workers and units operate outside the law; or that they are not covered in practice, meaning that the law is not applied to them even though they are operating within the law; or that the law is not respected because it is inappropriate, restrictive or imposes excessive burdens.

The informal economy distinguishes:

- (i). **Economic units of the informal economy which include:**

- Units that employ labor (enterprise);

- Units owned by individuals (entrepreneurs) working on their own account, either alone or with the assistance of unpaid family (household) workers;
- Units of the social and solidarity economy.

(ii). Informal economy workers, who may be:

- *A person who owns and administers economic units* , including: the self-employed worker ; the employer; the member of a social and solidarity economy unit;
- *The unpaid family worker* , who works in an economic unit in the formal economy or the informal economy;
- *The employee having an informal job within a formal enterprise or an economic unit of the informal economy, or working for them* , in particular within the framework of subcontracting and supply chains, or as a domestic worker paid employed by a household;
- *the worker whose employment relationship is not recognized or regulated.*

The informal sector must be distinguished from informal employment, which corresponds to workers without written contracts or assured of social protection in formal and informal firms.

▪ **Company _ from sector informal**

Unregistered enterprises and/or small private enterprises without legal personality, engaged in non-agricultural activities with at least part of the goods or services produced for sale or barter (based on the 15th CIST).

▪ **Informal sector worker**

The informal sector worker is any actor in an unincorporated and unregistered production unit of the sector, which produces on a very small scale and at least partly for the market and has not registered.

▪ **Social and solidarity economy**

The social and solidarity economy is a concept designating organizations that produce goods, services and knowledge while pursuing both economic and social objectives and promoting solidarity. These entities, called SSE organisations, generally include cooperatives, mutuals, social enterprises, associations and foundations.

▪ **Activity**

The activity must be understood as a process, ie a combination of resources (equipment, labor, manufacturing technique or products) which results in specific goods or services. By convention, a single activity is defined as a process leading to a homogeneous series of

products. Each company should correspond to a specific activity. When in the same company, all or part of the resources are used for the manufacture of two different products, one of the processes should be considered as a secondary activity. The distinction is made on the basis of added value and the least contributing process is considered as a secondary activity (nomenclature of activities and products of Cameroon, INS 2013)

- **Business formalization**

In Cameroon, the formal enterprise was defined by Instruction N°004/CAB/PM of May 25, 2012 relating to the administrative formalities for the creation of enterprises in Cameroon. According to this instruction, the formality is dependent on compliance with the legislative and regulatory framework, namely: the tax administration, the services of the national social welfare fund and the judicial administration. Therefore, any business that does not meet at least one of these three criteria is considered an informal business . The National Institute of Statistics adds to this the keeping of formal accounts.

- **Formal sector**

The formal sector is a set of activities or businesses that have a common purpose. These are official activities, recognized by the State and national statistics take them into account during the evaluation of the public service.

- **Arts and crafts**

Craftsmanship is made up of all the activities of extraction, production, processing, maintenance, repair or the provision of essentially manual services carried out as a main activity (law n°2007/004 of July 3, 2007).

- **Crafts**

According to the law of July 03 governing crafts in Cameroon in its article 3, "trades in the arts and crafts sector are characterized by the manufacture and marketing of objects having essentially an aesthetic and cultural value, and revealing good use of natural resources as well as refinement in the presentation of forms and the expression of beauty ”; for example: blacksmith, basket maker, jeweler...

- **Production craft**

Article 4 of the same law considers that the trades of the craft production concern the manufacture of goods for everyday use but without recourse to industrial standardization, by the exclusive or dominant use of manual shaping. Example: cassava processor, baker, donut maker...

- **service craftsmanship**

Service craft trades concern the distribution on a small scale of everyday necessities, as well as the provision of small services necessary for ordinary life. (Law n°2007/004 of July 3, 2007).

- **Artisan**

Is considered as a craftsman, "any self-employed worker who carries out an activity and assumes full responsibility for the management and management, while participating in the work himself. ". This work can be done manually or with the help of a driving force, which may or may not be the property of the craftsman. The craftsman can ensure both in his field of action, the search for the raw material, the production, the transformation, the marketing and the after-sales service. (Article 08 (1) of Law No. 2007/004 of July 3, 2007 governing handicrafts in Cameroon).

- **Company**

According to the OHADA Uniform Acts, the company is considered to be an economic unit which involves the implementation of human and material means of production or distribution based on a pre-established organization.

- **Craft business**

According to Article 9(5) of Law No. 2007/004 of July 3, 2007 governing crafts in Cameroon, a craft business is considered to be "any unit carrying out a craft activity employing less than ten employees, and making a minimum investment one million CFA francs.

- **craftsmanship**

It indicates the exercise by a natural person of a craft activity as defined in the law governing crafts. (CCIMA).

B. Related concepts

- **Underground economy**

The term underground or clandestine economy includes three very different forms of activity: the economy generated by undeclared work, economic crimes or criminal or tortious activities and their concealment. The different underground economies all have at least three things in common:

- They escape the economic and social rules and the control of the State;
- They do not give rise to any compulsory levy (fiscal or social);

- They distort the game of free competition in relation to legal activities, either because of their own activity - undeclared work - or because of the integration of sums from tortious or criminal activities, seeking to reinvest themselves - money laundering silver.

- **Housework**

All workers in unincorporated businesses that produce goods and services exclusively for their own end use. It includes, among others, paid domestic workers, subsistence farming, building clean dwellings, making clean clothes, clean furniture, collecting water and fuel for one's own use.

- **Primary sector**

The primary sector includes all **activities** whose purpose is to exploit natural resources: agriculture, fishing, forests, mines, deposits. That sector includes agriculture, fishing, forestry and mining. The latter three are sometimes referred to as “other **primary industries** ”. **Industries _ primary are** related to the extraction of resources from the earth (contact with nature, raw product).

- **Secondary sector**

The secondary sector includes all **activities** consisting of a more or less elaborate transformation of raw materials (manufacturing industries, construction). This sector brings together companies whose main activity is the transformation of raw materials from the primary sector , such as the food industry or car manufacturing.

- **Manufacturing industry**

A sub-set that is part of the secondary sector, manufacturing industries include industries that transform goods into consumable products. They also define manufacturing industries, that is, an establishment where most of the work is done by hand. Their activities are not only focused on manufacturing and processing, but can also extend to repair, installation of industrial equipment and subcontracting operations for a third party offering services.

- **Tertiary sector**

It is a vast field of activities that extends from commerce to administration, including transport, financial and real estate activities, services to businesses and services to individuals, education, health and social action

- **Sector**

A sector is a set of complementary activities that contribute from upstream to downstream to the production of a product or service. The sector integrates several trades. (CCIMA).

- **Job**

A trade refers to work from which income can be drawn to earn a living. He may or may not be qualified. (MEPC, 2013).

- **Trades**

A body of trades refers to a set of related trades. The tradesman is different from **the corporation** which indicates an association of people exercising the same profession, in this case that of the craftsman. (**CCIMA**).

- **Activity area**

A sector of activity is a set of economic activities, having similar features. It is also a macroeconomic subdivision of the economy, bringing together the activity of companies that belong to the same category.

- **Industry**

A branch of activity is a set of production units engaged in the same type of activity or in similar types.

- **Use**

A job is a set of tasks that are assigned (or can be assigned) to a person and that must be performed by that person. For classification in the MEPC nomenclature (Trades, Jobs and Professions of *Cameroon*), the determination of how a job should be classified is based on the nature of the skills that are required to perform the tasks of the job and not on how these skills were acquired. Nor does it take into account whether the job holder has skills that are not required for the job. (MEPC, 2013). The jobs are assigned a hierarchical index or a coefficient which makes it possible to determine the conventional minimum wage.

- **Occupation**

A profession is a specialized trade which, in most cases, requires a long period of training (doctors, lawyers, accountants, etc.). Usually, the professions are managed by associations that offer training, take care of the recognition of diplomas and provide various services to members. In some sectors such as civil engineering and architecture, recognition of the diploma is compulsory: one cannot therefore practice the profession, or even use the professional title without having obtained professional certification. (MEPC, 2013).

- **Qualification**

A qualification designates the process of assigning a quality. The qualification level indicates the type of training required to occupy a position. Qualification levels therefore make it possible to classify people in different categories according to their level of education. The professional classification is made up of the job qualification (worker, employee, supervisor, manager) of a level and/or a coefficient according to your agreement.

- **Professional qualification**

According to the Larousse dictionary, professional qualification is the assessment on a hierarchical grid, of the professional value of an employee, according to his initial training, his professional experience, the nature of his work and his level. of responsibility. Each professional qualification corresponds to a job description or job task description.

- **skilled trade**

Can be considered as a skilled trade, any activity, industrial, artisanal or other, the exercise of which is recognized, officially or traditionally, as requiring special qualifications which can only be acquired after several years of study, training or practice. (MEPC, 2013).

- **Skill**

Relates to a capacity recognized as such (Stroobants , 2007).

- **Union**

A *trade union* is an association of people for the defense of their common professional interests.

It brings together people exercising the same profession, similar or related trades. Their exclusive purpose is to study and defend the rights, as well as the material and moral, collective and individual interests of the persons covered by their statutes, at company and national level.

- **Decent work**

Decent work encapsulates the aspirations of human beings at work. It integrates access to productive and adequately remunerated work, safety in the workplace and social protection for families, better prospects for personal development and social inclusion provided to individuals and their families, money they can spend in the local economy. Their purchasing power fuels the growth and creation of sustainable businesses, especially small businesses, which in turn are able to hire and improve the situation of workers. It increases the tax revenues of the states which can finance social measures to protect those who cannot find work or who cannot work. Decent work promotes employment and enterprise, guarantees rights at work, extends social protection and encourages social dialogue.

- **Contract**

The contract is a commitment or an agreement that creates obligations between two or more parties (natural or legal person). There are several types of contracts: employment, rental, marriage, service contract, etc.

- **Employment contract**

It is a contract by which one person (the employee) undertakes to perform work for another (the employer) in return for remuneration. It exists when a person (employee)

undertakes to work for remuneration on behalf of and under the orders and control of another person (the employer). Its execution entails a certain number of obligations, both for the employee and for the employer. The three criteria for the existence of an employment contract are the relationship of subordination, work performance and remuneration. The criteria for the validity of a contract are the consent of the parties, their capacity to contract and the existence of a lawful and certain content. There are permanent contracts (CDI); fixed-term contracts and (CDD); temporary work contracts and intermittent work contracts.

- **Permanent employment contract (CDI)**

The open-ended employment contract is the normal and general form of the employment relationship. The CDI does not provide for a deadline; this is its main characteristic. This does not mean that the employee is hired forever. The contracting parties undertake to respect the clauses of the contract, but may put an end to it unilaterally or by mutual agreement, under conditions (resignation, dismissal or conventional termination), accompanied by notice and possibly indemnities. The CDI is not necessarily written; the employer must then give the employee, at his option, a duplicate of the declaration prior to hiring.

- **Fixed-term employment contract (CDD)**

Provides a term or end date. It is therefore temporary and must be concluded for a specific reason explained in the contract; it can be renewed twice under conditions and unless it is transformed into a permanent contract, its end gives rise to the payment of indemnities, precariousness bonus, except in exceptional cases.

- **Temporary employment contract (CTT or interim contract):**

It is an employment contract entered into for the performance of a specific task.

- **Certificate**

According to AFNOR (French Association for Standardization), certification is an activity by which a recognized body, independent of the parties involved, provides written assurance that an organization, process, service, product or professional skills are comply with specific requirements in a reference system.

- **Certificate of professional qualification**

The professional qualification certificate is a national certification which attests to the acquisition of a qualification and national professional recognition in a job specific to a professional branch or sector.

- **Official certification**

Official certification is that which leads to the issuance of official certificates or official attestations in the case provided for by the rules of the domain.

- **Professional experience**

Professional experience is defined as what is produced in people by their practice, that is to say by carrying out the tasks of a domain, over a relatively long period of time.

- **Socio-professional integration**

Socio-professional integration is the process that allows an individual or a group of individuals to enter the labor market under favorable conditions for obtaining a job.

- **Social Security**

Social security can be defined as any social protection program created by legislation or some other compulsory provision intended to provide citizens with a certain degree of security when they face the risks of old age, survivors, incapacity, invalidity, unemployment or children at charge. These programs or provisions may also include access to curative or preventive medical care.

It is also the organization (generally a State Public Service) in charge of this protection.

- **Social dialogue**

According to the International Labor Organization (OIT), social dialogue refers to all negotiations, consultations and exchanges between government, employers and workers.

II. DOCUMENTARY REVIEW ON THE INFORMAL SECTOR

Since the dawn of time, the economic environment has always been furnished by small activities relating to crafts, agro-pastoral, services and small industries known by economists under the term " *unstructured sector* " .

A. History of the informal sector

A.1. From “unstructured sector” to “informal sector”

By conducting research on the origin of the informal sector in the world, and especially in Africa, we discover a particularly edifying article by the social scientist *Yolaine Samantha EPOMA* , holder of a Master's degree in Private Law and published on <https://guide.dadupa.com/le-secteur-informel-en-afrique/> which traces the origin of the informal sector in these terms: "The expression "informal sector" appeared for the first time in 1972 in the report of the International Labor Organization (OIT) which dealt with the global mission on job in Kenya. One of the main findings of this report was that in developing countries like Kenya the real problem was not unemployment, but the existence of a large population of "working poor", many of whom were struggling hard to produce goods and services without their activity being recognised, registered, protected or regulated by public authorities. **The report referred to this as the “unstructured sector”**. The mission had then

put forward the idea that with minimal assistance and legal protection, certain activities in this sector could offer more and more secure jobs. Many studies **have been conducted following this observation to better understand the phenomenon of the informal sector, but there is no legal, official definition of this sector.** The notion is explained here and there according to the interests and research objectives. We will expand this global vision of the informal sector in Africa by the following definitions proposed by some experts:

Professor Filiga Michel SAWADOGO , defines the informal sector as the set of economic activities that take place somewhat on the fringes of legality, on the fringes of legal requirements. For him, speaking of a sector is not very accurate, since the informal sector includes very varied activities, and practically all economic activities have sections in the field of the informal sector.

According to the economist Emmanuel SEDEGAN , in order to be able to define the informal sector, one must first know what the gross domestic product (GDP) is. It is the monetary sum of goods and services produced in a nation during a given period, preferably one year; it is about the wealth created. He then defines the informal sector as being that part of the GDP, of that wealth which was actually created but which was not accounted for in the national accounts because the national accounts could not capture what was done so that these wealth is created. According to him, it is only the official part, the economic actors who have registered that the State can evaluate, and the informal sector is the non-accounting part that does not fit into the official State accounts. .

From the point of view of Professor NOUKPO AGOSSOU , it is not certain that the economic approach is satisfactory in terms of defining the informal sector, because it is a sector which integrates almost all aspects of life (social life, religious, economic, cultural...), nothing escapes the informal sector. According to him, we cannot be satisfied with a restrictive definition, we must broaden the field to have a satisfactory definition of this sector.

The National Institute of Statistics (INS) of Cameroon, stipulates that: "the informal sector concentrates all the production units without a taxpayer number or not keeping formal written accounts within the meaning of the OHADA chart of accounts".

In addition, and following these definitions, it is appropriate to specify here a no less important factor called: " **the characterization of the informal sector** " and which dwells on the fact that:

“It was noted that the activities of the informal sector in Africa must be distinguished from illicit or uncivil activities and underground activities. Indeed, the vast majority of activities in the informal sector produce goods and services whose production and distribution are perfectly legal, which contrasts with underground activities and criminal activities or illicit

production. This clarification was made by statisticians in a resolution adopted in January 1993 by the International Conference of Labor Statisticians at its fifteenth session, which sought to clarify the nature of informal activities; ". (www.guide.dadupa.com/le-secteur-informel-en-afrique).

The history of this sector in Cameroon makes it possible to understand, according to the provisional report by **Gabriel NKODO** relating to " *the study on the possibilities of migration of actors in the informal sector towards crafts, very small businesses, small and medium-sized businesses* », that several studies and surveys have been carried out on crafts and the informal sector. These studies refer to the "modern unstructured sector" which makes a significant contribution to the country's economy in terms of turnover, jobs and training.

According to one of the above-mentioned studies which was conducted in 1993 by the OIT on the institutional and regulatory environment of informal sector enterprises within the framework of the Jobs and Technical Skills Program in Africa . This study, which was part of the Structural Adjustment Program of the World Bank, aimed to:

- “make an inventory of policies that directly or indirectly affect the development of the informal sector,
- Establish exhaustive documentation on the changes that have taken place or are in progress in economic policies in the context of the structural adjustment program,
- Analyze and evaluate the consequences of new measures and action programs on the development of the informal sector, in order to identify corrective measures and the design of more effective development programs and projects, likely to strengthen productive employment in the informal sector.

In fact, the question was whether, in the context of structural adjustment, the informal sector could be “targeted as an alternative to the increasingly limited capacity of the public sector to create jobs”.

This study was made on the basis of a census of 6,000 companies in the city of Yaoundé and its surroundings, which employed 27,500 people.

The main conclusions of this study were as follows:

Enterprises and Importance of the informal sector.

Extrapolations from this survey made it possible to estimate that there were 260,000 enterprises in the urban informal sector in Cameroon in 1991. These enterprises employed approximately 1,200,000 people, or 23% of the total active population, and 39% of the urban

active population. At the same time, the modern sector represented only 12% of the active population in the country.

This sector contributed in 1991 to almost 30% of the gross domestic product.

The average salary distributed was estimated at 15,885 FCFA and the total amount of salaries distributed by this sector represented approximately 70% of household consumption in Cameroon.

With regard to the training of young people excluded from the conventional education system, this sector made a major contribution to their vocational training, since there were approximately 600,000 apprentices in companies in this sector.

A.2. Explosion of the informal sector

For the OIT (<https://www.OIT.org/global/topics/dw4sd/themes/informal-economy/lang--fr/index.htm>), the development of the informal sector can be explained or even justified by several essentially economic and social causes. The root causes of informality include elements related to the economic context, legal, regulatory and policy frameworks and certain micro-factors, such as low level of education, discrimination, poverty, lack of access economic resources, property, financial and other business services, and markets. The high prevalence of the informal economy is a major challenge for workers' rights and decent working conditions and has negative effects on enterprises, public revenues, the scope of action of governments, the harmony of institutions and fair competition.

Gabriel NKODO 's study carried out in Cameroon in 2009 and quoted on "*The possibilities of migration of actors in the informal sector towards crafts, very small businesses, small and medium-sized businesses*" analyzes the causes of the explosion of informal economy at macroeconomic, mesoeconomic and microeconomic levels.

A.2.1. At the macroeconomic level

Economic crisis from 1986 to 1996 and its corollaries linked to the structural adjustment plans:

- A drop in GDP of more than 11%,
- A reduction in total consumption,
- A sharp reduction in public spending,
- A significant decline in domestic demand,
- The liquidation of public or semi-public establishments with the dismissal of more than 12,000 people,
- The restructuring of the banking sector with the liquidation of certain banks,
- The downsizing of the civil service,

- The freezing of salaries and the financial effects of promotions,
- The freezing of recruitment in the public service,
- The reduction in the number of pupils and students in administrative training schools,
- The systematic retirement of staff who have reached the age limit,
- etc

Faced with the consequences of this crisis, Cameroon continued to have:

- A population growth rate of almost 2.7% per year,
- An annual dumping on the job market of more than 165,000 young graduates or those who have dropped out of the school system.

A strong tension in demand in the face of an increasingly reduced job offer has meant that several people who have not been able to access or who have lost their salaried job, have turned to the informal sector and in particular to self-employment.

A.2.2. The decline in purchasing power

The economic crisis, the devaluation of the CFA franc in 1994 and the sharp drop in wages both in the public service and in the private sector have greatly deteriorated the purchasing power of Cameroonians.

The standard of living of the majority of Cameroonians no longer allowed them to access basic necessities, especially those imported, with the same level of quality and price as before these two events.

An increasingly dynamic informal sector has therefore developed in the cities, meeting the needs of households at price levels that correspond to their purchasing capacity, despite relatively mediocre quality.

A.2.3. Difficulties in accessing salaried employment

The numerous dismissals in companies in liquidation, the deflated civil servants, those of banks undergoing restructuring in a context of crisis, could not access increasingly rare salaried jobs; added to these, all the seekers of a first job when we know that the Cameroonian population is made up of more than 50% of young people.

All this population, which cannot be inserted or reintegrated into salaried employment, has oriented itself, following the recommendations made in this direction, towards independent employment and in particular self-employment.

A.3. Manifestations and segments of the informal sector

A.3.1. Informal sector manifestations

The informal economy manifests itself in various forms from one country to another or within economies.

The link (<https://www.OIT.org/global/topics/dw4sd/themes/informal-economy/lang--fr/index.htm>) from the OIT helps to understand that work in the informal economy is often characterized by small or indefinite workplaces, unsafe and unhealthy working conditions, low skills and productivity, low or irregular pay, long working hours and lack of access to information, markets, financial services, training and technology. Informal economy workers are not recognized, registered, governed or protected by labor laws or social protection.

Thus, this sector is characterized by (<https://OITstat.OIT.org/fr/resources/concepts-and-definitions/description-informality/>):

- Lack of coverage by the social security system;
- Lack of entitlement to paid annual leave or sick leave;
- No written employment contract.

An informal sector enterprise meets the following criteria:

- It is not incorporated as a separate legal entity from its owners;
- It is owned and controlled by one or more members of one or more households.
- It is not a quasi-corporation (it does not have a full set of accounts, including balance sheets);
- It is a market enterprise: this means that it sells at least some of the goods or services it produces. It therefore excludes households that employ paid domestic workers;

And at least one of the following criteria:

- The number of people hired/employed on a continuous basis is below a threshold determined by the country
- Company is not registered
- Company employees are not registered.

According to the online encyclopedia Wikipedia, the informal sector can be characterized by the following elements:

- Ease of access to activities;
- The use of local resources;
- The restricted scale of operations;
- The use of simple techniques and the small number of workers;

- Qualifications acquired outside the formal school system;
- Markets escaping all regulation and open to competition (Wikipedia).

A.3.2. *Segments of the informal sector*

Jean-Philippe Berrou, Lecturer at Sciences Po Bordeaux, in his article entitled “ **The informal economy: a challenge to the dream of emergence of African economies?**

proposes a relevant attempt to segment the informal sector which takes into account its complexity. He describes this sector as follows:

“The origins and causes of informality can also vary. The literature developed over more than 30 years on the informal sector has led to a relatively divided observation on **the coexistence, within this "sector", of subsistence activities carried out by necessity (survival in a context of poverty, exclusion from the formal) and real entrepreneurs seizing the opportunities offered by informality (voluntary choice, exit) (Backiny-Yetna 2009). On the side of the lower, majority segment, there is a large proportion of auto-entrepreneurs, rather young and unskilled workers. This segment is more of a refuge in the absence of employment in the formal sector: the poorest create their own businesses more by default than by choice . On the side of the upper segment, a minority in number**, are found in particular the small owners of micro and small businesses, whose incomes are often higher than the minimum wage in force, or even the average wage in the formal sector (Charmes 2009). They have socio-demographic characteristics that are the opposite of those of the previous segment. This "big informal", as described by Benjamin and Mbaye (2012) in their study of the informal sector in West Africa, is found in particular in import-export, wholesale and retail trade, transport and building. If, in terms of performance indicators, these companies hardly differ from their counterparts in the formal sector, in terms of management methods and their organization, they are closer to those of the “small informal”. This dualistic vision very probably hides a much more complex cross -segmentation (Fields 2005). Structuralist works, which see informality as a response to a crisis situation, underline the existence of "exploited and dependent entrepreneurs", inserted into the subcontracting networks of formal companies (Portès *et al.* 1989). In another register, Grimm *et al.* (2012) identify in the urban informal sector [...] an intermediate segment that manages to achieve high levels of productivity with little or no capital. There is therefore a continuum of situations with complex motivations, mixing necessities and opportunities.

B. **Literature review on migration from the informal to the formal sector**

Ensuring the transition from the informal economy to the formal economy is a major objective of the OIT and Cameroon, which is a member of it. It is in this sense that Cameroon has ratified Recommendation 204 of the OIT on the transition from the informal sector to the formal economy. This normative framework is supported by an institutional framework for the

implementation of these commitments and legal provisions, which is the MINPMEESA in Cameroon. It ensures that all international and national standards are taken into account in carrying out the actions initiated in this direction.

For the Cameroun' Employers Association (GICAM), the informal sector in Cameroon represents a highly significant proportion of the economy (*Study on migration from the informal economy to the formal economy: proposed strategy for the inter-patronal grouping of Cameroon 2016*). According to him , IPU's face many difficulties that keep them in the informal economy and limit their possibility of migrating to the formal sector. These difficulties relate, among other things, to lack of liquidity, lack of customers, excessive competition, lack of raw materials, lack of machinery/equipment, technical manufacturing problems, excessive regulation/taxes /taxes, the hassle of public officials and the seasonality of activities. Their needs generally relate to: facilitating access to large orders. Access to credit ranks second among the needs expressed, followed by access to market information, technical training and assistance with supplies.

The Employers' Association proposes a strategy to effectively increase the migration of actors from the informal sector and encourage informal micro-enterprises to formalize, namely:

- Sustainably attract informal micro-enterprises to the GICAM TPE club;
- Retain these new members in the GICAM TPE club on a long-term basis.

In terms of specific objective, this strategy aims to increase the representativeness of VSE/PE/cooperative associations within GICAM.

But in these efforts of the Cameroonian government to ensure the transition from the informal economy to the formal economy, we note the slowdown in this migration. The process is in fact still considerably hampered by sociological, financial, fiscal and legal-administrative constraints which slow down the desired pace of the transition. (OIT, *Normative, regulatory and policy framework for the implementation of the transition to the formal economy in Cameroon, 2017*). In this sense, the «**Diagnosis on the formalization of companies and their workers in Cameroon**'' (OIT, 2017) reveals that actors in the informal sector do not have social security coverage; no market access; they complain about cumbersome administrative procedures. The diagnosis formulates some proposals for migration. In particular, it recommends:

- Raising awareness of migration;
- Improve relations between the administration and actors in the informal sector;
- Facilitate registration procedures with CFCEs and authorized administrations;
- Put in place a tax system adapted to the actors;
- Allow access to formal financial services of IPU and access to markets;

- Determine the mechanisms for affiliation to the social protection system;
- Increase government support for this sector.

C. Data from the informal sector in some countries of Africa south of the Sahara

According to statistics from the African Development Bank released in 2015, the informal sector accounts for nearly 55% of the cumulative GDP of sub-Saharan Africa. Two years later, a report published by the International Monetary Fund (IMF) in 2017, reveals that the informal market already represented between 20% and 65% of the gross domestic product (GDP) of sub-Saharan African countries. It also emerges from the IMF study that in countries such as South Africa or Namibia, the informal economy varies between 20% and 25% of GDP, while in others such as Benin, Nigeria, Tanzania, it varies between 50% and 65% of GDP. In Africa, the informal sector accounts for about 40% of GDP on average for low-income countries; Around 35% of GDP for middle-income countries.

The countries highlighted by this study are particularly Senegal for the similarities between its informal sector with that of Cameroon and Mauritius and Rwanda which are examples of successful transformation of their informal sectors.

C.1. Case of Senegal

the Senegal, through its Plan Senegal emerging (PES), aims today of achieve a transformation structural of his economy in order to of promote a growth sustainable and inclusive and provide of the jobs decent.

However, nine out of 10 Senegalese workers are in informal employment and 97% of businesses are in the informal sector. the PES identifies the economy informal as moon of the constraints majors that he agrees of get up in order to of to build a tissue companies formal and modernize his economy.

economy Senegalese to characterizes by a strong presence from sector informal who contributes at height of 41.6 % from GDP and 39.8% of the production national (Department of Forecasting and Economic Studies (DPEE), 2018).

The informal economy covers a multiplicity of situations but also a common consequence: a deficit of decent work. This translates into a lack of access to gainful employment, employment-related protections (social and labor security), rights as well as representation and the ability to defend one's interests. It also means, in the case of entrepreneurs, difficult access to finance, markets and property, which significantly penalizes their ability to enter into commercial contracts, develop the activity and produce at an efficient level.

Faced with this observation, the Government of Senegal has undertaken to make the transition from the informal economy to the formal economy one of its priorities. Multiple structures and programs have been put in place and various actors are mobilized with nevertheless the observation of a need for coordination and consistency of this wide range of political measures and cooperation between the bodies and authorities concerned. The OIT Office in Senegal, in collaboration with the support of the Senegalese High Council for Social Dialogue and other national structures such as the Ministries in charge of employment, labour, youth, small and medium-sized enterprises Companies, the Economy as well as the National Agency for Statistics and Demography (ANSD), has been engaged since 2015 in a process aimed at raising awareness, informing and supporting Senegal in the process of formalizing and monitoring Recommendation no. ° 204 of the OIT. The summary report of the diagnosis produced, the identification of eight (8) sub - sectors of the informal economy and the actions carried out with a view to setting up an effective monitoring and coordination mechanism lay the foundations for the development of pilot projects.

C.2. Mauritius and Rwanda

The comparison of the periods 2010-14 and 1996-2000 shows that in Mauritius, informality, already minimal at the start, has decreased by another 4 points of GDP and is at the same level as in the countries of the Organization of economic co-operation and development (OECD). At the same time, Rwanda has also significantly reduced the size of its informal sector. These developments reflect the transformation of family businesses into formal small and medium-sized enterprises (SMEs), the result of an active policy aimed at creating an economic environment conducive to the growth of SMEs, removing the obstacles that hampered formalization and strengthening the capabilities of these companies to make them more competitive.

Rwanda reformed commercial law, improved regulations to facilitate access to credit, and accelerated the registration of commercial enterprises and real estate. When it comes to formal business start-up procedures, Rwanda ranks ahead of OECD countries. In Mauritius, since the reforms that opened up the economy in the early 1980s, successive governments have been active in supporting SMEs by improving their access to finance, providing free information on export markets and creating industrial areas. Efforts in this direction intensified after the loss of trade preferences in the textile and sugar sectors and the onset of the global financial crisis in 2007. Labor market reforms protected workers rather than jobs, while by liberalizing access to the global pool of skilled and unskilled workers. Programs have been set up in close consultation with economic circles with a view to sharing risks with the banking system to enable SMEs to obtain loans at the preferential rate. Business registration has been computerized to allow day-to-day creation and SMEs have a one-stop shop for assistance and information regarding financing and issuance of permits and licenses. With the tax reform, it

has become easier for SMEs to meet their obligations in this area. The Minister of Finance having renounced his discretionary powers, all companies are treated on an equal footing since large-scale computerization, which in particular makes it possible to pay taxes online, while regulations evolve, replacing ex post to prior authorization. Despite the global financial crisis and other shocks, the SME sector continued to create jobs in Mauritius from 2005 to 2010, and even more than larger companies (graph 3.1.1). Above all, SMEs play a leading economic role: the fact that they represent nearly 40% of GDP and around 45% of employment.

Considering the series of remarkable measures both in number and in quality, we appreciate the eloquence of the results recorded by these two countries.

CHAPITRE II

OVERVIEW OF THE INFORMAL SECTOR

This chapter highlights the situation of the informal sector specifically in Cameroon. It also examines Cameroon's public policies in favor of migration from this sector to the formal sector.

I. DELIMITATION OF THE SECTOR

The delimitation of the sector of the study is based on elements of definition which converge towards the contextual realities of this sector in Cameroon.

A. Elements of definition of the informal sector

The definition of the concept of “informal sector” used in the context of this study is that set out by the OIT at the 15th International Conference of Labor Statisticians (ICLS) in 1993, because it is more comprehensive and more representative.

According to the OIT (1993), the informal sector is defined as “*a set of units producing goods and services with a view principally to creating employment and income for the persons concerned. These units, having a low level of organization, operate on a small scale and in a specific way, with little or no division between labor and capital as factors of production. Employment relationships, where they exist, are mostly based on casual employment, kinship, or personal and social relationships rather than contractual arrangements with formal safeguards*”. He goes on to say that the description of the informal sector indicator is mainly “**informality**”.

The essence of the “**Train My Generation**”, focused on capacity building, mass training and certification of workers in the informal sector suggests the segmental consideration of its structure which reveals the coexistence, within this “sector”, of subsistence activities carried out by necessity (survival in a context of poverty, exclusion from formality) and real entrepreneurs seizing the opportunities offered by informality (voluntary choice, exit). **On the side of the lower, majority segment**, there is a large proportion of auto-entrepreneurs, **rather young and unskilled workers**. This segment is more of a refuge in the absence of employment in the formal sector: the poorest create their own businesses more by default than by choice. **The upper segment is a minority in number**.

Seen from this angle, it imposes to circumscribe our field of study to the lower segment which concentrates **a greater number of poor people and actors characterized by poverty**.

The study therefore applies to activities in the informal sector which, within the **meaning of Law No.** maintenance, repair or the provision of services, essentially manual and exercised as a principal activity.

B. Informal sector entities

In view of the above, the study will therefore concern workers and economic units of production which are not incorporated and which produce at least partly for the market and are not registered.

B.1. Workers operating in the informal sector

- ***A person who owns and administers an economic unit*** , including:
 - The self-employed worker;
 - The employer;
 - The member of a social and solidarity economy unit;
- ***Unpaid family*** worker, whether working in an economic unit in the formal economy or the informal economy;
- ***Employee in informal employment within or working for a formal enterprise or economic unit in the informal economy*** , including in the context of subcontracting and supply chains, or as a paid domestic worker employed by a household;
- ***Worker whose employment relationship is not recognized or regulated.***

B.2. Informal sector economic units

- Units that employ labour;
- Units owned by individuals working on their own account, either alone or with the help of unpaid family workers;
- Organizations of the social and solidarity economy.

The study excludes households that produce exclusively for their own end use, subsistence agriculture, construction of own housing, underground economy and illicit activities.

It should be noted that the activities of the informal sector must be distinguished from illicit or uncivil activities and underground activities. This clarification was made by statisticians in a resolution adopted in January 1993 by the International Conference of Labor Statisticians at its fifteenth session, which made a point of clarifying the nature of informal activities: "*activities carried out by production units in the informal sector are not necessarily carried out with the deliberate intention of evading the payment of taxes or social security contributions or of violating labor laws, other laws or other administrative provisions. Therefore, the concept of informal sector activities should be differentiated from that of hidden or underground economy activities.* »

II. INFORMAL SECTOR DATA IN CAMEROON

The informal sector is an essential component of the Cameroonian economy which contributes a significant part to the Gross Domestic Product. In this section, we first present data from various sources giving a general overview of the informal sector in Cameroon; then come the data from the survey conducted by MINPMEESA.

A. General overview of the informal sector in Cameroon

The data presented relate mainly to:

- The structure of employment in the informal sector;
- The characteristics of workers in the informal sector;
- The level of education;
- Professional training ;
- The conditions of exercise of the activity;
- Income and wage rate
- Social security for workers;
- The state of social dialogue;

According to statistics on the structure of employed workers in general, the INS notes that 3.7% of employed workers work in the formal private sector and less than 6% in the public sector. The informal sector remains the largest job provider with 90% of active workers. (*ESSI 2, 2011, Page 75.*)

a) - Structure of employment in the informal sector

Of the 90% of employed workers mentioned above, the informal agricultural sector is dominant with 53%, while the non-agricultural informal sector employs 37% of workers.

More than half of employed workers work in the primary sector. The industry sector employs 12.5% of employed workers while the tertiary sector employs 34.1%, of which 11% in trade and 23% in services (*ESSI 2, 2011, Page 47.*) .

b) - Characteristics of workers employed in the informal sector

According to gender, 52% of men against 47.8% of women in general work in the informal sector and the employment rate is higher among men than among women. The age ranges from 15 to 35 years old . According to gender, both men and women work mostly in the informal sector. The average age is 33 years and the average duration in the company is 9 years.

c) - **With regard to the level of education**, the actors of the informal sector are generally poorly educated, the level of education at 40% is that of primary school. But this profile has evolved over time and currently, there are more and more higher education graduates.

People with no schooling are the busiest (73%) followed by people with primary education (69.6%). The least used labor is that of people with the highest level of education. The average number of years of successful studies is 7 years.

d) - With regard to vocational training, there is a low demand for vocational training. 01 person out of 04 has already taken a training course. 42% of people residing in urban areas have already taken vocational training, and 18% in rural areas. The proportion of people with vocational training is higher in metropolitan areas. Most people who have taken vocational training have been on the job (39%); in a training center or institute (19%) and at a higher level 16%. Training is important for access to employment.

e) - Terms exercise of the activity

The conditions of exercise are characterized by a great precariousness of employment materialized by the predominance of the verbal contract or the absence of a written contract. A very small proportion of workers in the informal sector have a pay slip (non-agricultural informal sector: 11%; in rural areas: 8% and 0.6 in the agricultural informal sector). Instability is translated here by the ease of entry and exit in the informal sector in general and the non-agricultural informal sector in particular, the assets generally take little time there. This instability that characterizes jobs in this sector reinforces its vulnerability and reflects the fact that it truly cannot serve as a base for the economy. The informal agricultural sector, which employs 53% of workers, has the highest average seniority in employment, 17.3 years, and remains a low-income sector. This job stability, although less income-Generation, may reflect the lack of other employment opportunities for those who exercise.

Some activities are done on an itinerant basis. 37% do not have premises, 44.9% are located in homes and very few have premises (17%).

The wage rate remains very low in the informal sector. Working hours generally below average reflect the situation of underemployment in the informal sector. 28% work less than 35 hours per week against 37% who work more than 48 hours per week. Social coverage of informal workers is very marginal.

f) - Income and wage rate : according to ESSI 2, the wage rate is the ratio of the number of employees to the employed working population. In the informal sector, the INS reveals that this rate is generally very low 1.8% (informal non-agricultural) P77 an indicator of the measurement of decent work.

The informal agricultural and non-agricultural sector, which employs 90% of employed workers, is the sector with the lowest levels of remuneration, ie 15,000 against 145,000 in the public sector. (ESSI 2 page 35) but the SMIG in Cameroon is 36,000 CFA francs

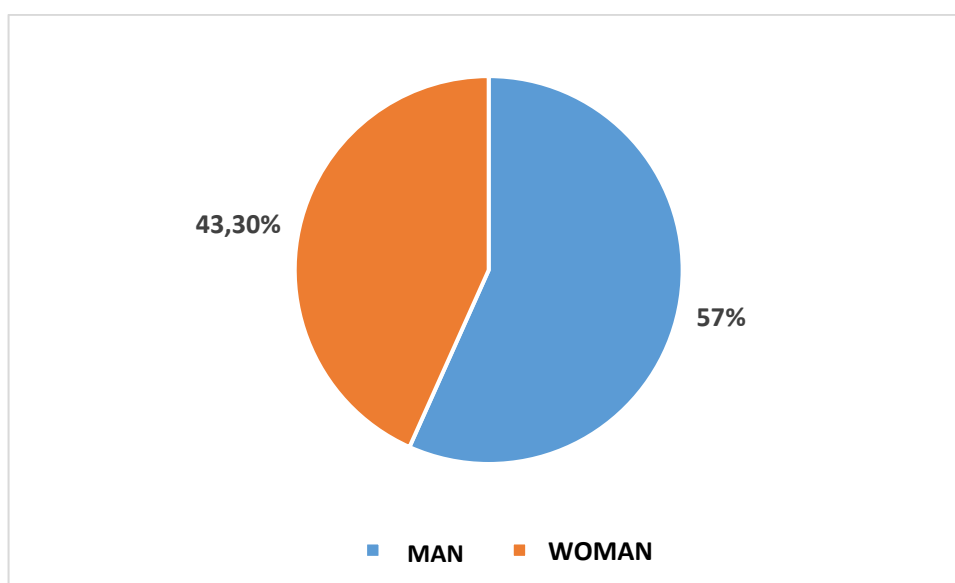
- g) - **Social security:** social security coverage for workers is very low in the informal sector
- h) - **Social dialogue** aims to encourage consensus between the main players in the world of work and their democratic participation. It helps to prevent social conflicts. Union membership is low. Most belong to some form of association (GIC, professional or union association, tontines, social and financial mutual aid grouping).

B. Results of the survey conducted by MINPMEESA

The results of our survey also reveal information that converges with that of the INS. Indeed, it emerges from this survey that 17.3 % of our workers in the informal sector work in the art professions; 31.7% in service trades and 51% are in production trades.

With regard to the distribution of workers in the informal sector by sex; the survey reveals that 56.7% of workers are men compared to 43.3% women.

Graph 1: Breakdown of workers by gender

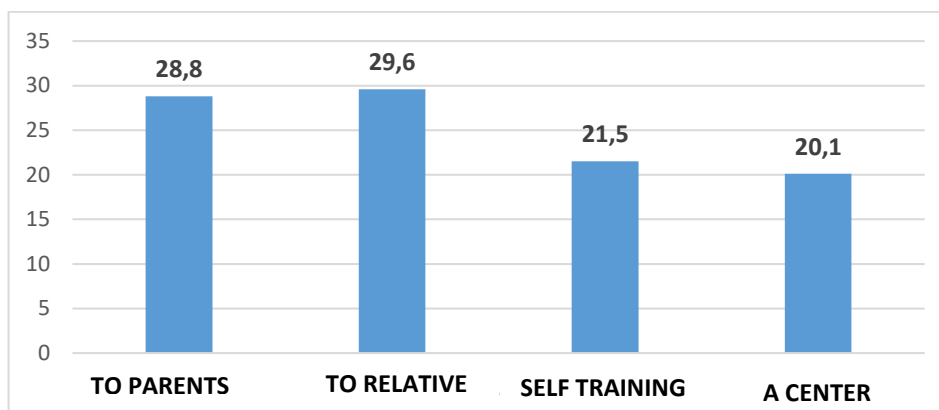


Source: MINPMESSA – Survey data.

With regard to the level of education , actors in the informal sector are generally poorly educated. Indeed, **54.8%** of players have at most one BEPC / CAP. However, there are more and more people who are graduates of higher education.

With regard to vocational training, there is a large proportion of workers trained by a close friend or a relative (29.6% and 28.8% respectively). We notice a low demand for training in professional centers (about one person in five).

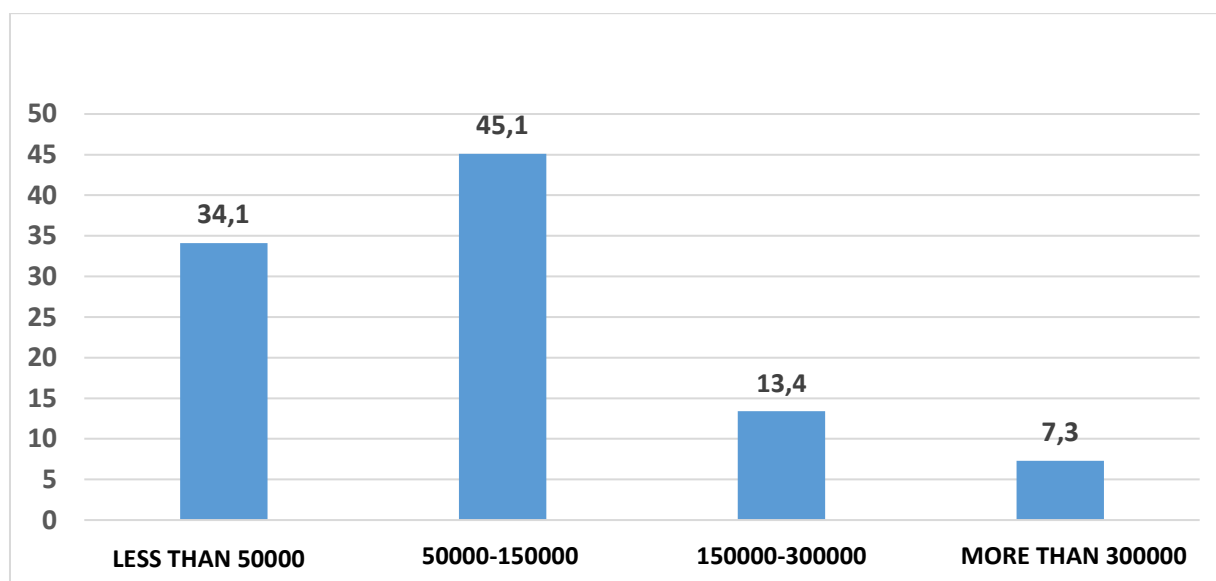
Graph 2: Mode of acquisition of know-how



Source: MINPMESSA – Survey data.

With regard to the income of actors in the informal sector, it appears that workers are paid less than those in the formal sector. Indeed, more than 79.2% of workers earn less than 150,000 CFA francs per month.

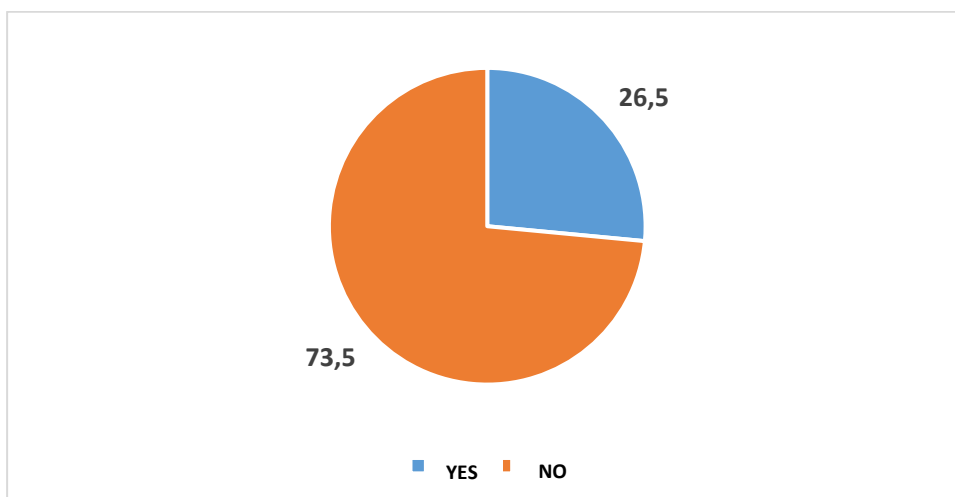
Graph 3: Average monthly earnings of workers in the informal sector



Source: MINPMESSA – Survey data.

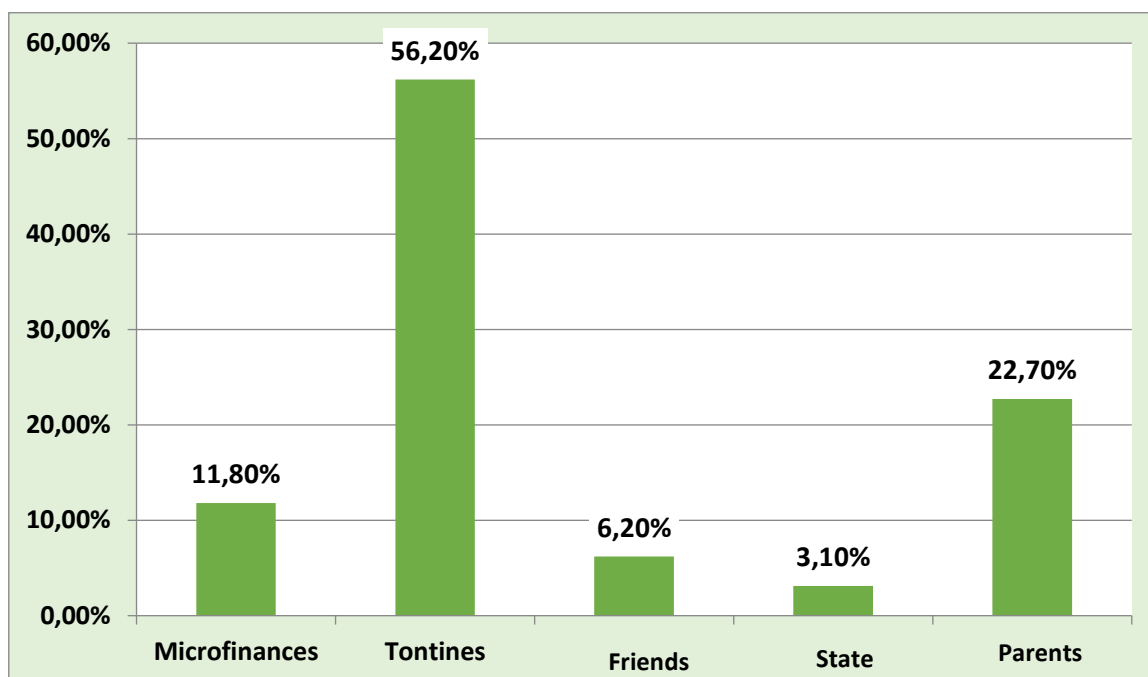
As for Social Security, it is noted that it is weak in the informal sector. Indeed, only 26.5% of workers have voluntary insurance.

Graph 4: people who have taken out voluntary insurance



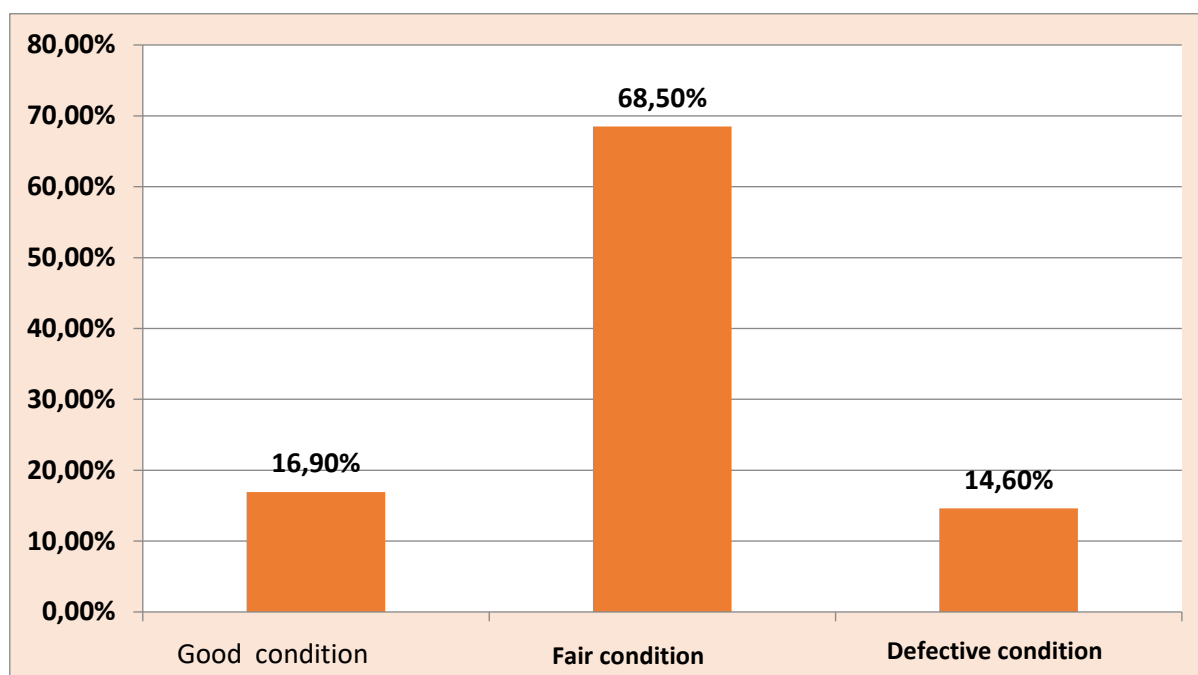
Source: MINPMESSA – Survey data.

Graph 5: The sources of funding are mainly tontines.



Source: MINPMESSA – Survey data.

Graph 6: Status of equipment used



Source: MINPMESSA – Survey data.

■ Main findings of the inventory.

The informal sector employs a large mass of workers who certainly have constant incomes, but whose conditions of exercise present great precariousness and vulnerability, as well as a lack of supervision measures.

- If the recurrent use of the term “informal sector” suggests a certain homogeneity of this whole, it is in reality extremely heterogeneous and multifaceted;
- The informal sector (as defined by the INS) employs 90% of employed workers, 53% of which are in the agricultural sector and 37% non-agricultural.

In urban areas , trade is predominant (36%) followed by services (33.3%) and industry (30.6%);

In rural areas, agricultural activity is predominant. Agricultural activities predominate, followed by livestock;

- The tertiary sector is dominated by trade and the primary by agriculture, livestock, fishing and forestry (*the activity of maintaining forests with a view to their commercial exploitation*).

- Tontines, parents and micro-finance establishments are the main sources of financing for the informal sector;
- The average age of workers is 33;
- The average duration of the company is 9 years;
- Working people have little education, but people with no schooling are the most numerous;
- Low demand for vocational training (the vast majority of training is done on the job);
- The sector has the lowest levels of remuneration: the average salary is 15,000 CFA francs against 36,000 CFA francs for the SMIG in Cameroon;
- Employment is precarious (absence of a written employment contract) and unstable (ease of entering and leaving the sector);
- Social coverage of work-related risks is almost non-existent;
- Workers most often have a low level of qualification, poor working conditions and insufficient income to meet their basic needs. **All sectors of activity are represented there** , but the various studies show a predominance of the tertiary sector (trade and services).
- Social dialogue is very weak.

III. SITUATION OF PUBLIC POLICIES IN FAVOR OF THE INFORMAL SECTOR .

The public policies mentioned in the context of this study concern the relevant standards in favor of the formalization of the informal sector. They also take into account the structures put in place for the supervision of players in this sector.

A. Relevant standards and policy measures for the formalization of the informal sector

Several existing standards both internationally and nationally promote the formalization of the informal sector. A few that appear relevant in relation to the context of the study can be listed.

A.1. Internationally

➤ The Sustainable Development Goals (SDGs)

The expression is commonly used to refer to the seventeen goals that were adopted by the member states of the United Nations in September 2015. They are a global call to action to eradicate poverty, protect the planet and ensure that all human beings live in peace and prosperity by 2030.

All 17 SDGs are integrated – recognizing that interventions in one area will affect outcomes in others and that development must balance social, economic and environmental aspects.

Countries have pledged to accelerate progress for those furthest behind. The SDGs are designed to end poverty, hunger, AIDS and discrimination against women and girls.

The creativity, know-how, technology and financial resources of all of society will be needed to achieve the goals in all settings.

SDGs n°1, 2, 8, 15 and 17 can be retained as relevant in the context of this study/

(a) SDG 1: No poverty ;

End poverty in all its forms everywhere . Eradicating poverty in all its forms remains one of humanity's greatest challenges. Too much of the world's population still struggles to meet their basic needs. To do this, it is essential to help the most vulnerable, improve access to resources and basic services, and support communities .

(b) SDG 2 : “Zero” Hunger

End hunger, achieve food security, improve nutrition and promote sustainable agriculture . Hunger continues to hamper the development of multiple countries. Undernutrition and food insecurity are increasing almost everywhere in Africa and South America. Eradicating this scourge involves encouraging sustainable agricultural practices, improving the livelihoods and capacities of small farmers, allowing equal access to land, technologies and markets.

(c) SDG n°8 : Decent work and economic growth

Promote sustained, shared and sustainable economic growth, full and productive employment and decent work for all . This eighth objective recognizes the importance of sustained, shared and sustainable economic growth in order to provide everyone with decent and quality employment. It aims to eradicate undignified work and ensure protection for all workers. Unfortunately, there is a slowdown in growth, more and more inequalities, an increase in the active population faster than that of the offers on the job market.

The recommended solution is to promote the development of training and employment opportunities for new generations, accompanied by an increase in skills in "sustainable" jobs. SDG8 also calls for strengthened international cooperation to support growth and decent jobs in developing countries through increased aid, development-oriented policies and a global strategy for development. youth employment.

(d) SDG n°15: Life on land

Preserve and restore terrestrial ecosystems , because human life depends as much on the land as on the oceans. Plants provide 80% of our food, and we depend on agriculture as an economic resource and means of development. The forest, which covers 30% of the earth's surface, provides vital habitat for millions of species, a healthy and important source of air and water, and is also crucial in the fight against climate change. .

Urgent action is needed to reduce the loss of natural habitats and biodiversity, which are part of our common heritage, contribute to global food and water security, climate change mitigation and adaptation , as well as peace and security.

(e) SDG n°17 : Partnerships for the achievement of the goals ;

Today's world is more interconnected than ever before. Improving access to technology and knowledge clearly promotes the sharing of ideas and innovation. Effective partnerships between governments, the private sector and civil society are necessary for the achievement of the Sustainable Development Goals (SDGs) at global, regional, national and local levels. These partnerships must be inclusive, built on shared principles and values, and put people and planet at the heart of their concerns.

➤ **OIT Recommendation No. 204 on the transition from the informal to the formal economy adopted in June 2015.**

It is the first international standard to deal with the informal economy in its totality and diversity and which explicitly affirms that the transition to the formal economy is the necessary path to make decent work a reality for all and to promote inclusive development.

The recommendation, a non-binding instrument of universal scope, takes note of the great diversity of situations of informality, and takes into account in particular the specificity of national contexts and the priorities of the various countries.

It aims to guide Member States towards the development and implementation of integrated strategies to enable the formalization of the informal economy and in particular to:

- (a) facilitate the transition of workers and economic units from the informal to the formal economy while respecting basic workers' rights and providing opportunities for income security, livelihood and entrepreneurship;
- (b) promote the creation of businesses and decent jobs, their preservation and sustainability in the formal economy, as well as coherence between macroeconomic, employment, social protection and other social policies;
- (c) prevent the informalization of jobs in the formal economy.

Beyond these objectives to be achieved, Recommendation 204 suggests guiding principles to States which could guide their action. In particular, it proposes to take into account, among other things:

- The diversity of characteristics, situations and needs of workers and economic units in the informal economy and the need to respond to them with specific approaches;
- The fact that multiple and diverse strategies can be applied to facilitate the transition to the formal economy;
- The preservation and development, during the transition to the formal economy, of the entrepreneurial potential, creativity, dynamism, skills and innovative capacities of workers and economic units in the informal economy;

➤ **OHADA law**

- Treaty on the harmonization of business law in Africa signed on October 17, 1993 in Port-Louis (Mauritius).
- Revised uniform act on general commercial law adopted on December 15, 2010 in Lomé (Togo) on the contractor's regime.

A.2. At the national level

The Cameroonian government has taken into account, in its public policies, the relevant international standards promoting migration from the informal sector to the formal sector.

- The Ministry of Small and Medium Enterprises, Social Economy and Handicrafts (MINPMEESA) is the government institution responsible for the informal sector, in particular its migration to the formal sector through the formalization of workers and their businesses. ^{Decree} No. 2013 of May 27, 2013 on the organization of this ministry stipulates that it is responsible for the development, implementation and evaluation of government policy on the development of small and medium-sized enterprises, Social Economy and Crafts. Specifically concerning the transition from the informal sector to the formal economy, the identification and study of the possibilities of migration of actors from the informal sector towards crafts and micro-enterprises with a view to the development and promotion of private initiative and entrepreneurship

With this in mind, a legal and regulatory framework has been developed to oversee the migration of actors from the informal economy to crafts, SMEs or the social economy.

- The Government has initiated many actions, including the establishment of structures allowing the operationalization of policies developed in favor of migration from the informal sector. In this vein, we can cite: the Communal Handicraft Offices (BCA) in the three hundred and sixty communes of Cameroon; regional and special craft villages, respectively in the regional capitals and certain strategic towns; Business Creation Formalities Centers (CFCE); the Agency for the Promotion of Small and Medium

Enterprises (APME); Approved Management Centers (CGA) and support programs such as PAJER-U (Support Program for Rural and Urban Youth), PIAASI (Integrated Program for Actors in the Informal Sector) and many others.

- But in general, several ministerial departments deploy in their sectoral aspects strategies for the migration of informal actors who are involved in the formalization process (MINFI; MINCCE; MINMIDT; MINEPIA; MINADER; MINDDEVEL).
- The Decentralization policy implemented since the 2004 law setting the rules applicable to the communes makes the commune the basic decentralized local authority for local development and the improvement of the framework and living conditions of its inhabitants. It is in line with this policy that Decree No. ⁰2011/003 of January 13, 2011 setting the procedures for exercising the powers transferred to the municipalities in terms of promoting artisanal production activities entrusted the municipalities with a few powers. According to this Decree, the municipalities are in particular responsible for:
 - The organization of craft fairs at the local level;
 - Support for artisans and craft businesses at the local level

Also, the regulatory framework of the social economy puts the municipality at the heart of the supervision of local initiatives for the development of grassroots communities and territories.

- The National Development Strategy for the period 2020-2030 (SND30), prescribes the promotion of the migration of a large number of workers from the informal to the formal.

Despite all these initiatives, we note the persistence of the development of informal activities in Cameroon. However, the dynamics of migration are positive and the partnership between the public and private sectors helps to combine efforts to address the issue of migration from the informal to the formal in the long term.

B. Supervision structures and their methods of taking charge of the actors

INS statistics reveal that most informal actors in practice acquired their training on the job. However, several structures have been put in place by the government through MINEFOP to offer actors wishing to train, training related to the needs of the labor market. And several other sectoral ministerial departments (MINJEC, MINADER, MINPMEESA, MINPROFF) provide, through their operational structures, adequate training (craft villages, APME, CMPJ, women's houses).

A training offer is also made by private individuals, stakeholder organizations and sometimes also by local authorities within the framework of the implementation of the

decentralization policy. The role of umbrella organizations and the organizations within them that provide training and supervision to their members may also be taken into account. ; CGAs; the CCIMA; associations, umbrella organizations, cooperatives, GICs.

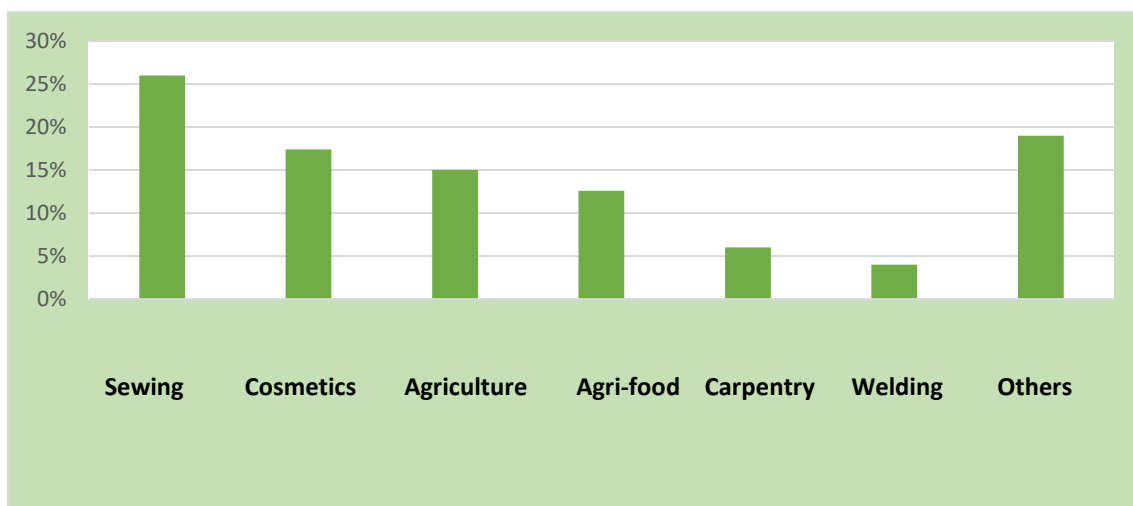
B.1. Supervisory structures visited as part of the study

The visits carried out in the field as part of this study made it possible to identify a few training structures. The table below gives a nominal list.

Table 1: Professional supervisory structures visited as part of the study

No.	NAME OF THE STUCTURE	MAIN PROFESSIONALS TAUGHT BY THE CENTERS
01.	CFP Elana Style	Sewing, fashion accessories
02.	VAL DESIGN	model maker
03.	MINJEC DPEJ	Several areas
04.	GIC BOOT	Agri-food, agriculture, livestock
05.	FKENG FASHION	Hairdressing, aesthetics, massage therapy, decoration
06.	Interprofession Wood	Wood drying, machinery, project study training
07.	Feminine craftsman	Fashion accessories, wood
08.	Agricultural Institute of Obala (IAO)	Agri-food, agriculture, livestock
09.	Center for the Advancement of Women and the Family	Hairdressing, aesthetics, ICT
10.	FOGAH Center	Conduct
11.	Training center for building trades	Welding
12.	AMA DEI FASHION	model maker
13.	IAI	Computing (Office automation, computer graphics, etc.)
14.	MINPROMALO	local building materials

Graph 7: Main training courses offered by the structures visited

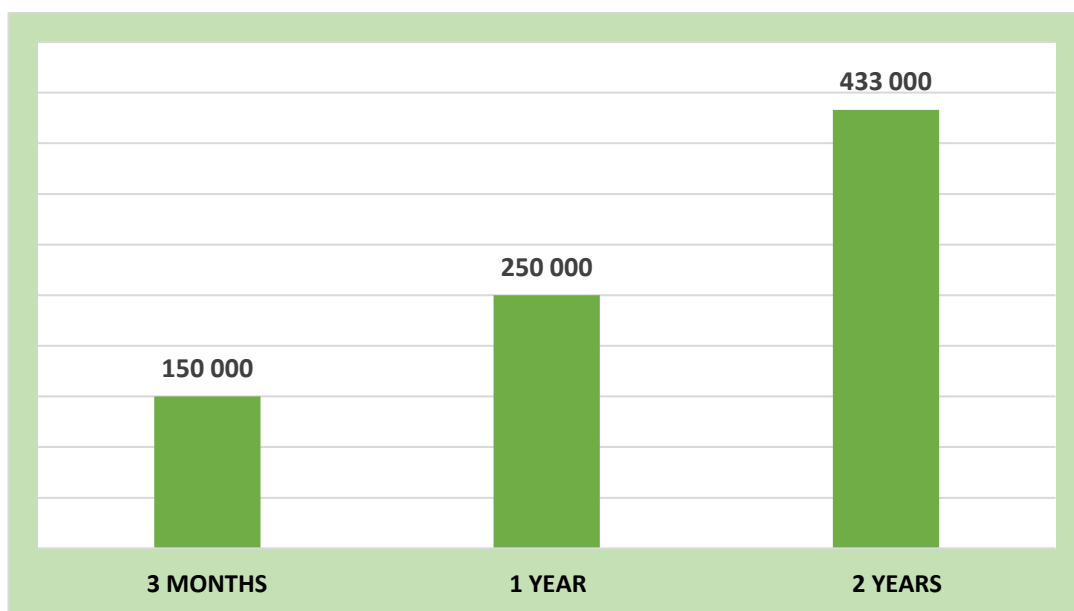


Source: MINPMEESA – Survey data

B.2. Arrangements for taking charge of actors in the informal sector by supervisory structures

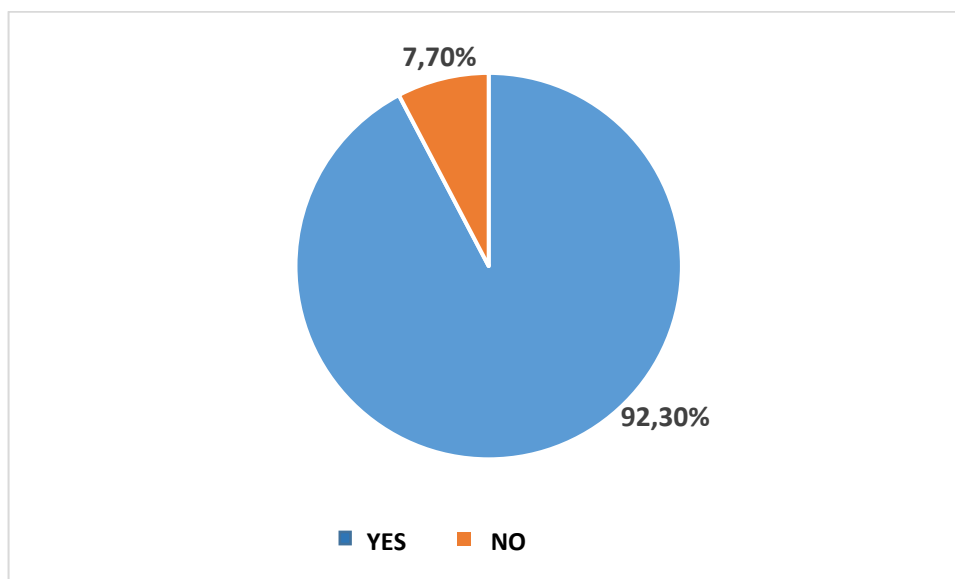
The data collected in the field in a sample of structures made it possible to bring out information on the average costs of training, ²

Graph 8: Average costs of training offered by the structures



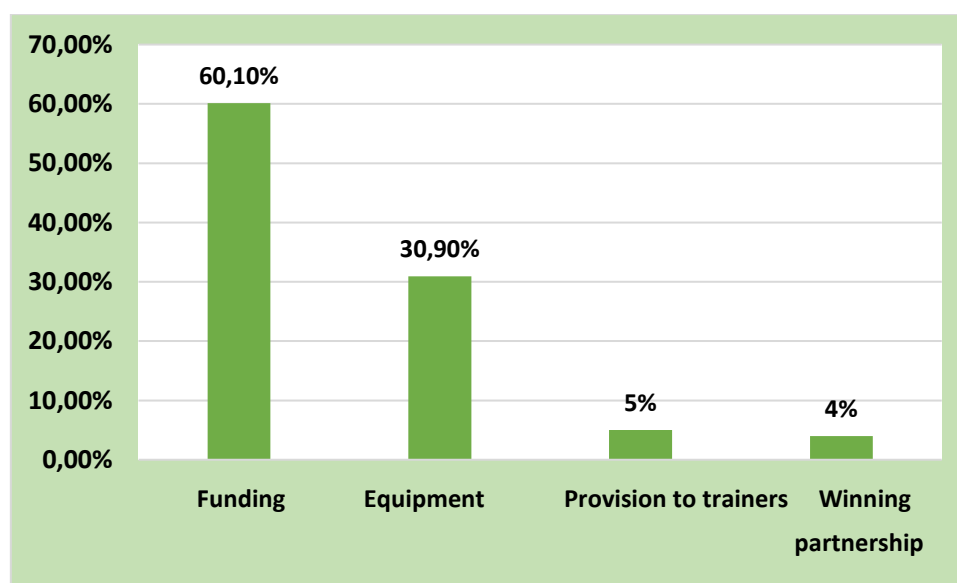
Source: MINPMEESA – Survey data

Graph 9: Perception of structures on a possible partnership with MINPMEESA



Source: MINPMEESA – Survey data

Graph 10: Main expectations of structures vis-à-vis MINPMEESA



Source: MINPMEESA – Survey data

C. Support process for actors in the informal sector and illustration of a few examples implemented in Cameroon.

This chapter highlights some types of support identified and likely to inspire the proposed approach for the implementation by MINPMEESA of the «Train *My Generation*».

The first point focuses on the types of support identified by the study, and the second illustrates some examples implemented in Cameroon (PIAASI and PAJER - U).

C.1. General information on the accompaniment

Briefly, we define accompaniment as an action or a set of actions which aim to develop qualitatively in an individual or in a structure, potentialities capable of modifying the traditional ways of the individual or the structure. to act or function.

Specifically, support is the action of meeting regularly with an informal worker, from a production unit, in order to advise him and check, over the meetings, the progress of his project until the final implementation, i.e. the creation of the entity. Others equate support with a device that aims to guide, inform and help a future creator to develop his project by advising him, training him and inserting him into the relevant networks of creation, so that this project can materialize. and reach a certain maturity ¹.

It can be mentioned in particular professional support, social support and sponsorship.

Professional accompaniment is a form of accompaniment centered on a professional field and oriented towards “the company”.

Social support , on the other hand, is a form of support with a more global aim. It is not centered on immediate employment but aims to create the conditions for it.

sponsorship is global support, where a sponsor serves as a conduit to access the company seen as “another world”. While these forms of support are still generic, they do not specify the type of action to be taken on the beneficiary of the support.

There are several modes of implementing support, namely: coaching, mentoring, tutoring, training, psychoanalysis, therapy and consultation or advice ². Whatever the mode of accompaniment, it appears here that the action to be taken on the subject of accompaniment is

¹ [Dominique Siegel](#), “ What strategies to improve support for entrepreneurs? » In [The Journal of Management Sciences 2006/3 \(n°219\)](#) , pages 35 to 44 .

² <https://icfquebec.org/differences-autre-professions> , consulted on 06/11/2022

well specified. The guide, the one who acts on the subject, takes specific actions according to the expectations or needs of the subject.

If *the coach* raises questions leading clients to discover themselves, he can only succeed if the accompanied subject is able, because of his maturity, to define goals and objectives that he gradually refines with his coach.

the mentor meanwhile shares his experience and knowledge with another less experienced person. The subject of accompaniment here only learns what his mentor knows and is willing to pass on.

The tutor is an experienced person who accompanies another, novice, in learning their tasks, acquiring know-how and integrating into a work environment according to a determined progression process. He follows a program that aims to integrate him into a work environment with more potential.

The purpose of training is to teach specific skills or knowledge in order to qualify someone for their job, profession or career, remains the most common form of support.

The consultant , is a specialist outside an organization who is called upon to obtain an opinion (advice) about a question or help in solving a specific problem. Due to the often high cost of its services, this form of support is most reserved for professionals. Whatever the mode or form of support chosen, specific supervision is necessary and specific actors too.

In the context of this study and in order to enable the State to take greater advantage of the opportunities of the informal sector, which remains one of the rare sectors to provide a way out of the employment crisis, support refers to the initiatives of support that it could develop and make available to actors in this sector, with a view to their migration towards formalization.

Surveys conducted in the field reveal that actors in the informal economy face four major obstacles that hinder their development and their migration to formalization. These are: **difficulties in accessing financing, technical and production problems, marketing and those of an organizational nature.**

In response to these obstacles, the International Labor Organization proposes a participatory approach and integrated support actors in this sector, in order to help them formalize (OIT, 2004 *Methods and Support Instruments for the Informal Sector in Francophone Africa*, Geneva, 2004). This approach is presented in the table below.

Table 2: Participatory and integrated approach to support the informal economy

Problem	Objective	Medium support	Instruments
---------	-----------	----------------	-------------

Financial	Increase the ability investment and of guarantee of the small producers	Systems savings and of credit in seen of the investments productive	Mutual savings and of credit, crates popular and banks craft
Technical and productive –	To improve the ability productive of the units economic	Development of the skills, research and development of new products and techniques	Workshops and basics support proposing of the services at the production
Commercial	Better insertion of the companies in them markets	Diversification of the offer, improvement of the quality, research and enlargement of the outlets	Systems associative supply and of marketing Opening of new markets
Organizational	Increase the ability collective of negotiation of the small producers with the system institutional in square	Animation, programming and Evaluation participatory aiming the organization and the action collective	Groupings self-does, associations by job and federations socio- professional

This approach, which is interesting in more ways than one, is likely to inspire the implementation of the " *Train My Generation* ", in order to help the Government build a critical mass of actors from the informal sector who have migrated to the formal sector. However, to formulate a model, it is important to review a few examples that have been carried out in Cameroon.

C.2. Some forms of support implemented in Cameroon

Several programs and projects have been instituted by the government to support or assist actors seeking socio-professional integration or migration from the informal to the formal. A few cases will be listed, including the PAJER-U and PIAASI support model.

C.2.1. The Rural and Urban Youth Support Program (PAJER-U)

According to *Decision No. 008/2016 / D / MINJEC / CAB of February 23, 2016* , on the reorganization and operation of the Support Program for Rural and Urban Youth (PAJER-U), it is a mechanism for mobilizing, training and supporting young people in their integration into production circuits. As such, he is responsible for contributing to the promotion of the socio-economic integration of young people through technical, entrepreneurial and managerial supervision with a view to making them the true engine of the nation's development.

The targets of PAJER-U are young people with or without schooling, graduates or not, looking for or waiting for a job, aged 15 to 35.

the PAJER-U is based on four main pillars which are :

- **Mobilization** : ___process of sensitization, information and registration of young people in a sector of activity according to their skills and their ambitions with a view to their selection;
- **The selection** : recruitment of young people in one or the other structure according to their skills and their ambitions. It is carried out by the selection committees;
- **Format i on:** all the actions intended to develop in all the young people selected, the skills they need to exercise their profession and/or to develop their self-employment or their business;
- **The accompaniment:** both the supervision and the follow-up of the young beneficiaries. This supervision includes technical support/advice as well as entrepreneurial and managerial support for the installation and expansion of productive youth projects.

Registration is done exclusively at the level of the Arrondissement or Departmental branches. The registration files of the communal branches are sent by slip to the head of the departmental branch. The departmental selection committee for young beneficiaries ensures the selection of young people in the department.

Each young person selected within the framework of the PAJER-U follows civic training in collaboration with the National Civic Service Agency for Participation in Development. (...) He also follows entrepreneurial and managerial training, independently of the follow-up by this beneficiary of another qualification course before or during this training.

The process of entrepreneurial and managerial training within PAJER-U is organized around two phases: a phase of development of skills in self-employment, entrepreneurship and management of productive projects and a phase of development of productive projects. (...)The formation entrepreneurial and manager may take place in these centers of resources, own i summers of the organizations intermediaries , Where in the _ structures of supervision of proximity of the youth outside school from Ministry of the Youth and of Education Here you go.

At the end of their training, the young people supported within the framework of the PAJER U are those who benefit from credits granted by the e FONIJ Where others shapes of financing granted by others counters of funding after have summer presented at these various counters. The funds granted to young people are repayable according to pre-established mechanisms.

C.2.2. *Integrated Support Program for Actors in the Informal Sector (PIAASI)*

This program was created in 2004 and implemented in 2005. Attached to the Ministry of Employment and Vocational Training (MINEFOP), the main objective of the PIAASI is to ensure better supervision of young people who are massively settled in the informal sector. of the national economy and to maximize the quantity and quality of the possibilities for creating new productive, stable and decent jobs. It specifically targets:

- **Support for the organization of the informal sector :**

This involves strengthening the organizational capacities of actors in the informal sector, the development of the typology of activities in each district (a national file of actors in the informal sector drawn up in each region and which constitutes a reference document for the public authorities).

- **Support for the training** of actors in the informal sector through technical and managerial capacity building;
- **Support for the financing** of micro-projects by setting up a revolving fund to finance activities in the informal sector.

- **Organizational Structure :**

- A National Coordination;
- 10 Regional Branches (the regional capitals);
- 58 Departmental Focal Points;
- 310 districts covered by the Program, i.e. a coverage rate of 86%;

PIAASI support is mainly oriented towards activities related to crafts, production and services with the least privileged in terms of capital, equipment, technical skills and income. The objective of the PIAASI is to facilitate the transition from the informal sector to the formal sector by building the capacities of actors through organizational support, training of actors and financing of their activities in the informal sector. This project grants credits repayable according to a current schedule over fifteen (15) monthly installments at an annual interest rate of 6%. The beneficiaries selected after submission of an application file sign a credit contract with the PIAASI in which it is clearly stipulated that the promoters expose themselves to legal proceedings in the event of non-repayment. They have a grace period of eleven months between the time of receipt of the Credit and the time of reimbursement.

The beneficiaries are recruited among street vendors, basket makers, brickmakers, masons. Without forgetting hairdressers, mechanics, buyam-sellam, bar, restaurant and cafeteria managers, dressmakers, small farmers and small craftsmen.

➤ **Terms of access to PIAASI services:**

- Registration of the project in the PIAASI slot;
- A business plan or technical sheet of the project justifying the viability and the interest of the project
- The moral guarantee of the mayor
- A surety certificate

The funding range is between 100,000 and 4,000,000 FCFA.

- **The terms of reimbursement** are as follows: A deferred period of six (6) months is granted to all beneficiary actors from the date of withdrawal of funds. They will be able to carry out their activity in complete peace of mind during this period. It is at the end of this deferred period (from the twelfth (12th month) that they will have to start repaying. The repayment period is spread over fifteen (15) months, for an interest rate of 6%. An advantage for young beginners.

The PIAASI works closely with the municipalities. The municipal authorities are then responsible for verifying the location of the promoter's domicile and also the effective execution of the latter's project.

CHAPITRE III

DIAGNOSTIC OF THE INFORMAL SECTOR IN CAMEROUN

Since the crisis economic occurrence to environment of the years 80, the sector informal has considerably won from ground in the economy cameroonian and to keep busy a square important in the creation jobs to Cameroon. He absorbed today close of 90 % of the population active and contributes at 57.6% from Product Interior Raw. In spite of her ability at absorb and at to integrate socially them workers, impact from sector informal on the climate socioeconomic to Cameroon is instead negative. The preponderance of the economy informal night greatly at the activity economic national, generates a loss of the income and limit them opportunities of growth of the businesses. The quality of employment don't care find also affected because globally, the sector informal account a more big challenge _ of work decent.

While this sector was only full of 50% of assets in 1987, its size stabilized around 88.7% between 2005 and 2014. In 2010, there were 2.5 million informal production units (IPU) not - agricultural activities in Cameroon (EESI 2). This sector has continued to evolve and virtually dominates the country's economy.

In order to feed in a relevant way the content of the proposal to be suggested within the framework of the implementation of the " *Train My Generation* " by MINPMEESA, it is useful to establish a rigorous diagnosis that highlights the strengths and weaknesses, as well as the threats and opportunities that surround the informal sector in Cameroon.

I. STRENGTHS AND WEAKNESSES OF THE INFORMAL SECTOR

The strengths and weaknesses that can be found in the informal sector stem from the characteristics of this sector taken from the inventory of the present study. Indeed, some of these characteristics are assets while others are real obstacles to its transfer to the formal sector. The table below highlights the main strengths and weaknesses related to this sector.

Table 3: table of strengths and weaknesses of the informal sector in Cameroon.

A. Strengths of the informal sector

B. Weaknesses of the informal sector

A. Strengths of the informal sector	B. Weaknesses of the informal sector
• Great provider of jobs	• Difficulties in identifying / registering actors
• Labor availability	• Weak structuring of actors
• Provider of goods and services necessary for everyday life, in particular for households and small purses.	• Low financial income (maintains a large number of poor people)
• Ease of access to job seekers.	• Maintains unfair competition against formal enterprises
• Place to learn entrepreneurship.	• Very low contribution to tax revenue.
• Place of (pre)professionalization.	• Low level of organization of the activity
• Sustains entire segments of the population.	• Rudimentary equipment
• Ground for economic growth.	• Difficulties in accessing banking institutions.
• Significant contribution to the creation of wealth (GDP)	• Lack of activity accounting
• Contributes to social cohesion	• Low coverage of risks incurred in the exercise of the activity (decent work deficit)
	• Activities carried out in precarious and unstable conditions
	• Difficulties in accessing conventional markets
	• Vulnerable to economic shocks
	• Approximate product quality
	• Lack of cash
	• Lack of customers for some
	• Over-regulation

II. OPPORTUNITIES AND THREATS OF THE INFORMAL SECTOR

Table 4: table of opportunities and threats of the informal sector in Cameroon.

A. Opportunities	B. Threat
<ul style="list-style-type: none"> • Inability of the formal sector to make goods and services available and accessible to all. 	<ul style="list-style-type: none"> • inflation precisely of raw materials
<ul style="list-style-type: none"> • Increase in the cost of producing goods and services in the formal sector. 	<ul style="list-style-type: none"> • Increasingly lightened regulations in the free movement of people and goods and in the sub-region
<ul style="list-style-type: none"> • A large consumer market to satisfy nationally and internationally 	<ul style="list-style-type: none"> • insufficiency and instability of energy sources
<ul style="list-style-type: none"> • The covid19 pandemic 	<ul style="list-style-type: none"> • The Covid 19 pandemic
<ul style="list-style-type: none"> • Digitization 	<ul style="list-style-type: none"> • Internal and/or external security crises
<ul style="list-style-type: none"> • national and international conflicts 	<p>Economic shocks</p>
<ul style="list-style-type: none"> • Cameroon's strategic position as a gateway to many countries in the sub-region 	
<ul style="list-style-type: none"> • Urban expansion 	
<ul style="list-style-type: none"> • Increasingly lightened regulations in the free movement of persons and goods and in the sub-region 	

DEUXIÈME PARTIE :

**SKILLS AND JOBS ENABLING IN THE
INFORMAL SECTOR:
ISSUES AND CHALLENGES FOR THEIR
DEVELOPEMENT**

Most jobs in the informal sector are exercised by actors who have acquired their know-how on the job, that is to say through practice. However, some of these trades, called " **promising** " because of their ability to generate jobs and wealth, could, if they were well supervised, contribute substantially to the national GDP. The structural transformation of the national economy requires the availability of competent and competitive human capital. Which human capital is essential for the inclusive development of the country if it is well trained and available.

However, it just so happens that, although possessing a know-how serving as a profession which provides them with income, and despite the government's continual efforts on their behalf, through the implementation of specific programs (PAJER-U , PIAASI, FONIL, PTS, etc.), the vast majority of players in the informal sector, due to the lack of professional training in accordance with established skills benchmarks, can neither aspire to competitive markets nor claim a job that requires certification, even less, to contribute optimally and efficiently to the construction of an emerging Cameroon by 2035.

Because of these deficiencies in knowledge, know-how and know-how, their production units/businesses remain poorly organized, not very credible (funding) and therefore very unproductive, although potentially bringing jobs and wealth. . The "Train *My Generation*" program at MINPMEESA therefore has the vocation of detecting "promising" trades in the informal sector, in order to build the capacities of the workers who exercise them. The stakes of such an aspiration are multiple and their achievement is determined by the quality of the implementation of the Program.

Also, the first chapter of this part presents the normative framework for the exercise of certain professions. In the second chapter, it will be a question of presenting some promising professions identified within the framework of this study, and of listing the issues and challenges related to their development.

CHAPITRE IV

CADRE NORMATIF D'EXERCICE DE CERTAINS MÉTIERS

This chapter will serve as a reminder that although most workers in the informal sector are trained on the job, there are indeed regulations that set the benchmarks for skills and training, as well as alternative routes to traditional circuits for certification. .

I. SKILLS FRAMEWORKS

The skills frameworks **provide information on the skills expected in the exercise of a given profession.** It details the skills that must be possessed to practice the said profession. They are broken down into several sections, generally:

- **Knowledge:** all the theoretical knowledge acquired
- **Know-how:** experience and mastery of the trade and professional tools
- **Soft skills:** behaviors, attitudes and relational skills (personal qualities)

In Cameroon, the Ministry of Employment and Vocational Training, created on December 8, 2004 by Decree No. 2004/320 of December 8, 2004 on the organization of the Government, has the mission of establishing competency benchmarks which apply as standards . exercise of the referenced trades.

The acquisition of skills attached to a given profession can be done either on the job or through an institutional channel (training centre, schools and universities, etc.). the institutional route is framed by professional training standards.

A. Vocational training centers (CFP)

According to Order No. 050/A/MINEFOP of February 28, 2011 in its article 3, vocational training centers (CFP) are structures which, through initial continuous training and through apprenticeship, have mission to contribute to:

- Ensure the acquisition of professional knowledge and skills with a view to mastering technologies;
- Adapt and update professional qualifications and the competitiveness of human resources;
- Participate in the development of professional training standards specific to local needs
- Develop income-Generation activities.

In Cameroon , the learning processes in a vocational training center are defined and validated by MINEFOP, through professional training standards.

The **professional training framework** , in addition to the competency framework, is the framework that describes **how the training of practitioners of a trade is carried out**. They are instruments developed to guide the training and learning of actors who have left formal training circuits.

At the end of the training, recognition is given to learners: The Professional Qualification Diploma (DQP). It is a diploma which attests to the qualification of a person to hold a clearly identified job in a specific activity. It is issued by MINEFOP for their competence in matters of employment and professional qualification. It enables its holder to obtain a recognized operational qualification. They are part of a logic of skills by responding to the specific needs of the learner or his structure.

As part of this study, surveys carried out on a sample of vocational training centers revealed that the cost of training fluctuates between 150,000 CFA francs and 1,500,000 CFA francs. Which probably turns out to be exorbitant for the very modest purses of actors in the informal sector. The alternative offered for their certification was thought out and implemented by MINEFOP through the process of valuing acquired experience.

B. Valorization of acquired experience (VAE)

- The valuation of acquired experience (VAE) is a process that allows you to obtain a diploma without having followed the corresponding studies, but rather by having your professional experience recognized. The VAE **concerns everyone** , without distinction of age, status, training or anything else. The one and only prerequisite is to have accumulated a **minimum of** full-time professional experience directly related to the desired certification. Thus, the person wishing to assert his achievements in the workplace, can undertake such a process **voluntarily** wherever he is in his career. The VAE makes it possible to obtain, in whole or in part, a diploma, a title or a certificate of professional qualification

In Cameroon, the government institution in charge of validating the acquired experience is MINEFOP . Moreover, by using this type of process, the person obtains a certification which has exactly the same value as if he had carried out the studies in question. To use this approach, the applicant must approach the institution in charge of this issue (MINEFOP). In view of its attractiveness (reduced cost), this process could be strongly recommended to actors in the informal sector seeking to enhance and certify their knowledge.

The opportunity to bring out in the informal sector actors likely to benefit from recognition through VAE proves to be correlated with the need to identify promising professions housed in the informal sector.

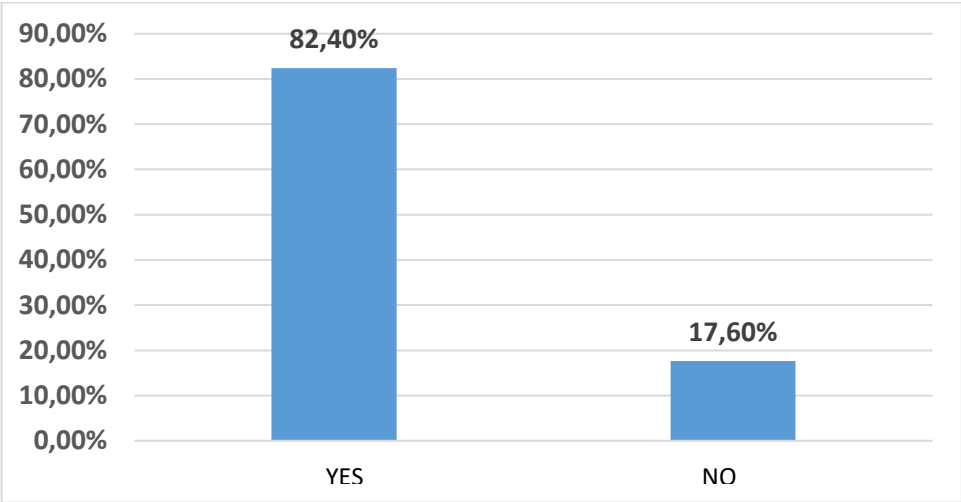
II. REFERENCES AND EXERCISE OF PROFESSIONS IN THE INFORMAL SECTOR.

There is a strong correlation between the quality of the service and the possession of knowledge and know-how, skills and attitudes which, in short, reflect professionalism in the profession. Thus, professionalism suggests, for example, that a good technician has mastery of the skills necessary for the exercise of his profession. What about exercising trades in the informal sector?

A. Exercise of trades in the informal sector

The informal sector appears to some as a sector towards which one moves to escape unemployment in a context of scarcity of formal employment. Not requiring any entry conditions, it thus welcomes different types of workers who, for the most part, have acquired their skills in the daily exercise of a trade which serves as their livelihood (learning by doing, learning by repeating and imitating, through self-training or in an environment marked by the transmission of practices and the continuity of sometimes traditional or outdated techniques and gestures). This diversity of profiles has a positive or negative impact on the quality of the services provided by these actors. But in general, as revealed by the survey carried out within the framework of this study, their services are solicited, as reflected in the graph of orders below obtained on the basis of data relating to the question: " *have you some orders ?* »

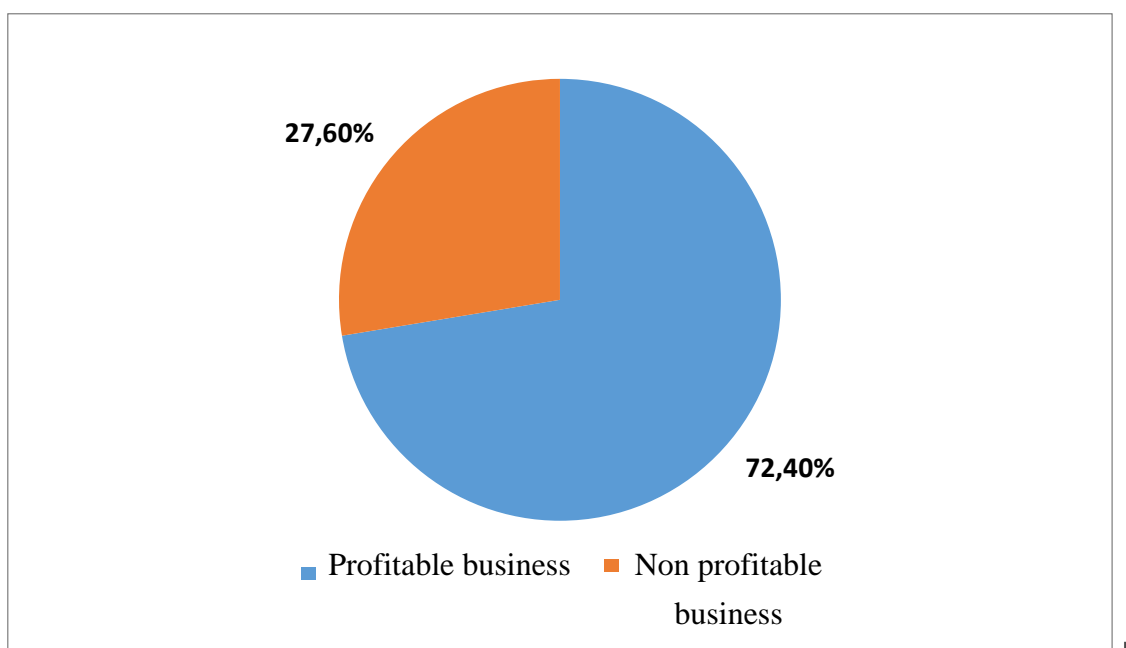
Graph 11: Orders received by the actors questioned



Source: MINPMEEESA – Survey data

Much more, these activities prove to be profitable as shown in the profitability graph below:

Graph 12: Activity profitability



Source: MINPMEEESA – Survey data

However, although they have orders, it appears from the survey carried out that they are often unable to satisfy their customers qualitatively speaking, due to insufficient mastery of the good practice of the trade based on the reference standards of skills.

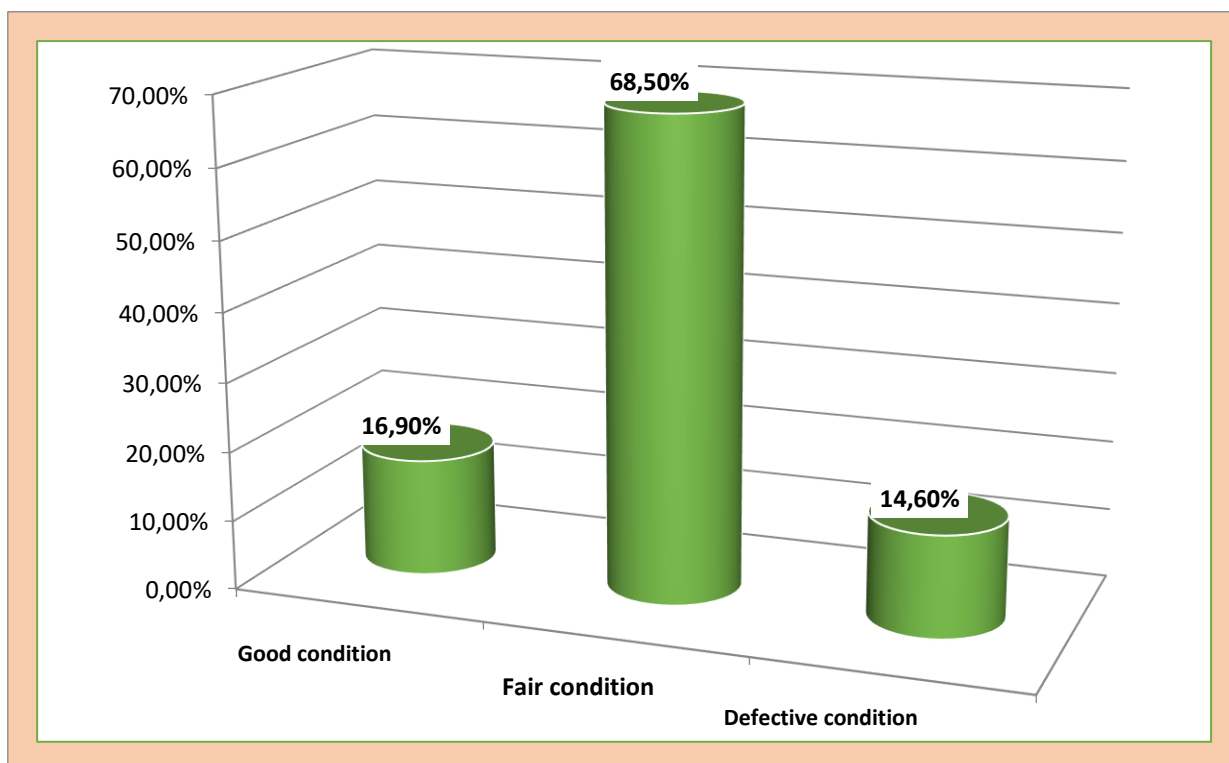
The need to strengthen their capacities taking into account the experience they have acquired in the field could therefore be justified in such a context.

B. Limits in the exercise of trades

Due to the lack of professionalism, itself resulting from the lack of knowledge of the reference frameworks of skills, the exercise of trades in the informal sector is enamelled with numerous problems which have a negative impact on the quality of the services rendered. In this vein, we can point out all over the place: the approximate quality of the work carried out, particularly with regard to the finishes, the delays in the delivery of orders, the absence of decent premises, the low level of organization and structuring between the actors, ignorance of innovative production technologies, loss of credibility with customers, high cost of production equipment, lack of technical skills, low level of production, use of light or archaic equipment, lack of planning of the operations to be carried out within the framework of the fulfillment of an order, lack of knowledge of the financial incentives granted by the Government, among others.

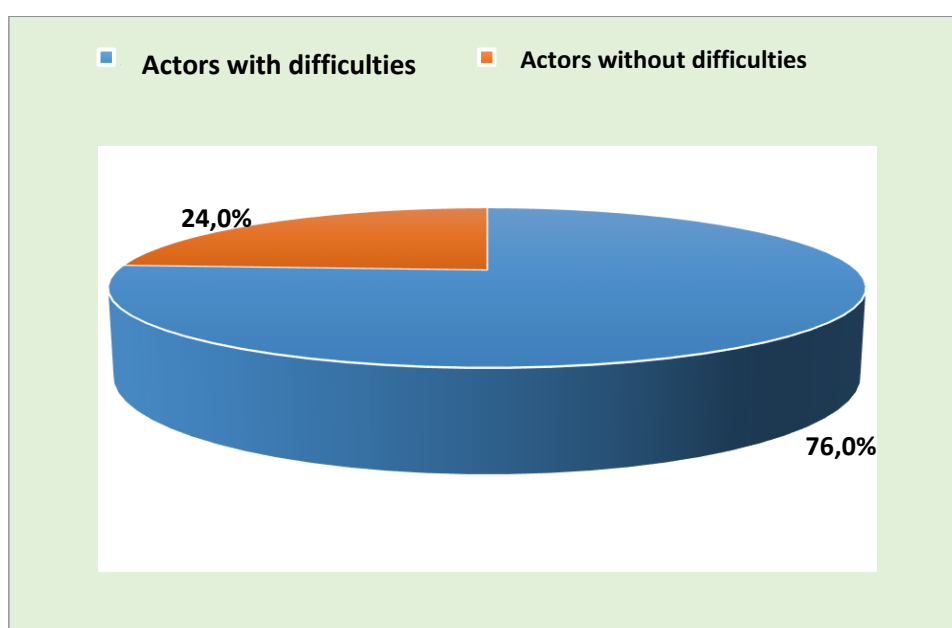
The figures below show some of these limitations.

Graph 13: Condition of equipment used



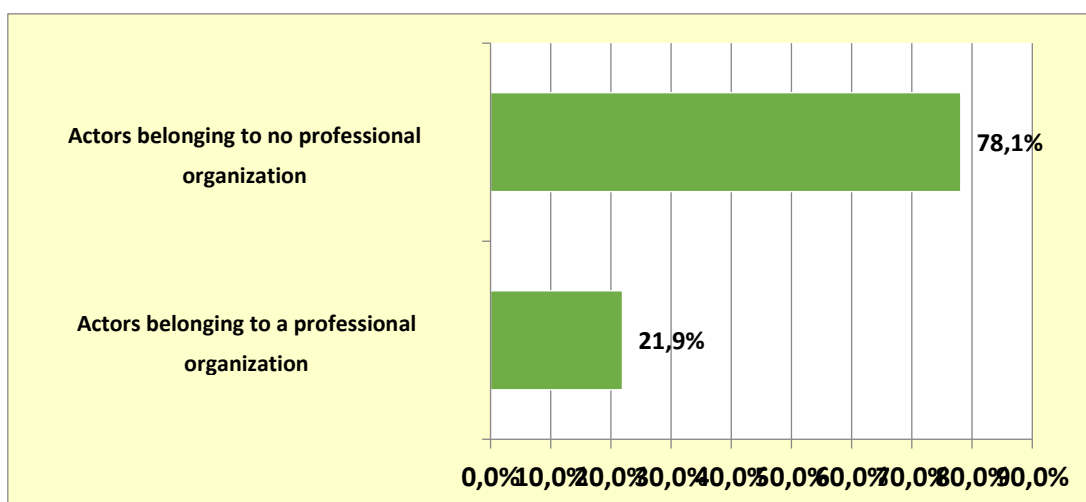
Source: MINPMEESA – Survey data

Graph 14: Difficulties transporting goods



Source: MINPMEESA – Survey data

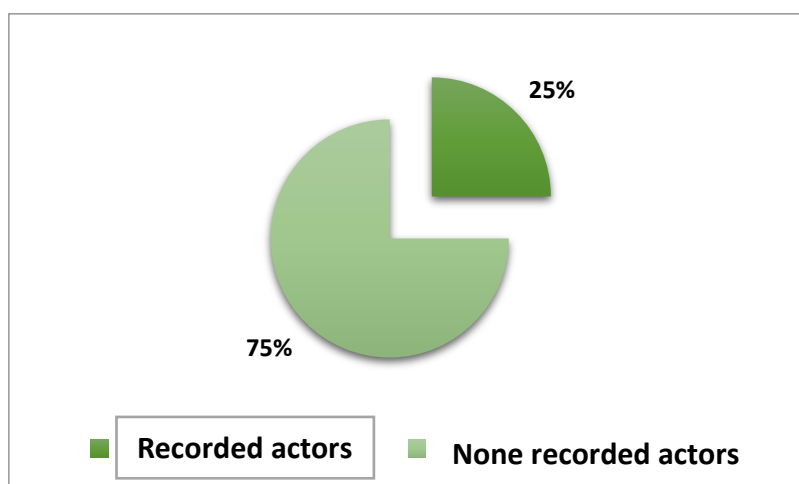
Graph 15: Membership of a professional group



Source: MINPMEESA – Survey data

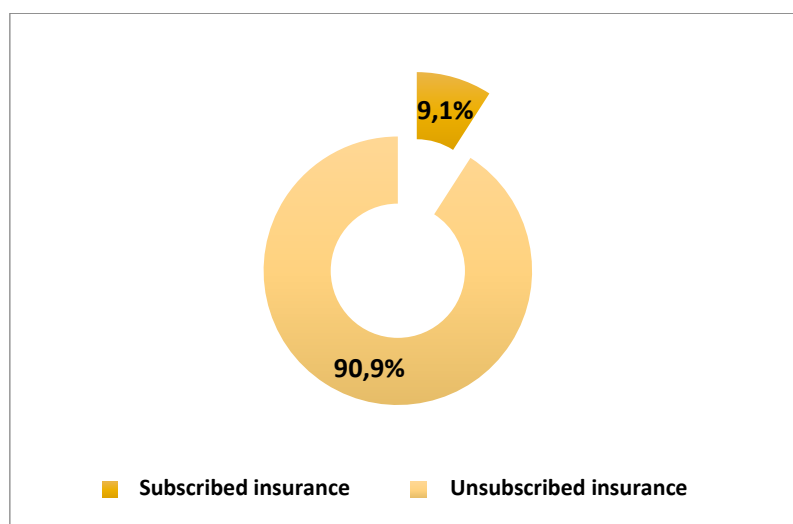
Other limits identified are due to the low level of formalization which is reflected in the following graphs:

Graph 16: Actors registered in a BCA



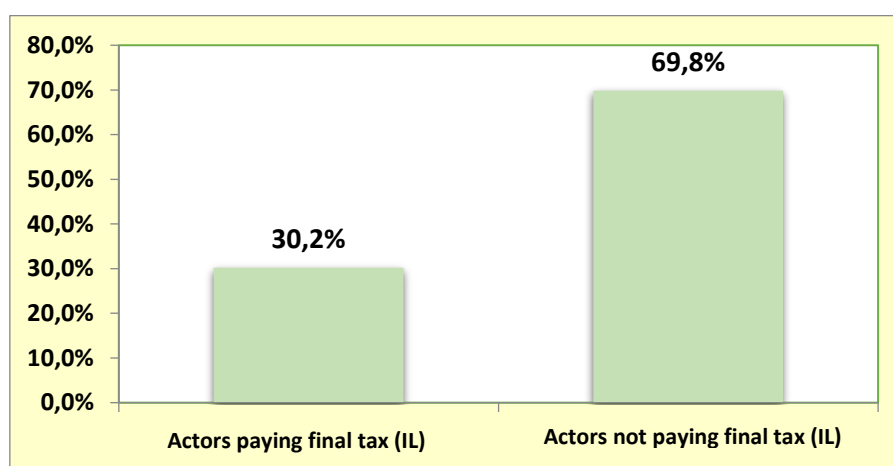
Source: MINPMEESA – Survey data

Graph 17: Actors who have subscribed to voluntary insurance



Source: MINPMEESA – Survey data

Graph 18: Actors paying final tax (IL)



Source: MINPMEESA – Survey data

Below is a synoptic table of the main limitations to the exercise of activities by actors in the informal sector.

Table 5: Main limitations observed and resulting problems

No.	Main limitations observed	Problems arising from this
1	Technical limits	Relative quality of work performed (finishing issues)
		Deficit in technical skills
2	Technological limitations	Ignorance of innovative production technologies
		Skill deficit in the use of modern equipment

No.	Main limitations observed	Problems arising from this
3	managerial limits	Lack of professionalism
		Optional bookkeeping
		delay in delivery of orders
		Lack of planning of the operations to be carried out as part of the fulfillment of an order
		Ignorance of the financial incentives granted by the Government
4	Room and equipment limitations	Obsolete / rudimentary equipment
5	Financial limits	Cost of equipment
6	Low level of formalization	Exclusion from public procurement
		Uninsured actors and activities
		Exclusion from support programs offered by the state
7	Low level of structuring	Inaudible claims and grievances (defending their rights, etc.)

The data in the table above make it possible to project on the axes of capacity building of actors working in the informal sector, with a view to their participation in inclusive development. The main areas of capacity building that can be suggested are technical, managerial, accounting, ethical, etc.

CHAPITRE V

JOBS ENABLING IN THE INFORMAL SECTOR: ISSUES AND CHALLENGES FOR THEIR DEVELOPMENT

Numerous studies have shown that the difference in productivity between formal and informal sector enterprises, in Africa as elsewhere in the world, is considerable and that an informal enterprise is much less productive than its formal counterpart. However, this sector has significant potential in terms of wealth and job creation and already contributes significantly to GDP. To take advantage of the potential available to this sector, the State must find jobs that can have a definite impact on the structural transformation of the economy projected for 2030.

I. BUSINESSES IDENTIFIED AS PROMISING BY THE STUDY

Within the meaning of our study, a buoyant profession is one exercised by a large number of actors because of its ability to generate jobs and wealth, and consequently, contributes substantially to the national GDP. Such a job requires that skills related to its practice be acquired and mastered by the worker.

A. Approach used to identify promising professions .

The identification of promising trades in the informal sector was done at three levels.

A.1. *Professions in the priority sectors*

The nomenclature of craft trades developed by MINPMEESA and validated by the INS served as a reference tool. Thus the trades attached to the priority sectors of the SND 30 have been identified in this tool and listed in particular, the trades of the three priority sectors targeted by the MINPMEESA, namely agro-food, forest-wood and cotton-textile-leather . The trades resulting from these sectors have been listed by the statistical nomenclature of craft trades:

Number order	Job title
	Agri-food, food, catering

Number order	Job title
	Oil producer (peanut, shea, sesame, Neem, etc.) Miller Cocoa processor Baker Restaurateur (caterer, cafe turns back, seller of bean fritters) Chocolatier Beekeeper

forest-wood	
	Feller-sawyer brusher lumberjack Coal Canoe and other craft builder Cabinetmaker Sleeve maker or tool holder Manufacturer of mortars and accessories Sieve manufacturer wood carpentry machinist Carpenter-fitter Cooper wood turner

Textiles, skins and leathers	
	Tanner Leatherworker cotton spinner Hatter embroiderer Tailor / dressmaker Weaver

A.2. Professions selected from the nomenclature by internal survey of the “Train My Generation ”.

On the strength of their experience in the exercise of their missions at MINPMEESA, each member of the working group established a pre-list of 15 trades from the nomenclature of artisanal trades in Cameroon that they deemed promising. The crossing of these different pre-lists gave rise to a synthetic list of thirty professions contained in the table below:

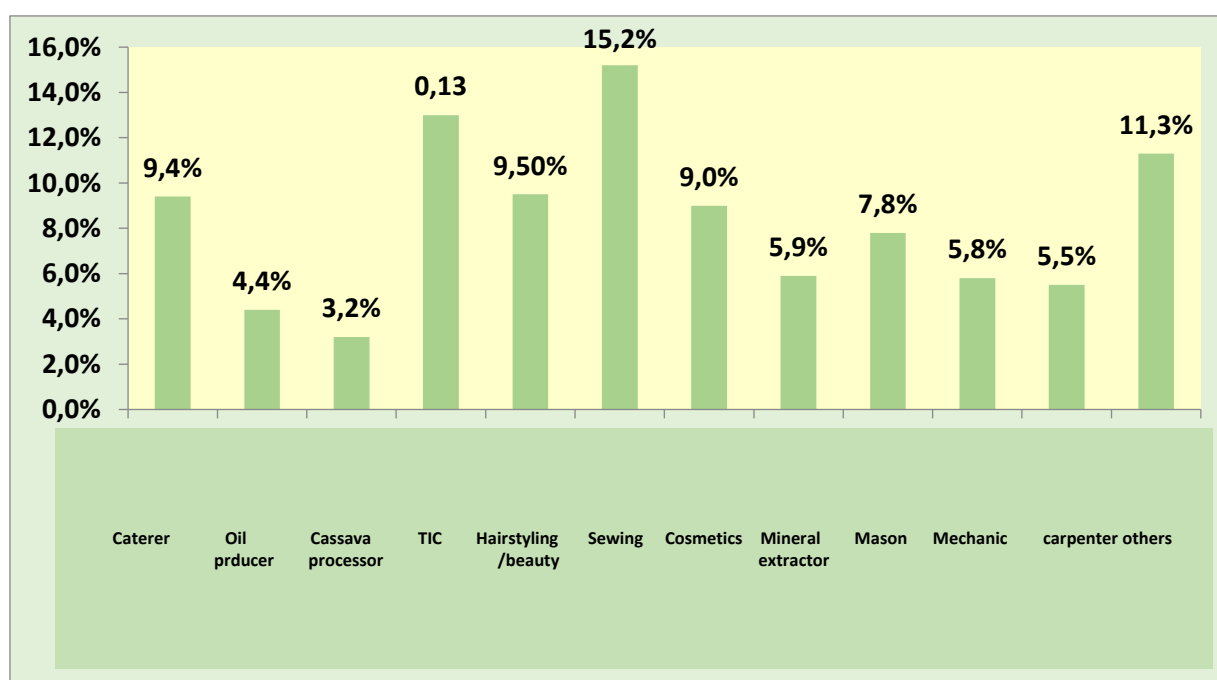
Table 6: List of professions selected from the nomenclature by internal survey of the “Train My Generation »

NUM	JOB	NUM	JOB
1	Baker	16	embroiderer
2	Chocolatier	17	Traditional healer
3	Electrician	18	Carpenter
4	Automotive electrician	19	Boilermaker
5	Builder	20	Decorator
6	Plumber	21	Cabinetmaker
7	Jeweler	22	Small cafe operators, drinking establishments
8	Shoemaker	23	Small restaurant operators
9	Dressmaker	24	Manufacturer of alcoholic beverages
10	Car mechanic	25	junkyard
11	Dairy producer	26	Florist
12	Honey producer and processor	27	Leatherworker
13	sheet metal worker	28	metal carpenter
14	cassava processor	29	pastry chef
15	Butcher	30	house painter

A.3. Promising professions identified by the survey of players.

The survey carried out among workers in the informal sector as part of this study revealed the existence of two job segments, one of which is made up of potentially job-creating activities (progressive jobs) and the other of scattered professions whose true contribution to job creation and improvement of the living conditions of its actors is difficult to establish (involutive professions). Only evolving professions were retained in the context of this study.

Graph 19: Main growth professions in the informal sector according to the actors.



Source: MINPMEEESA – Survey data

B. Growth occupations in the informal sector identified by the study

The synthesis of all the lists resulting from the approach made it possible to bring out an indicative list of about twenty jobs in the informal sector identified as carriers. This list also takes into account the delimitation made of the scope of the study. The illustrative table of these professions is presented below.

Table 7: Summary list of growth professions in the informal sector identified by the study

No.	List of trades
1.	oil producer
2.	Cassava processor (tapioca, couscous, chips, etc.)
3.	Beekeeping
4.	Hairdressing and aesthetics
5.	mineral extractor
6.	Cocoa processor
7.	Cosmetic
8.	Sewing
9.	Decoration
10.	Carpenter
11.	Computer science
12.	Masonry
13.	Restoration
14.	Leather goods
15.	Mechanic
16.	Carpentry
17.	Traditional practitioner / Naturopath
18.	sheet metal
19.	Plumbing
20.	Shoemaker

However, the implementation of TMG, in the identification and structuring component, will make it possible to confront the realities on the ground, the relevance of the trades it contains, in order to effectively retain, in a given locality only trades which have an anchoring proven territorial and likely to positively impact the resilience of the locality and improve the living conditions of the actors working there.

II. ISSUES AND CHALLENGES OF DEVELOPING PROMISING PROFESSIONS IN THE INFORMAL SECTOR.

Most of the trades in the informal sector identified as promising by this study have been subject to a legal framework within the framework of the publication by MINPMEESA of the list of craft trades.

In addition, informal actors in these trades can also regularize their situation through formalization at the Business Creation Formalities Center (CFCE), in order to practice in a formal environment. Group entrepreneurship gives several players in the informal sector in a given sector the opportunity to pool their strengths and practice in a grouped and associative manner within the structures of the social economy. This means that a framework is marked out to enable informal sector trades to be capitalized and to contribute, by strengthening the capacities of actors, the availability of qualified labor and the production of goods and competitive services, respecting the required standards. The issues and challenges are therefore examined through the prism of projections of economic development in Cameroon guided by SND 30.

A. Challenges of the development of promising trades in the informal sector

The issue being what we could gain or lose in a given context, it is a question here of highlighting the beneficial aspects that could result from the appropriate supervision provided to actors in the informal sector and to their activities in promising professions. .

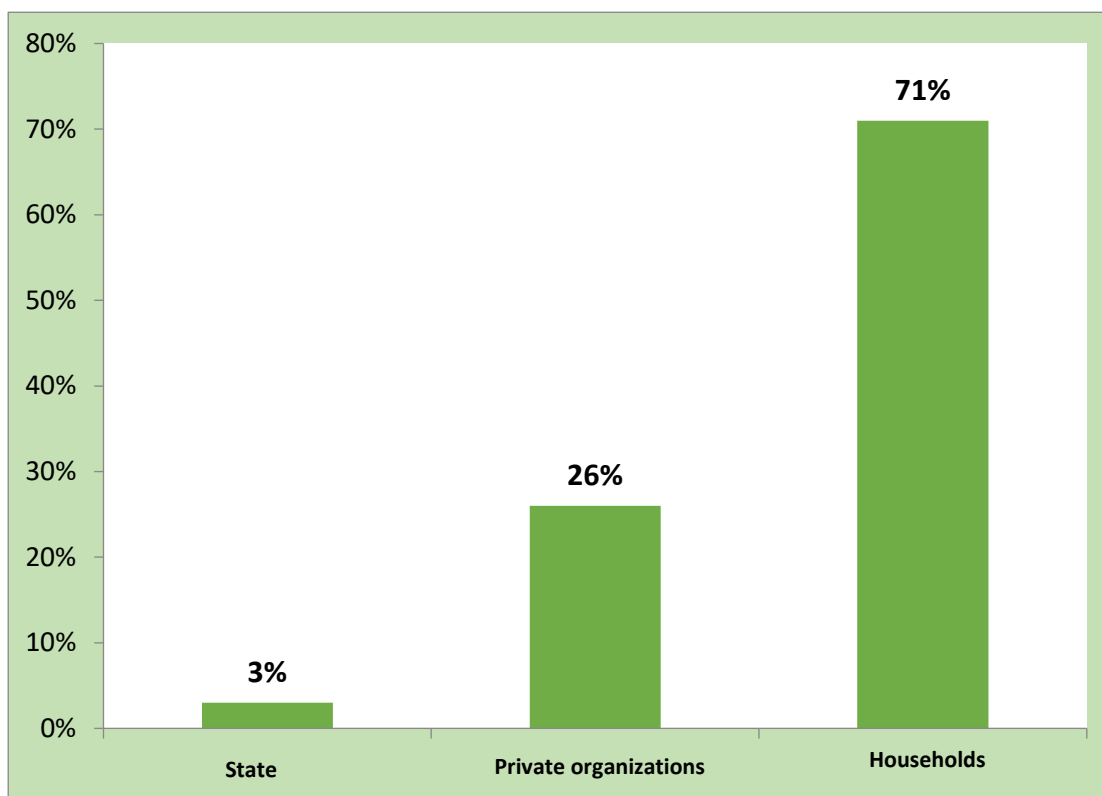
All azimuths can be quoted here:

- The development of human capital which would contribute to making a qualified workforce available and operational;
- The valuation of actors seeking recognition with a view to a positive evolution in the categorization of the status of the profession
- Creation at the local level of jobs through the development and promotion of entrepreneurship;
- Improvement of the conditions of exercise of the activity and the life of the actors (Decent work);
- Improving the quality of goods and services produced;
- Improvement of the level of income of the actors;
- Broadening of the tax base of localities.
- Economic resilience of localities;

B. Challenges to be met for the development of promising trades in the informal sector

In order to give actors in the informal sector exercising promising professions the opportunity to contribute to the achievement of the above-mentioned issues, it is strategically important to address in a strong, determined, constructive, consistent and sustainable manner , the challenges that hinder the emergence of actors likely to have a positive impact, through their contribution, on the march towards the transformation of the Cameroonian economy.

Graph 20: Nature of clients, goods and services of the informal sector



Actors in the informal sector, who are actors in the very small economy, because they produce on a very small scale, goods and services that primarily meet the needs of households and small purses (*Graph 20 above*), would deserve that a revolutionary framework is provided to them, so that they can be valued and recognized by the nation for their decisive role as active players in social cohesion and economic resilience.

To achieve this, the following challenges must be able to be systematically and systemically addressed:

- Identification of actors;
- Identifying their needs
- Organization and structuring of actors;
- Formalization of actors;
- Efficient support for actors (financial and non-financial);
- Certification of actors;
- Promotion of actors and their activities;
- Monitoring of actors and their activities;

TROISIÈME PARTIE :

**PROPOSED APPROACH FOR THE
IMPLEMENTATION OF THE « *TRAIN MY
GENERATION* » PROGRAM**

- Starting from the observation that most of the workforce is housed in the informal sector where more than 90% of the assets work there and that most of these workers are trained on the job, therefore devoid of official recognition;
- Considering the postulate that training is the major element of the modernization of the informal sector in the sense that it must manage to achieve **an increase in the skills of the actors , the improvement of their conditions of exercise and the raising of the level of profitability of their activities ;**
- Considering the sovereign missions of MINPMEESA as a government actor responsible for the development, implementation and evaluation of government policy in the area of development of small and medium-sized enterprises, the social economy and crafts , in particular in its prerogative of identifying the possibilities of migration of actors from the informal sector towards crafts and micro-enterprises;

And in line with the sectoral orientations of the national development strategy 2020-2030 (SND 30) which stipulate that; “ *An effective strategy would therefore consist in acting on levers that can promote the formalization of activities in the informal sector by really removing the bottlenecks to formal entrepreneurship,*

A successful migration of activities from the informal to the formal inevitably requires putting in place measures relating to the issues of financing, taxation, guaranteed outlets, administrative procedures and the legal framework ”. The concern would therefore be that “ ***Train My Generation*** ” can be operationalized at MINPMEESA following an integrated approach that combines the elements of the postulate stated above.

With a view to implementing the “ ***Train My Generation*** ” by MINPMEESA, the suggested approach is a fusion of strategies practiced here and elsewhere. It is a support mechanism that offers an integral action that organizes, promotes, encourages and facilitates the empowerment of informal actors through efficient support capable of truly shifting the migration of a greater number of these actors towards the formal economy (chapter V) and whose financing calls for the exploration of a few avenues (chapter VI).

CHAPITRE VI

IMPLEMENTATION MECHANISM OF THE “TRAIN MY GENERATION” PROGRAM FOR THE MIGRATION OF WORKERS IN GATHERING OCCUPATIONS FROM THE INFORMAL SECTOR TO THE FORMAL SECTOR

The dynamism and perpetual evolution of the realities of the informal sector require a permanent search for intervention methods that adapt to the new challenges of this sector. The proposed mechanism is part of the implementation of public policies on the migration of informal to formal production units through the training and development of actors.

Beyond the certification to be acquired by them, the mechanism takes into account their needs in:

- Structuring;
- Strengthening of technical, managerial and financial capacities;
- Equipment;
- Tracking themselves and their activities.

In a simplified way, the mechanism is structured around four components, namely the structuring of actors, capacity building, financing and monitoring and evaluation. It consists of proposing an operational and functional support system allowing the migration of technical workers from the informal sector to the formal sector, accompanied by a timetable for the operationalization of this study.

I. LAYOUT OF THE MECHANISM

The process of the mechanism is made up of its components, its organic structure and its intervention approach.

A. Mechanism components

The proposed mechanism consists of four components, namely:

- Communication ;
- Structuring of actors in municipalities;
- Capacity building and support for certification stakeholders;
- Support for the installation and promotion of actors.

B. structure of the mechanism

The organic structure is all of the bodies responsible for implementing the programme. It could look like this:

Table 8: Proposed organic structure of the mechanism for implementing “Train My Generation »

ORGAN	RESPONSIBLE	OTHER STAKEHOLDERS	Tasks
Steering committee	SG / MINPMEESA		<ul style="list-style-type: none"> • The missions of these different bodies and their composition will be worked out as soon as the study in general and the mechanism in particular have been validated. • The national coordination team of the TMG program will be responsible for preparing the specifications for networking, follow-up support and any other document useful for the easy implementation of TMG.
National coordination	A national coordinator appointed by MINPMEESA		
Regional office	Regional delegates		
Departmental branch	The departmental delegates		
Communal branch	The mayor	<ul style="list-style-type: none"> • Informal sector actors; • umbrella organizations; • Training structures; • Resource persons • DD/MINPMEESA 	

C. Intervention approach

The intervention approach will be developed as soon as the TMG program is validated. But, in general, it will begin with the identification of the actors in the municipal craft offices (BCA). Then, they will be structured by trades and the municipal branch chaired by the Mayor, assisted by the DD/MINPMEESA will select, on the basis of previously defined criteria, the players in promising trades likely to benefit from the support available within the framework of the *Train My program generation* .

Periodic monitoring of activities will be done under the technical coordination of the departmental delegate and the supervision of the mayor. The town halls whose actors will have been supported by TMG, will guarantee to provide spaces for meeting and promoting the actors of promising professions in their locality.

II. OPERATIONALIZATION OF THE MECHANISM

The operationalization of the mechanism declines the activities that will be carried out in each component.

A. Breakdown of the mechanism's activities

component	Goals	Activities	Tasks	Costs	Indicators	Target	Output
1. Communication	Allow ownership of Train My Generation	Information	Organization of a press conference to launch and present the program to 20 media.	10,000,000	Number invited and present	20 media	Conference organization report
			Production of 5,000 brochures presenting Train My Generation	5,000,000	Number of brochures produced	5000 informal actors	Leaflet distribution report
		Sensitization	Organization of 10 regional awareness-raising workshops for municipal executives and supervisory structures	150,000,000	Number of workshops organized	1,440 municipal officials	General report of the organization of the workshops
			Buying space in regional media	10,000,000	Number of spaces purchased	General public	Technical report of the passage in the media
TOTAL COST COMPONENT 1				175,000,000 F (One hundred seventy-five million)			

component	Objective	Activities	Tasks	Costs	Indicator	Target	Output		
2. Structuring of actors in municipalities	Allow a good organization of the actors in the municipalities	Organization of informal actors around growth professions	Identification of actors and professions and needs in the municipalities	720,000,000	Number of actors identified				
			Bringing together actors from promising professions	72,000,000	Number of groupings constituted	1080 of 3 trades per municipality	Communal networking reports		
			Identification of support structures and mentors	30,000,000	Number of structures and mentors identified	500 structures and mentors	Credentials activity report		
		Networking	Organization of presentation and validation sessions for promising professions	150,000,000	Number of presentation and validation sessions of promising professions organized	10 sessions	Report on the organization of the presentation and validation sessions of promising professions		
			Organization of networking workshops for actors by profession	72,000,000	Number of workshops organized	360	Workshop organization report		
		Support for the formalization of networked actors	Strengthening the material capacities of 360 municipal craft offices	360,000,000	Number of equipped offices	360 BCAs	BCA Equipment Report		
			Support for the formalization of informal mentors	36,000,000	Number of formalized mentors	360 mentors	Formalization report of mentors		
			Support for the formalization of networked actors	108,000,000	Number of networks supported in formalization	1080 networks	Network formalization report		
		TOTAL COST COMPONENT 2				1,548,000,000 F (ONE BILLION FIVE HUNDRED FORTY-EIGHT MILLION)			

component	Objective	Activity	Tasks	Costs	Indicator	Target	Output
3. Capacity building and support for certification players	Improve the performance of networked actors to make them more competitive	Capacity building of informal actors	Organization of review workshops and validation of training modules	150,000,000	Number of workshops organized	10 workshops	Workshop organization report
			Organization of training sessions	720,000,000	Number of training sessions organized	1080 sessions	Training session organization report
		Accompanying actors to certification	Organizing actor aptitude tests	116,000,000	Number of actors who passed the test	3000 actors	Report of the progress of the tests
			Organization of the ceremonies of handing over of the parchments	116,000,000	Number of scroll delivery ceremonies held	58 ceremonies	Report on the organization of the parchment delivery ceremonies
TOTAL COST COMPONENT 3				1,102,000,000 F (one billion one hundred and two million)			

component	Objective	Activity	Tasks	Costs	Indicator	Target	Output
4. Support for the installation and promotion of actors	Financially support actors and mentors in the acquisition of the equipment necessary for the exercise of their professions	Installation support	Acquisition and installation of technical production equipment	2,160,000,000	Number of networks supported	1080 networks	Financial accompanying report
			Training in the use of technical production equipment	108,000,000	Number of networks trained in the use of equipment	1080 networks	Equipment use training report
		Promotion of actors in municipalities	Support for the development of promotional spaces	360,000,000	Number of equipped spaces	360 spaces	Space planning report
			Equipment support for "Training Sections" in 12 craft villages	36,000,000	Quantity of equipment installed	12 towns	Equipment installation report
			Support for the establishment of "promotion houses for promising professions"	360,000,000	Number of "housing for the promotion of promising professions" set up	360 houses	Report on the establishment of "promotion houses for promising professions"
		Activity tracking	Establishment of a municipal monitoring committee	360,000,000	Number of committees set up	360 committees	Monitoring committee report
			Activity evolution control descent	180,000,000	Number of raids performed	360 descents	Activity progress control report
		TOTAL COST COMPONENT 4				3,564,000,000 (Three billion five hundred and sixty four million)	
TOTAL PROGRAM COST				6,389,000,000 F (SIX BILLION THREE HUNDRED AND EIGHTY-NINE MILLION)			

B. Implementation of the mechanism in a pilot region .

The choice of the pilot region will be made in due time.

component	Objective	Activity	Tasks	Costs	Indicator	Target	Output
1. Communication	my train gender in the Adamawa Region	Information	Organization of a press conference to launch and present the program to the media of the Adamawa Region	1,000,000 F	Number of guests and present	05	Conference organization report
			Production of 500 brochures presenting Train My Generation in the Adamawa Region	500,000 F	Number of brochures produced	250 informal actors	Leaflet distribution report
		Sensitization	Organization of a regional workshop to raise awareness of municipal executives and management structures on the appropriation of <i>Train My Generation</i>	15,000,000 F	Number of workshops organized	63 municipal officials	General report of the organization of the workshops
			Purchase of spaces in the media of the Adamawa Region	1,000,000 F	Number of spaces purchased	General public	Technical report of the passage in the media
PHASE 1 COST				17,500,000 F (SEVENTEEN MILLION FIVE HUNDRED THOUSAND)			

component	Objective	Activity	Tasks	Costs	Indicator	Target	Output		
2. Structuring of actors in the municipalities of the Adamawa Region	Allow a good organization of actors in the municipalities of the Adamawa Region	Organization of informal actors around promising professions in the Adamawa Region	Identification of actors in promising professions and needs in 21 municipalities of the Adamawa Region	42,000,000 F	Number of players in promising professions identified and number of needs identified	Informal sector actors	Reports and Minutes of the structuring of the 21 communes of the Adamawa Region		
			Grouping of players in promising professions in the Adamawa Region	7,200,000 F	Number of groupings constituted	63 due to 3 professions per municipality	Municipal networking reports of the Adamawa Region		
			Identification of support structures and mentors	3,000,000 F	Number of structures and mentors identified	50 structures and mentors	Identification activity report		
		Networking	Organization of the presentation and validation session of promising professions	15,000,000 F	Number of presentation and validation sessions of promising professions organized	1 semester	Organization report of the presentation and validation session of promising professions		
			Organization of networking workshops for actors by profession	4,200,000 F	Number of workshops organized	21	Report on the organization of the workshops in the 21 municipalities of the Adamawa Region		
		Support for the formalization of networked actors	Strengthening the material capacities of municipal offices	21,000,000 F	Number of BCAs equipped	21 BCAs	BCA Equipment Report		
			Support for the formalization of informal mentors	3,600,000 F	Number of formalized mentors	21 mentors	Formalization report of mentors		
			Support for the formalization of networked actors	10,800,000 F	Number of networks supported in formalization	63 networks	Network formalization report		
		PHASE 2 COST				106,800,000 F (ONE HUNDRED SIX MILLION EIGHT HUNDRED THOUSAND)			

component	Objective	Activity	Tasks	Costs	Indicator	Target	Output
3. Capacity building and support for certification players	Improve the performance of networked actors to make them more competitive	Capacity building of informal actors	Organization of a review workshop and validation of the training modules	15,000,000 F	Number of workshops organized	01 workshop	Workshop organization report
			Organization of training sessions	42,000,000 F	Number of training sessions organized	63 sessions	Training session organization report
		Accompanying actors to certification	Organizing actor aptitude tests	11,600,000 F	Number of actors who passed the test	300 actors	Report of the progress of the tests
			Organization of the ceremonies of handing over of the parchments	11,600,000 F	Number of parchment handover ceremonies held	5 ceremonies	Report on the organization of the parchment delivery ceremonies
STAGE 3 COST				80,200,000 F (EIGHTY MILLION TWO HUNDRED THOUSAND)			

component	Objective	Activity	Tasks	Costs	Indicator	Target	Output
4. Support for the installation and promotion of actors	Financially support actors and mentors in the acquisition of the equipment necessary for the exercise of their professions	Installation support	Acquisition and installation of technical production equipment	216,000,000 F	Number of networks supported	63 networks	Financial accompanying report
			Training in the use of technical production equipment	10,800,000 F	Number of networks trained in the use of equipment	63 networks	Equipment use training report
		Promotion of actors in municipalities	Support for the development of promotional spaces	36,000,000 F	Number of equipped spaces	21 spaces	Space planning report
			Equipment support for the "training sections" of craft villages	3,000,000 F	Number of craft villages equipped	1 "training section" of a craft village	Installed equipment report
			Support for the establishment of "promotion houses for promising professions"	36,000,000 F	Number of "housing for the promotion of promising professions" set up	21 houses	Report on the establishment of "promotion houses for promising professions"
		Activity tracking	Establishment of a municipal monitoring committee	36,000,000 F	Number of committees set up	21 committees	Monitoring committee report
			Activity evolution control descent	18,000,000 F	Number of descents made	21 descents	Activity progress control report
		PHASE COST				355,800,000 F (THREE HUNDRED FIFTY-FIVE MILLION EIGHT HUNDRED THOUSAND)	
TOTAL COST OF THE POITT PHASE				560,300,000 F (FIVE HUNDRED AND SIXTY MILLION THREE HUNDRED THOUSAND)			

CHAPITRE VII

MECHANISM FUNDING AND PROGRAM EVALUATION

Funding for the implementation of the “ *Train My Generation* ” can present itself as a major concern in a context of scarcity of resources. However, the issue of the need to train actors in the informal sector on a massive scale with a view to their migration to the formal sector, leads to in-depth reflection aimed at exploring ways of financing this program which presents itself as a capital tool for the achievement of one of the major objectives of the SND30: “ *to migrate a greater number of workers from the informal sector to the formal sector* ”.

Before exploring the avenues themselves, we will recall the traditional financing mechanisms used in the past by the State in such circumstances.

I. CLASSIC STATE FUNDING TOOLS

With regard to financing actors in the informal sector with a view to their migration, the government has in the past made resources available to enable these actors to develop their activities. In this regard, we will endeavor to highlight the government instruments for direct financing of the informal sector (A) and the instruments for indirect financing of the informal sector (B).

A. Government instruments for direct financing of the informal sector.

These instruments range from integrated programs to the provision of resources to certain micro-finance establishments in order to finance VSEs in the informal sector. We can note among others:

- The Integrated Support Program for Actors in the Informal Sector (PIAASI);
- The provision by MINPMEESA of lines of financing to certain microfinance institutions (ACEP Cameroon).

A.1. *The Integrated Support Program for Actors in the Informal Sector (PIASSI).*

This program is, without a doubt, one of the key instruments of the public authorities' policy in this area. The Government of Cameroon, through it, has disbursed several billion CFA francs to finance thousands of projects carried out by these young entrepreneurs operating in the informal sector. The setting up of such a tool was in fact aimed at “ensuring better supervision of young people massively established in the informal sector of our economy and

maximizing the quantity and quality of the possibilities of creating new productive, stable and decent jobs”.

Specifically, we note among others:

- support for the organization of the informal sector, in the sense that it aims to structure the actors of the informal sector, the reinforcement of organizational capacities, the development in each district of a national file of informal actors drawn up region by region and constituting a reference document for the public authorities.
- support for the training of actors in the informal sector: this involves training actors in the sectors, strengthening technical and managerial capacities.
- support for the financing of micro-projects, by setting up a revolving fund for financing activities in the informal sector at an interest rate of 6% repayable in 10 monthly installments after a deferred period of 6 months.

With regard to the financing of projects in the informal sector, PIASSI support is essentially oriented towards activities related to handicrafts, production and the least favored services in terms of capital, equipment, technical skills and income.

Thus, 10 regional files of actors in the informal sector have been drawn up, 465 master craftsmen have been trained in various trades, 13,915 actors have been trained, 12,651 micro-projects have been financed in the Far North region of Cameroon. In general, the program opts for the creation of more than 50,000 jobs for young Cameroonians. The coverage radius of the projects financed on the national territory is 310 districts covered out of the 360. Partnership agreements signed with 70 municipalities, more than 940 million CFA francs paid by the projects financed between 2005 and 2015 under patents and discharge taxes. The support of this Program was indeed multifaceted, and the results of its implementation were more or less promising, according to officials. As a follow-up, out of the 50,000 jobs projected in the long term, the PIAASI has enabled the creation of more than 20,000, or 5,012 direct jobs and 15,530 indirect jobs for young people. Also, as part of its monitoring mission, “regular visits were organized in the field to assess the implementation of the various micro-projects”.

Finally, for the three-year period (2017-2019), the PIAASI had set itself even greater ambitions. In particular, to eventually structure 750 micro-enterprises at the rate of 250 per year, transferred to the formal sector. It was also about strengthening the technical and managerial capacities of 5,400 group promoters over a three-year period, ie 1,500 during the first year, 1,800 the second year and 2,100 the last.

A.2. Lines of financing of MINPMEEESA with certain Microfinance Institutions: case of ACEP Cameroon.

With the aim of boosting the informal sector, MINPMEEESA signed an agreement with the micro-finance establishment ACEP, which enabled it to provide this establishment with financial resources to enable it to deploy in the remote areas of the national triangle with a view to supporting actors in the informal sector and VSEs by granting them very short-term financial assistance to enable them to migrate to the formal sector.

B. Instruments for indirect financing of the informal sector by the Government

Some actors in the informal sector in Cameroon, although sometimes put to the test and hunted down, especially those in involuntary activities, continue to resist and hold on in the pursuit of their activities. This situation is due to the fact that these actors who have specialized in their activities have acquired a taste for it and do not want a kind of retraining. This could be explained more by indirect support from the government vis-à-vis them. These include the non-existence of dedicated or less restrictive taxation and exemptions of all kinds.

Moreover, these actors do not keep accounts. In these circumstances, the absence of taxation contributes indirectly to the financing of this sector which feels freer, and is refinanced thanks to the profits generated by their activities. There is no license, no trade register, no taxpayer card to pay, no prepayments on rents. On the other hand, those of progressive activities are subject to the discharge tax whose rates, ranging from 10,000 FCFA to 100,000 FCFA per year, vary according to the volume and type of activity carried out. This tax is also less restrictive, since it can be paid quarterly or annually.

If in the past, the State was able to give itself the means to implement programs in favor of actors in the informal sector, it could always, within the framework of TMG, reproduce the same pattern.

C. Some ways of funding for the implementation of the "Train My Generation".

Funding for the "*Train My Generation*" could be done through a number of tools.

C.1. Funding by Technical and Financial Partners (PTF).

It will be a question here of conducting research with our TFPs, which technically and financially support actors in the informal sector in migrating to the formal sector. Along with the final report of the study, which will serve both as an element of maturity and advocacy, it will be submitted to the TFPs. To this end, the latter will give applicants the conditions to be

met in order to be supported, and when all these conditions are met, this will lead to the signing of a partnership agreement where the various areas to be financed will be highlighted.

C.2. Setting up a Special Assignment account.

The other tool for financing actors in the informal sector for their migration to the formal sector would be the establishment by the MINFI of a Special Allocation Account. As its name suggests, the “CAS” is an account opened by the public treasury with another public administration, and which is used for the exclusive financing of activities related to the promotion of any policy. Its resources come from the deduction of a fraction or a certain percentage of the income generated by the implementation of this policy.

In the case in point, since the informal sector is a contributor to GDP, it would be good form for a certain percentage to be deducted to finance these players migrating to the formal sector so that, not only do they become real entrepreneurs who create wealth and jobs, but that they contribute more to GNP.

C.3. Financing of priority activities of the mechanism by the BIP.

During the preparation of the public investment budget for year N+1, the priority activities of each component of the mechanism will be matured with a view to their inclusion in the MTEF and consequently in the budget. This option is taken into account as a last resort if no partner expresses interest and if no other financing tool has been put in place, in particular the special account for the support of informal sector actors in migration. towards the formal.

II. ROGRAM E VALUATION

Monitoring and evaluation is an inseparable couple. In fact, monitoring and evaluation is the constant examination of the project within the framework of its organization by means of a mechanism combining the fixed intermediate results, evaluation questions and indicators.

It is also the evaluation of the resources mobilized during the process of implementing a project as it unfolds, based on both quantitative and qualitative results indicators. The main stakeholders involved in the project (such as project beneficiaries, officials in charge of implementation, etc.) can participate directly in the monitoring phase, notably through interviews and surveys. While monitoring is applied continuously throughout the course of the project, project evaluation is more periodic and effective.

Monitoring and evaluation tools provide a better understanding to what extent and how a public policy or project achieves the expected results, in particular by providing key information on each component of this policy or project.

has. Goals	b. Resources	vs. Activities	Products	Results	Long term results
(specific objectives of the program or project to be implemented)	(financial, human and other resources to be mobilized to set up activities)	(set of implemented tasks that have received a resource assignment)	(products to be delivered under the control of the implementing agency)	(Use of products by beneficiaries and stakeholders outside the control of the implementer)	(multidimensional changes over the long term)
→	→	→	→	→	→
Tracking whether the program or project is being implemented as planned				Evaluation to know if the program or project is effective in the results achieved	

Monitoring is a critical and systematic observation of the achievements of a project based on the criteria defined during the planning phase (ex-ante evaluation report, loan agreement, action plan, or any other document pertinent) ; its purpose is to improve the functioning of the project.

- Evaluation is the measure of the degree of achievement of the objective of a project and its components. It includes analyzes of the discrepancies between achievements and forecasts, the effectiveness of the means implemented and the effects of the project. Monitoring and evaluation differ, but are closely related. They are of equal importance and mutually reinforcing. By using certain indicators, monitoring provides quantitative and qualitative data useful for evaluation activities. Monitoring and evaluation use the same sources of information, but differ in the points listed in the table below:

FOLLOWED	EVALUATION
Systematic, permanent	Punctual
Focus on planning	May challenge planning
Fits into the project management structure	Is not necessarily made by an internal service (consulting firm or consultants)
Highlights discrepancies and their causes	Analyzes the cause of discrepancies and proposes possible solutions
The results help in the better management of the project	Results help decision-making

FOLLOWED	DIMENSION	EVALUATION
Periodic, regular	Frequency	Episodic

Continuous monitoring, keeping up to date	Purpose	Appreciation
Improve implementation progress, efficiency, adjust work	Primary objective	Improve relevance, impact, future programming
short term	Horizon	Long term, beyond the purpose of a specific program
Inputs, Processes, Outputs and Outcomes	Emphasis is placed in the program or project cycle	Outputs, effects, impacts
Work plans, performance targets and benchmark	References for comparison	Broader goals, strategies, and also external standards (benchmark).

It is important to specify that within the framework of the *Train My Generation* , these are the activities that will be monitored frequently while the mechanism will be evaluated periodically. However, the instruments will be adapted to the mechanism, in particular the definition of monitoring frequencies and evaluation periods.

RECOMMENDATIONS

- R.1.** Take the necessary steps to position the “ *Train My ” program Generation ”* at MINPMEESA as a strategic instrument for the migration of workers from the informal sector to the formal sector;
- R.2.** Operationalize the entrepreneur regime prescribed by the OHADA Uniform Act which offers a more incentive environment for the migration of the small promoter;
- R.3.** Create a government consultation framework for the coordination and evaluation of the activities of the “ *Train My generation ”*;
- R.4.** Set up a financing and support fund for the formalization of actors in promising trades in the informal sector. ;
- R.5.** Reinforce, through human and material resources, the municipal crafts offices, in order to make them efficient in their central role of identifying and structuring informal actors, beneficiaries of the “*Train My generation ”*;
- R.6.** Strengthen the logistical capacities of the "Training Sections" in the 12 artisanal villages of Cameroon, in order to set up specialized “ *Train My Generation »*
- R.7.** Encourage Web developers to take an interest in the problems of the informal sector, in order to encourage them to implement digital solutions in favor of formalization;
- R.8.** Encourage the municipalities to promote the actors of promising professions in their localities, by creating and setting up centers for actors of "promising professions"
- R.9.** Develop a MINPMESSA/MINEFOP consultation framework to facilitate the certification of actors supported by the “ *Train My Generation »*

GENERAL CONCLUSION

The study on the implementation by MINPMEESA of the "Train My Generation " revealed that the informal sector is characterized by several shortcomings, the most salient of which are:

- Difficulties in identifying / registering actors;
- A weak structuring of the actors;
- Low financial income (serving a large number of poor people);
- The maintenance of unfair competition against formal enterprises;
- A very low contribution to tax revenue;
- A low level of organization of the activity;
- Rudimentary equipment;
- Difficulties in accessing banking institutions ;
- A lack of activity accounting ;
- Low coverage of the risks incurred in the exercise of the activity (decent work deficit ;
- Activities carried out in precarious and unstable conditions ;
- Difficulties in accessing conventional markets ;
- Vulnerability to social and economic shocks ;

And moreover that there coexists, within this "sector", subsistence activities carried out by necessity (survival in a context of poverty, exclusion from the formal sector) and real entrepreneurs seizing the opportunities offered by informality (voluntary choice , exit). On the side of the lower, majority segment, there is a large proportion of auto-entrepreneurs, rather young and unskilled workers. This segment is more of a refuge in the absence of employment in the formal sector: the poorest create their own businesses more by default than by choice. *On the side of the upper segment, minority in number* , are found in particular the small owners of micro and small businesses, whose incomes are often higher than the minimum wage in force, or even the average wage in the formal sector. They have socio-demographic characteristics that are the opposite of those of the previous segment. This “informal wholesale” is found in particular in import-export, wholesale and retail trade, transport and construction .

However, in spite of the weaknesses noted above, the statistics available on this sector revealed that it is mainly a provider of jobs, since more than 90% of workers work there in Cameroon. A large unskilled workforce is housed there and still provides income to its actors and creates wealth.

The fifteenth OIT conference recognized that, if some of the trades practiced in the informal sector were supervised and supported, they would provide a greater number of jobs of better quality and would create more wealth in terms of goods and services.

The strategic government instrument, the " *Train My Generation* " is a great opportunity given to the Government to reach the majority segment of this informal sector, made up for the most part of operators working on a small scale in professions identified as promising. The migration of actors in these targeted professions would have a definite impact on improving living conditions, the economic and social resilience of Decentralized Territorial Communities, as well as on Cameroon's projections by 2030.

Also, at the regional level, the operationalization of the " *Train My Generation* " in the "training" sections of the craft villages, would promote the emergence of specific identities of the Regions centered on the most common trades which are exercised in coherence with the availability of local biodiversity.

It would therefore be advisable for politicians to make every effort to enable MINPMEESA to implement this strategic and decisive instrument for the migration of a large number of workers from promising trades to the formal sector.

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