



**CHILD AND ENVIRONMENTAL DEVELOPMENT ASSOCIATION
THE GAMBIA**

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STRATEGIC WORK PLAN

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1.Introduction

Child and Environmental Development Association is a Non Governmental Organization. Founded in 2001. Registered in the Gambia by the NGO Affairs Agency and The Association of Non Governmental Organizations TANGO.

Our mission is to facilitate sustainable development of our environment and the lives and livelihoods of the poor and the marginalized, especially women and children. Our vision is that the poor and marginalized, especially women and children are empowered and poverty is alleviated through Participatory Development Process (PDP),

As an indigenous grassroots oriented organization, CEDAG has its National secretariat in Bakau New Town, which is modestly equipped and staffed by a core team of volunteers with the Secretary General as overall management and leader.

In order to facilitate/enhance bottom-up, people centered development initiatives; the organization established volunteer district level coordinators in 10 communities. Community Programme Coordinators are responsible for planning, programming and coordination of project activities at that level and report directly to the National Coordinator. These volunteers were cautiously chosen by their communities, based on their demonstrated previous track records of volunteerism, commitments, leadership, aptitude and integrity among other factors. So far, it has worked well because CEDAG activities and programmes continue to be implemented on time and with a high degree of quality.

CEDAG is committing itself to support all effort already undertaken by its members, communities, government, NGOs and inter-governmental organizations to alleviate the human suffering. We work together with the people at community level in order to ensure that their dignity and rights are protected.

Through our members we have deep historical roots and our networks are closely linked to the cultural social environment of the people and have effective channels of communication that can be utilized.

2. ORGANISATIONAL VALUES.

- Participation
- Pro-poor
- Gender equality
- Respect for indigenous knowledge and technology

3. AREAS OF CONCERN

Some of the areas we have been working in-depth in during the last few year are:

- Child abuse
- Child labour
- Education
- Foster care
- Social exclusion
- Psycho-social development of children
- Newly emerging needs of children and child-right based programming
- Community initiated programmes

4. OUR GUIDING PRINCIPLES

- i. Our guiding principles are firmly rooted in the convention on the right of the child and Africa Charter on the Welfare of a child.
- ii. We believe that children's issues should be understood in the local as well as in the global context.
- iii. We promote the holistic development of children, the empowerment of families and communities and building on available knowledge and local strength.
- iv. We address the underlying dynamics of child neglect, abuse, child labour and discrimination rather than the symptoms.
- v. We see Poverty and lack of community knowledge on the issue that affects them as the cause as well as the outcome of under investing in children.

3. STRATEGIC OBJECTIVES

- A. Improve access and quality of education and healthcare, protection for children
- B. Improve the quality of livelihoods of poor and marginalized women and children, by increasing their food security and promotion and creating more link and opportunities for national and inter-country adoption programmes.
- C. Facilitate the empowerment of women and their institutes to take control of their own development
- D. Transform gender relations through gender awareness and gender-sensitive programming
- E. Increase organizational effectiveness and efficiency through staff capacity building and motivation
- F. Enhance organizational performance through a cultural or learning/sharing, networking and alliance building.
- G. Engage in evidence-based policy and advocacy work on breastfeeding, TB/HIV control and prevention.

4. ACHIEVING OUR STRATEGIC OBJECTIVE

Strategic Objective A

Improve access and quality of education and enhance healthcare, protection for children

4.1. EDUCATION

- Improve school infrastructure and early childhood education facilities within CEDAG Operational Areas.
- Providing Emergency and health care support for children
- Participate actively in the campaign on Education For All
- Support Advocacy activities aimed at influencing education policies
- Creating opportunities for inter-country adoption programmes
- Rehabilitation of Orphans and vulnerable children

4.2 HEALTHCARE

- Establish baseline information on health needs and services, particularly from the perspective of women and children
- Strengthen and build more partnership on its Health Centre Projects (Bakoteh Health and Social Centre)
- Support and promote malaria and TB/HIV Prevention and control efforts for women and children
- HIV/AIDS Advocacy and Awareness campaign

5. Strategic Objective B

Improve the quality of livelihoods of poor and marginalized women and children, by increasing their food security and income levels.

5.1 Food Production Productivity

- Build cereal and seed banking facilities and support cereal and seed distribution and management
- Expand cereal and seed banks activities
- Support community gardens and produce marketing initiatives
- Promote good agronomic practices
- Promote the use of improved seed varieties

5.2 Training, Research, Program, Expansion

- Train relevant community group on identified issues:
- Cereal and seed store management, bushfire control, salt control, vegetable processing and preservation skill
- Conduct research on identified food security issues

6. Strategic Objective C

FACILITATE THE EMPOWERMENT OF WOMEN AND THEIR INSTITUTION TO TAKE CONTROL OF THEIR OWN DEVELOPMENT:

6.1 Local institutions

- Advocate for women to hold leadership positions at local institutional levels, local government authority as well national level.

6.2 Revolving loan scheme for women

- Support and train women in small business ventures
- Expand fund base and coverage through creating and apex organization for revolving loan scheme for women

6.3 Vegetable marketing associations

Create and support women's' Vegetable Growers and Marketers' Association

Link vegetable producer with market opportunities and buyers

Organize exchange visit for women to learn new growing and market skills

Organize annual Division horticultural shows

Improve water supply system in women's vegetable garden

7. Strategic Objective D

Transform gender relations through gender awareness and Gender- sensitive programming

7.1 Awareness- Raising

- Lead campaigns to promote gender awareness with community, Government institutions and religious leaders
- Facilitate community- based campaigns to promote gender awareness, with local leaders' contributions
- Sensitize women on CEDAW and UN charters on women's rights
- Organize civic training for women

7.2 Gender-sensitive programming

- Incorporate gender research, analysis and focus in programs
- Identify and highlight women's right empowerment activities in all program plan
- Establish and implement CEDAG Gender Equity policy

9. STRATEGIC OBJECTIVE F

Increase organizational effectiveness and efficiency through staff capacity building and motivation.

- Increase opportunities and subsidies for study and training
- Review and improve motivation, rewards, and appraisal systems
- Develop a human resource development policy
- Take on more active roles in networks at local, national and regional levels on area of programs.
- Build links and alliances with civil society organizations of similar aims

9.2 Engage in evidence-based policy and advocacy work.

- Lead and actively participate in public advocacy campaigns on rights and development issues;
- Children's right, women's right, environmental and food security rights. Millennium Development Goals, air trade etc
- Organize civic education training for women and children
- Research and establish baseline information on key thematic areas-food security, the environment, HIV/AIDS etc.
- Encourage staff familiarity with current research
- Develop staff skills in research methodology.

Emergency

- Emergency and disaster relief activities have not been included as a separate strategic objective in the plan however; it is CEDAG's conviction that efforts to mitigate the impact of such incidents on the lives of its target group may be necessary. Based on evidence that when such calamities occurs CEDAG's main constituent i.e. women and children are usually the most affected, the issue of emergency and disaster relief contingency plan. In emergencies will support medium and long-term efforts to mitigate the impact on the population will serve
- Natural disasters such as floods, crop failures and other calamities may affect CEDAG's mainstream activities and when they occur this may necessitate a temporary deviation from long term development activities to support relief and rehabilitation programs.