



ACP-EU Development Minerals Programme
Implemented in partnership with UNDP

RETURN TO WORK (RTW) PLAN

PROGRESS REPORT

An initiative of the African, Caribbean and Pacific Group of States, financed by the European Union and United Nations Development Programme, and implemented by UNDP.



I. RETURN-TO-WORK PLANS

Return to Work projects are a valuable mechanism for workshop participants' personal and professional development. As part of your sponsorship, you were required to develop a return-to-work plan on a project you would undertake on your return, applying the knowledge and skills gained from workshop to influence change.

This follow-up on the progress of implementation of the return-to-work plan will be used to determine the most successful projects; and subsequently offer a small number of selected participants the opportunity to attend a 1-day symposium on **Industrialization Impact Assessment** and the **ACP-EU Development Minerals Programme showcase during the EU Raw Materials Week** in Brussels, Belgium (01-02 December). Please include the bio page of your passport with the submission of the progress report.



II. REPORTING STRUCTURE FOR RETURN-TO-WORK PLANS

To facilitate ease of reporting on the progress of your return to work project, the structure below outlines the key project elements that need to be covered. **Please submit the progress update on the Return to Work Project (RWP)** using the structure provided below.

GENERAL INFORMATION
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Brief description of the project: The RWP entitled The Cane River Quarry Zone Community Project, is a combination of all the training subject areas of the workshop in Guyana, which were namely Community Relations, Environment, Health and Safety. The primary focus of the RWP is the resolution of the environmental, community health and safety issues, in the Cane River Quarry Zone a direct result of improper sanitation, illegal dumping and the informal settlement inside of the quarry buffer zone which if not addressed will threaten the sustainability of all of the quarries or affiliated businesses in the zone. The main activities outlined in the RWP are <ol style="list-style-type: none">1. Establishment of multipurpose community / activity area2. Establishment of Green Spaces/ Re-vegetation with indigenous plants enforcing the quarry buffer zone3. Community Education4. Signage of Buffer Zones, Health and safety oriented signs (i.e. trucks entering and exiting, PPE Equipment beyond this point) etc



What were the expected outcomes and what outcomes did you achieve?

The project is still in the initial stages of the implementation process having started a bit later than planned but so far after some interaction with the identified community leaders two of the five stated expected outcomes of the RWP are already well advanced and are being verbally expressed as a result of the ongoing probing communication with both community members and leaders

1. An expression of appreciation towards the management of the quarries involved in the project for formulating a plan which it is agreed will elevate the self esteem of the members of the informal settlement who admit to often feeling left behind by government simply because they are regarded as squatters which in turn facilitated the ease of community buy in to the project.

This initial expression of appreciation from the community members, led by the very vocal community leader Miss Heather James, who attended a formal meeting on the proposed project site, led in turn to phone calls and an impromptu meeting with several other community members of all ages resulting in several suggestions being made on the spot, and agreement on the proposed project site which negated the need for lengthy town hall type meetings to solicit feedback from the community.

There was also agreement that the project would require and receive support from the community on a volunteer basis when needed to help in the clean up and planting exercises that are a part of the RWP

2. The modification of the RWP as a result of meeting with the UNDP country coordinator, other quarry managers and community leaders on site, adding balance and further consideration of community issues while at the same time concretizing a corporate social responsibility model which could be replicated in other quarry zones across the country or Caribbean.

A third unexpected outcome of the implementation of the RWP has been a call to divide the plan into three phases covering the entire period of the Neglected Minerals Programme, filling out the gaps in the original plan, while creating more formal long term arrangements for the protection of the surrounding environment from illegal dumping, the cessation of the creep of the informal settlement toward the boundaries of the quarries and installation of additional boundary signs, as well as additional health and safety signs.



What were the expected outputs and what outputs did you achieve? Please be specific. For example, if you held a workshop or presentation to share the knowledge you gained during the training workshop: Where was the workshop held? When? How many people attended? What was the gender balance? Please also attach as an appendix any photos or other media.

The discussion of the RWP with members of the government namely the Member of Parliament and wife of the Prime Minister Mrs. Juliet Holness, the legal officer of the National Water Commission (NWC), Mr. Colin Alcott representing , the agency with responsibility for the watershed area within which the quarries have been established, The National Environmental Protection Agency (NEPA) represented by Miss Johnil Morgan, herself a participant in the Guyana workshop, and Dr. Dwayne Vernon representing the Social Development Commission have all elicited positive responses to the various segments of the RWP.

As a direct result of the solicitation of support for the project all relevant stake holders have agreed to send a representative to a joint meeting on November the 4th 2016 (Mines and Geology Division Ministry of Transport and Mining having confirmed use of their boardroom), within which we will detail then synchronize the process of submission and approvals for permits from the various agencies and create a more realistic timeline for the completion of the project .

Prior to the meeting with the relevant stakeholders, there was a concern expressed from the government or institutional stakeholders contacted, about procurement procedures for the project which resulted in consensus that the project will follow as close as possible government procurement procedures.

There is at least one formal quotation submitted for the creation of a multipurpose court for basketball and netball. At least two other quotations are still outstanding.

An unexpected output of the project implementation has been the exposure of alternatives in small grant financing particularly for community and environmental projects from various agencies here in Jamaica. There is of course no guarantee for approvals as most are contingent on primary approval from the main project sponsors, but given the national exposure the UNDP EU ACP Neglected Minerals Project has been garnering in Jamaica, the outlook for technical assistance and other funding for the project to completion is good.



Please describe the key partnerships and collaborations that you established in your country as well as any joint collaboration with other countries

The partnerships and collaborative relationships established are all local.

The National Water Commission(NWC) has assigned a technical officer /special watershed supervisor Mr. Jason Oliphant as a liaison officer to expedite any clearance needed through their property services division

Johnil Morgan of the National Environmental Protection Agency (NEPA) a participant in the Guyana workshop has signed on to the project as a technical officer representing NEPA and has already discussed the RWP with her supervisors. The agency has added another layer to the RWP project plan by offering to place strategically positioned garbage skips inside of the informal settlement.

The Member of Parliament Mrs. Juliet Holness has personally undertaken to attend our meetings and has offered assistance with walking through the various government agencies the relevant documents to facilitate the process.

Last but not least another quarry operator / manager in the quarry zone Howard McKenzie has been kept abreast of the programme in Jamaica but he now is attending the community meetings , offering suggestion and use of some of his equipment in the clean up process

What indicators of success have you achieved since the start of implementation? (Describe the indicators of success in relation to the expected outputs and outcomes)

The primary indicator of success has been the openness and positive feedback from all agencies , relevant authorities, community leaders and political directorate contacted about the project.

The acceptance, mood and easy buy in of the community members to the project is akin to cool water being poured on parched land underlining the need for a project of this nature and the long term positive impact on the self esteem of the people in the area.



What strategic opportunities have you acted upon that have contributed to the continued success of your project? (include linkages to sub-regional and regional agendas)

What opportunities opened up for you personally as a result of your RWP?

As an operations manager of Shaws Quarry the implementation of the RWP has provided me

- the opportunity to resolve or reduce the threats to the sustainability of the quarry as a business in that quarry zone.
- the opportunity to hone other leadership skills in the process of the execution of a project that benefits over the short and long term, the adjoining community on all levels related to the environment, community health and safety.
- the opportunity to create a model of a quarry zone which can be replicated across the island.
- the opportunity to establish a mutually respectful ,bidirectional line of communication for any future conflict resolution .

Please explain any problems encountered during implementation of your project, highlighting any deviations from the project plans (Describe the solutions sought for the problems and corrective actions undertaken for the deviations)

The problems encountered in the implementation phase have been

- time management , balancing the planning through to implementation of the RWP project while traveling for work and managing the actual operational issues of the quarry.
- resisting the temptation to expand the scope of the project in response to other community health and safety as well as environmental issues that emerge while interacting with community members.
- Access to the government agencies and permits for the project.

There has been one deviation from the RWP and that is the splitting of the RWP into three phases .

The deviation enables:

- proper time and resource management of the participating quarries as well as accountability for the grants or other resources assigned under the minerals programme.
- Incorporation of environmentally friendly solutions to other issues uncovered in our interaction with the community.

The primary corrective action to resolve the access to government agencies for permits issue has been effected through engagement with the relevant authorities getting positive consensus on the way forward and agreement that the project is necessary. All parties have agreed to a meeting on November 4th within which further action to synchronize the processes for the acquisition of the relevant permits will be taken

What specific actions have you undertaken to ensure sustainability of your project?

I had taken a decision to get consensus and buy in from the Member of Parliament, community leaders, heads of departments, senior legal officers or government agencies that the project is relevant and necessary. I also insisted on the assignment where possible of a specific technical or liaison officer to expedite the processing of permits for the construction of the community activity court and permission for the erection of permanent health and safety or directional signs.

Please describe any future actions in the table below

ACTION PLAN							
Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1:							
Activity 2:							
Activity 3:							
Activity 4:							
Activity 5:							



NB:

1. Please attach any evidence of commendation/award/certificate received as a result of implementing your return-to-work plan
2. For any Group return-to-work plans, please indicate the name of the person selected by the team for sponsorship to attend a symposium on **Industrialization Impact Assessment** and the **ACP-EU Development Minerals Programme showcase during the EU Raw Materials Week**.

III. SUBMISSION DATE OF THE PROGRESS UPDATE OF THE RETURN-TO-WORK PLAN

The progress update of the Return to Work plan is due **by Monday 31st October 2016** and should be sent to: development.minerals@undp.org.

