**Programme Partners:**



**TRAINING WORKSHOP ON MINE AND QUARRY MANAGEMENT, ENVIRONMENTAL, HEALTH AND SAFETY & HUMAN, LABOUR RIGHTS AND COMMUNITY RELATIONS IN CONSTRUCTION MATERIALS, INDUSTRIAL MINERALS AND SEMI-PRECIOUS GEMSTONES**

Lusaka, Zambia, October 2016

RETURN TO WORK (RTW) PLANS

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

1. **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 are required to develop a return-to-work plan on a project you will undertake on your return, applying the knowledge and skills gained from workshop to influence change.

Periodic follow-up on the progress of implementation of the plan will be undertaken by UNDP.

1. **REPORTING STRUCTURE FOR RETURN-TO-WORK PLANS**

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

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| GENERAL INFORMATION | | | | | | | |
| Name(s): Nyasulu Gordons Mike  Position: Chairman/ Member/Director - Kalomo Gemstone Miners Association.(KGMA)  Email: gmn.subila@gmail.com  Phone no (office + mob): +260 976259577, 966600053,955959402. Land Line:+260 212 612158 | | | | | | | |
| Brief Description of the project: Mining and Quarry Management, Environment, Community, Health &Safety and Community Relations, Dialogue and Rights in the Neglected Development Mineral Sector.  This project is being implemented in the Amethyst Block of Zambia, in the Southern Province, Mapatizya area in Kalomo District of Zambia for the mines and miners in the Mwakambiko hills. The deposits have been known since the 1950s. The Annual production of the amethyst could be in excess of 1000 tonnes if fully exploited. | | | | | | | |
| Expected Outcomes:  It is expected that after running through this project the mining and management of quarries will follow best mining practices, capacity building to the miners by providing different skills, the environment the mines are operating from will be improved, community, health and safety concerns will have been dealt with, relations between the miners and the community , amongst miners and community and the mine owners will improve, dialogue between the community, mine owners and government will improve, value of the production will be improved. Gender, developmental and individual rights in the community is also expected to improve, hence reduced gender violence and improved responses to health interventions.. | | | | | | | |
| Expected Outputs:  Improved environment will increase economic activities as the community will be healthy. A healthy community in a conducive environment will contribute immensely to the economic growth as production outputs in all mines will increase. This will also increase sales for the mining companies, thus uplifting the miners and community livelihoods and contribute to the economy. There is also going to be more money in people’s pockets as the value of their products will improve increasing the selling prices. | | | | | | | |
| Please describe how you plan to implement the return to work project: (outline key partnerships and collaborations across sectors in your country as well as any joint collaboration with other countries)   The following organisations will be engaged: The ministry of Higher Education, Zambia Development Agency, The Lapidary training College in Ndola, for various training sessions the association will need.  JICA of Japan has already approached us on issues of joint mining exercises and value additions to amethyst. We have also submitted a proposal to UNDP of a JV for amethyst mining, discussions to follow. | | | | | | | |
| What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation)  The development tools in this project are the men/women/artisan miners. The success of the project and sustainability will be measured through their transformation. Uplifted livelihoods and increased incomes will translate to improved food security, health and education.  Reduced negative social vices in the community and increased numbers of children going to schools. | | | | | | | |
| What other strategic opportunities have you identified that will contribute to the success and sustainability of your project? (include linkages to sub-regional and regional agenda)  Creation of an amethyst company as we have proposed to UNDP. Most miners luck equipment and capital. This company will provide mining equipment to the miners on negotiable hiring terms which will be paid in kind with production. The sharing could be 40% to the licence holder and 60% to the owners of the machines for the first 1-2 years and then 50% each for preceding years. A deliberate condition could also be put where the owners of the machines will buy off the 40% from the licence holder after sharing. Also another condition could restrict all licence holders on the scheme to sale their product to owners of the machines. Machine owners can recover their costs within a couple of months. This is be a viable business with huge profits within a short time. The sales of the product would also be centralised and controlled.  Buyers of amethyst are the same in the Region and Internationally, our interaction (KGMA) with Mzimba Gemstone Association in Malawi is to allow for price controls. | | | | | | | |
| What aspects of the training will be most useful in implementing your project? Explain   All as outlined by this project. Reason being most mine owners do not go through any training prior to start of business. As a result the whole business is” learning by doing”. With little knowledge in most thematic areas outlined in the workshop. | | | | | | | |
| What are your future plans? (Include any additional capacity building needs for your professional development that you have identified during the course of the workshop).  As an individual, I would wish to give an attempt to the business proposal mentioned above if as an Association we do not get partners to do it.  My additional Capacity Building needs is in the area of Value addition, Gem Identification, Gemstone processing (Tumbling, cutting and polishing). And the Gemstone Markets. | | | | | | | |
| ACTION PLAN | | | | | | | |
| Period  Activities | Month 4 | Month 5 | Month 6 | Month 7 | Month 8 | Month 9 | Month 10 |
|  |  |  |  |  |  |  |  |
| Activity 1: | Mining and quarry mgt- Theories | Mining and quarry mgt-Prct Demos | Mining and quarry mgt- Review |  |  |  |  |
| Activity 2: |  |  |  | Environment, Health and Safety |  |  |  |
| Activity 3: |  |  |  |  | Entrepreneurship Skills | Mkt Analysis and Investment |  |
| Activity 4: |  |  |  |  |  |  | Geo-Data and maps Design |
| Activity 5: |  |  |  |  |  |  |  |
| Community relations, Dialogue and Rights. |  |  |  |  |  |  |  |

1. **SUBMISSION DATE OF THE DRAFT RETURN-TO-WORK PLAN**

The draft Return to Work plan should be sent to [development.minerals@undp.org](mailto:development.minerals@undp.org)