



## Vers de réseaux plus résilients de personnels vétérinaires pour l'Afrique 2024

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*La santé animale est notre santé. C'est la santé de tous*



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# Survey on the professional integration of graduates from the National Zootechnical and Veterinary Training Centres of Maroua, Jakiri and Foumban: cohorts 2010 to 2022

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# Plan



- **Background**
- **Objectives**
- **Methodology**
- **Results**
- **Recommendations**
- **Conclusion**



# 1. Background

- 'Eradicate poverty in all its forms and in all countries, protect the planet and ensure prosperity' is one of the general objectives of Sustainable Development Goals.

## Agenda 2063



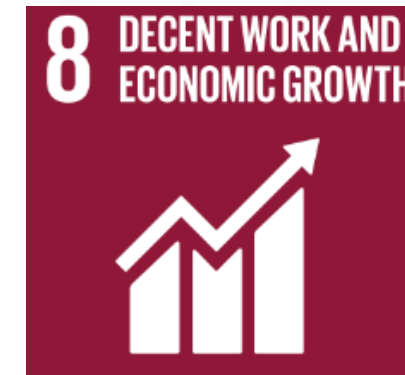
THE AFRICA WE WANT

- Livestock Development Strategy (LiDeSA) – African Union's aim to transform the livestock sector in order to improve its contribution to socio-economic development and equitable growth.



International  
Labour  
Organization

- encourages countries to promote working conditions that are fair, safe and respectful of workers' rights. **8 Decent work indicators**





# 1. Background



- National Development Strategy 2020-2030 (SND-30):
  - (i) *structural transformation of the national economy,*
  - (ii) **development of human capital and well-being,**
  - (iii) **promotion of employment and professional integration**
  - (iv) *governance, decentralisation and strategic management of the State.*

- Nearly 7,200 veterinary paraprofessionals (VPPs) have been trained in Cameroon over the past decade in the fields of animal husbandry, animal health, fisheries, aquaculture and veterinary public health.

• **What is the socio-professional integration rate of trained VPPs?**

# 2. Objectives



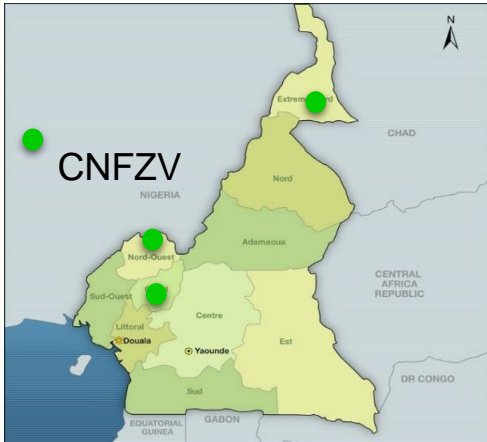
## General objectives

To evaluate the socio-professional integration of graduates from the Maroua, Jakiri and Fouban CNFZVs in order to develop a strategy for improving socio-professional integration in the livestock, fisheries and animal industries sub sector.

## Specific objectives

- Determine the rate of integration of VPPs from the CNFZVs;
- Identify the areas and sectors of activity in which the VPPs work;
- Identify the factors favouring and the main constraints on the socio-professional integration of VPPs in the EPIA sub-sector;
- Identify the key elements characteristic of decent work taken into account when integrating VPPs.

# 3. Methods



- Period: August 2022 to April 2023.
- Target: VPPs from the National Zootechnical and Veterinary Training Centres (CNFZV), private sector employers and MINEPIA personnel managers.

Step 1

- Review of documents available at MINEPIA and in schools;

Step 2

- Development of data collection tools (*questionnaire, interview guide*), testing, adjustment;

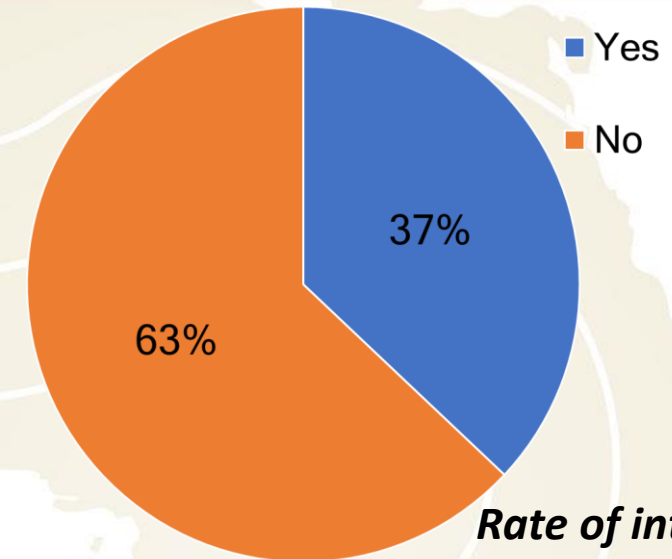
Step 3

- Survey itself (online): Administration of the questionnaire to VPPs using Kobotoolbox and interviewing VPPs by telephone;

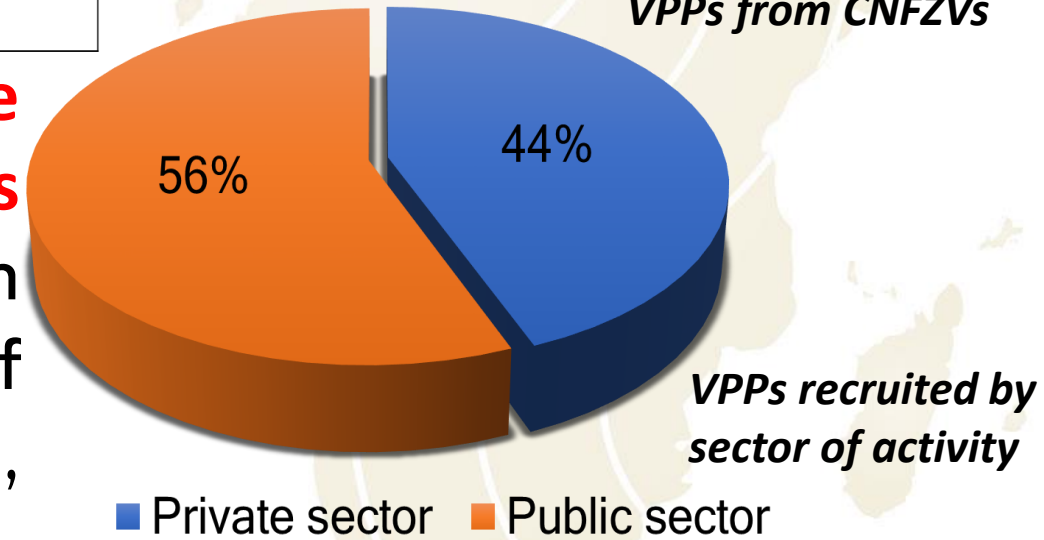
Step 4

- Data analysis: descriptive statistics using Kobotoolbox.

Variables		VPP (N = 939)
Number of respondents	CNFZV Maroua	43%
	CNFZV Fouban	29%
	CNFZV Jakiri	28%
Sex	Male (67%) – Female (33%)	
Entry level of VPP surveyed	GCE A level (43%), GCE O level (30%), Probatoire (28%)	
Predominant profile	VPP Cycle II (43%): Veterinary Nurses, Livestock Technicians and Fisheries Technicians	



*Rate of integration of VPPs from CNFZVs*



*VPPs recruited by sector of activity*

In the private sector, more than **44% are employed, with more than 85% working as salaried employees on** Animal and fish production, Distribution and marketing of medicines, Animal health, Animal feed and equipment.



### ***Factors favouring the socio-professional integration of VPPs in the Livestocks, Fisheries and Animal industries sub-sector***

- Strengthening the initial training system for VPPs;
- Strengthening the existing mechanism for disseminating job opportunities and access to them;
- Promoting research and innovation and setting up a scheme to facilitate access to internships;
- Partnership and collaboration;
- Operationalisation of Career Information and Guidance Centres (CIOP);
- Setting up a fund to finance vocational training;
- Development of continuous training plans tailored to market needs.

## *Main constraints linked to the socio-professional integration of VPPs*

Inadequate support for young people in their search for employment and finance

Lack of a national socio-professional integration policy.

Limited access to continuing training;

Unsatisfactory initial training;

Career guidance in hybrid mode

Access to land and taxation

## 4. Results



The 8 decent work indicators **are partially implemented**:

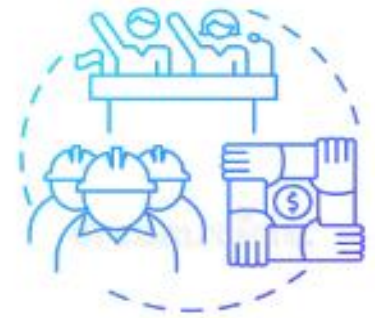
- **Fair salaries: very insufficient basic salary** (*PPV civil service varies between 167 and 198€ while the employee has an average of 106€ per month is a civil servant also knowing that the SMIG in Cameroon is set at 91€.* This does not allow them to live with dignity, taking into account essential needs such as housing, food, health and education).
- **Safe and healthy working conditions: unsafe working environment (physical and mental health)** (*occupational risk allowance is 3 € for VPPs recruited to the public service and non-existent for salaried PPVs.*)



## 4. Results



- **Social protection:** In most cases, premiums for paid leave and sick leave are unpaid (*access to social security, paid leave, sick leave and other forms of social protection to prevent economic deprivation in the event of unforeseen events is effective but not obvious*).
- **Freedom of association and collective bargaining:** There is no such thing as a VPPs association. On the other hand, the PPVs are organized in association.
- **Reasonable work schedules:** work schedules that allow workers to balance their work and personal lives, avoiding burnout and burnout are defined but not always applied.





- **Non-discrimination and equal opportunities:** gender-based actions are carried out in favour of the girl child in the elimination of all forms of discrimination (**female PPVs in both the private and public sectors**). However, nothing is done with regard to aspects related to age, ethnic origin, religion, disability and the promotion of equal opportunities in the workplace.
- **Job security:** lack of a career plan for both public and private sector PPV.
- **Training and skills development:** lack of a continuing education plan developed in both the private and public sectors. On the other hand, sporadic training is organized there



## 5. Recommendations



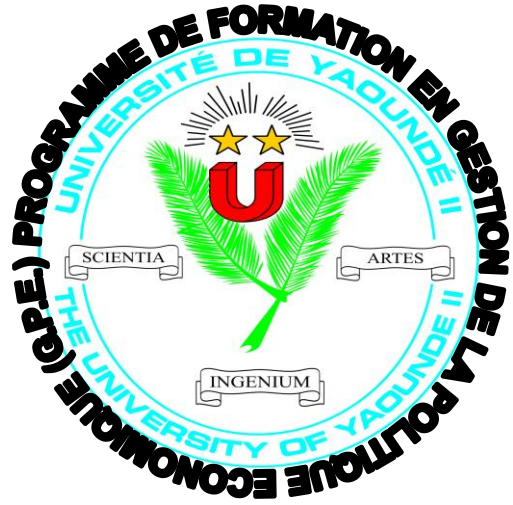
- Develop a strategy for the socio-professional integration of VPPs;
- Strengthen the public-private partnership;
- Set up a fund dedicated to financing agro-pastoral projects;
- Carry out socio-professional integration surveys in the agro-pastoral and fishing sectors;
- Create jobs and sustainable livelihoods while taking into account the International Labour Organization (ILO) indicators on decent work;
- Strengthening technical and financial partnerships to finance the integration of VPPs.

## 6. Conclusion



- Successful socio-professional integration depends on individual motivation, skills and qualifications, social and professional support, and opportunities.
- Post-training follow-up of VPPs remains a challenge.
- It also takes into account the 8 key indicators of decent work.

# Acknowledgments



Ministère de l'Agriculture et  
du Développement Rural



## ATASPAC







# Thank you