

**ACP-EU Development Minerals Programme**

**Implemented in partnership with UNDP**

RETURN TO WORK (RTW) PLAN

**PROGRESS REPORT**

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 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 number of selected participants the opportunity to attend future training events.

1. **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.

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| GENERAL INFORMATION | | | | | | | |
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| Brief description of the project:  It is a common assumption that majority of women in Zambia are economically non-productive as they are not involved in activities that are financially remunerative. But this trend is gradually changing. Zambian Women both in the rural and urban areas have started showing interests to be economically independent. Interested women with creative and innovative ideas are coming forward to start the small and medium sized enterprises. They are ready to gain experiences, willing to work hard in a supportive environment. Establishment of such enterprises through the initiatives of the women depends upon a number of factors. The experiences of the existing women entrepreneurs can facilitate the aspiring ones to overcome the hurdles. The socialization process, the cultural practices in specific communities, the influencing condition, the support system, the past experiences of other entrepreneurs and many such factors play a role in the making of women entrepreneurs.    Yet the potentiality and talent among the women in Zambia especially rural areas is not identified adequately with only a few women’s groups and associations being entrepreneurs in some of parts of the country. At this critical juncture when the job market is down more especially with current challenges emanating from the falling copper prices which have resulted in job losses; these aspiring women entrepreneurs can be encouraged to set up the enterprises so that, apart from being independent they can employ people in their workforce. In the long run, these women can be the backbone of the communities as well as national economy.  The project aim is an attempt to understand the issues and initiatives in developing the entrepreneurship among women leaving in resource rich communities with industrial minerals such as Sand, Bricks and Quarrying. For clarity and notwithstanding the broad theme, the project is divided into few relevant thematic areas. Thematic area two highlights that, the importance of small and medium sized enterprises and how these sectors can play a crucial role in women’s empowerment. The impact of extractives industries and use of local resources is included as one of the main concern for the empowerment of women entrepreneurship. Thematic area three is about the women entrepreneurs in Zambia with a focus on both rural and urban women. The various problems and issues confronted by the women entrepreneurs leaving extractive industries communities are the other the primary concern for this initiative to address. Strategies for strengthening women entrepreneurship is the focus of the thematic area. Appropriate training interventions and creation of market opportunities through community participation is the final intervention and strategy under this program. The last intervention of the project is Advocacy, Policy and Legal Frameworks that contribute to Entrepreneurship Development. On the whole the project would shall seek to create a platform where entrepreneurship among women has tremendous positive implications to empower them and contribute to economic transformation in the society. | | | | | | | |
| What are the expected outcomes?  Strategies for strengthening women entrepreneurs industrial Mining  In this era of huge infrastructure development women are, to a large extent, excluded from holding properties. There is also considerable increase in the number of unemployed women because of the illiteracy and the lack of exposure to skill based education. Women do not have adequate financial and legal knowledge in starting the enterprise.  There is hardly any sustainable system to monitor and encourage the participation of women in business. There is a need to integrate gender perspective in data collection and analysis.  There should be schemes and programs at national and international level to promote women entrepreneurs industrial Mining.    It is the need of the hour to encourage the women industrial mining entrepreneurs to start their own enterprises. In this connection, networking is a positive step. Businesswomen’s groups in membership drive for chambers of commerce, and trade and professional associations can be targeted. Networking between government officials, international experts and women entrepreneurs can be strengthened.  Businesswomen’s groups can be brought together to enhance communication and cooperation on trade issues. As far as finance is concerned one has to move beyond micro-credit. Credit agencies can be encouraged to finance the aspiring women entrepreneurs. The women need to be trained to apply for credit. Women exporters can be given access to export training. The participants can be identified through businesswomen’s associations. To encourage the women who are initiating business, cases of successful women entrepreneurs can be highlighted or publicized. The grooming and successful women entrepreneurs can be awarded through felicitation function. Most important area is to identify the gender-specific needs for extending the support to the upcoming women entrepreneurs.   1. To raise awareness and empower community members, Women’s groups and local state institutions to participate in entrepreneurship and local business development in industrial mining by end of Q4 2017. 2. To facilitate for developing functional community, national platform’s and networks on entrepreneurship and local business development industrial Mining by Q3 2017..   3. To improve information sharing knowledge, Learning and documentation of best practices in entrepreneurship and local business development Industrial Mining by Q4 2017.  4. To influence mainstreaming of gender responsive mining policies and legislation in Zambia Q2 2018.  5. To lobby and advocate improved sustainable community driven policy and legislation on entrepreneurship and local business development in Industrial mining. | | | | | | | |
| What are the expected outputs? 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.   * Stimulating public debate on policy influence and favorable business practices supporting industrial mining.   EITA has formed community industrial mining committee in North-western province and the Copperbelt two workshops were held in July and October, respectively in the two provinces. The workshops were attended by 50 and 40 community members respectively. The gender balance was at 60% female participation and 40% Male participation.   * Developing and communities capacities to engage in Industrial Mining   We have provided training to 70 households in Kalumbila in local business development and industrial mining focusing on clay, brick making and quarrying and sand mining.50% and 20% female and male participation.   * Creating business opportunities for Women’s Associations engaged in Industrial Mining   We have linked a women’s group to be supplying stones to a world vision education and health construction project.   * Creating a platform for stakeholder’s engagement in Industrial mining in Zambia.   EITA has facilitated the formation of community associations on industrial mining as a platform to advance the economic and social benefits of Industrial Mining. | | | | | | | |
| Please describe the key partnerships and collaborations that you will establish in your country as well as any joint collaboration with other countries.  Each province in Zambia has its own set of industrial mining products that are manufactured using indigenous skills. Most of these products are made with locally available materials and the skills, which may not be found in other areas. In many places, the major limitation is that the producers are dependent on middle persons for marketing their industrial mining produce outside their local area. This reduces the community's earnings even though their products are of very good quality. The other related problem is that the cultural system in many regions has been practiced in such a way that there is limited mobility for the women. Because of such cultural expectation women are hardly allowed to go out of the house to sell their products to the public. Due to this the skilled women workers are discouraged from making use of their creative and entrepreneurial skills. In such situation CBOs can help in marketing the products.  The existing CBOs can be organized in such a way that they can inter-change their products for marketing. To make it user-friendly the products made by CBOs in one city can be sent to a CBO in another city for marketing in their area. In this way a large number of CBOs, can be linked to reach to the people from the community. Therefore it is important to create market-friendly environments for entrepreneurs from micro and medium sized enterprises. This effort can promote social and economic development among the poor women and can contribute to poverty reduction. It is equally important to organize the micro enterprise sector that is presently disorganized. Effective links can be established among communities with similar interests. There can be attempts to create and strengthen sectorial networks through dissemination of information.  Sustainability in a market environment can be established through the creation of market-friendly environments for women entrepreneurs. Based on the demand, the CBO that wants to market a particular product can forward the supply request to the respective CBO that is manufacturing it. The goods in demand can be supplied to the marketer and the CBO that manufactures the product can receive the payment. This practice can enable them to adopt technology to improve their marketing capabilities thus improving their socio-economic condition through income generation activities.  Through the community participatory approach to human development, the community and the beneficiaries can handle much of the activities. This reduces administrative cost. The wireless communication will be cost effective in terms of networking with remote CBOs wherein long distance dialing is not involved. Many other skilled artisans will venture into micro enterprise and join the network once they are aware of the success of the network. The consumer market will be opened out to the micro entrepreneurs. The low risk factors are that balanced production, timely supply and quality assurance should be ensured. The producers will be requested not to produce in excess of the quantity requested. Any products left unsold at a particular CBO will be transferred to another CBO that has requested for the same product. Through this process of networking, the manufactured products can reach to a wider circle. At the same time women entrepreneurs can receive recognition for their potentiality. | | | | | | | |
| 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 project aims to understand the issues and initiatives in developing entrepreneurship capacity of women living in resource rich communities with industrial minerals such as Sand, Bricks and Quarrying. For clarity and notwithstanding the broad theme, the project is divided into few relevant thematic areas.   1. Value addition to industrial mining 2. Building Capacity and Networks of Women Entrepreneurs’ industrial artisanal small scale industrial mining. 3. Community Mobilization and Training in Local Business Development. 4. Advocacy, Policy and legal framework harmonization, influence and enforcement.   Thematic area one highlights the importance of small and medium sized enterprises and how the mining of low value mineral and materials (development minerals) can play a crucial role in women’s empowerment. The potential of extractives industries and use of local resources is included as one of the main drivers of the empowerment of women through entrepreneurship development. Thematic area two is about enhancing the capacity and networks of the women entrepreneurs in artisanal and industrial miners in Zambia with a focus on building there capacity and networks to address various problems related to artisanal ,small scale industrial mining administration, governance, access to credits and markets and conducive investment and trade policies . | | | | | | | |
| 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?  Appropriate training interventions and creation of market opportunities through community participation is the third intervention and strategy under this program. The last intervention of the project is Advocacy, Policy and Legal Frameworks that contribute to Entrepreneurship Development aimed at contributing to favorable policy environment in industrial mining.  On the whole the project seeks to create a platform where entrepreneurship among women artisanal small scale miners in industrial mining has tremendous positive implications to empower them and contribute to economic transformation in Zambia.  The policy and legal framework influence shall be streamlined on Trade and Investment policies and legislation that are aimed at the Citizens Economic Empowerment Commission, the Zambia Development Agency Investments Act, the Gender Policy, Mines and minerals development policy and the Decentralization Policy. The policy influence shall focus on advocating for policy and legal reform that will provide a platform that is favorable for women entrepreneurs’ to invest industrial mining.  The myth of women being economically non-productive; can be challenged through a support system, which encourages women entrepreneurs. At this critical juncture when the job market is down these aspiring women entrepreneurs industrial mining can be encouraged to set up the enterprises so that, they can absorb people in their workforce. Establishment of the small-scale enterprises through the initiatives of the women industrial miners rely upon a number of factors. In this connection one needs to gain an understanding of the existing climate in which women artisanal small scale miners entrepreneurs operate. Learning from the experiences of the existing women small scale industrial mining entrepreneurs in Zambia this sector can support the upcoming women entrepreneurs to overcome the economic and social hurdles. | | | | | | | |
| 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 mounting foreign debt burden and increasing budget deficits has compelled the Zambian Government to reduce public sector undertakings. Many existing public sectors were privatized as one of the initiatives or steps to reduce public spending. Hence the public sectors would play a limited role for providing job opportunities to many job seekers. The shrinking of job opportunities in public sector has put pressure on the state to turn towards private sectors for entrepreneurial activities and creating job opportunities .The modern large-scale industries cannot absorb a large number of labor forces because of capital-intensive production approach. In such situation establishment of small-scale enterprises is a step towards tackling the problem of unemployment. At the same time it helps in reducing the concentration of wealth in large business houses. Zambia as a poor developing country, requires adequate attention in establishing more small and medium sized enterprises.  The small-scale industrial sector shall play a crucial role in the Zambian economy providing more than 40 per cent of the employment opportunities. Therefore the importance of small-scale industries is more widely recognized, both at local as well as at national level. It is a fact that small-scale industries have lower levels of investment and lower productions.  But, in the Zambian context, these enterprise sectors play a crucial role by creating job opportunities for hundreds of households - especially for the youth and women. Based on different data and the nature of enterprises with regards to the extractives industries and entrepreneurship, these industrial sectors can broadly be classified as Investments’ in Industrial Minerals through Entrepreneurship.  .  There are hundreds of people categorized as job seekers in Zambia, whereas, these job seekers can be converted to job providers through entrepreneurial skill development such as industrial mining. The local entrepreneurs can bring the traditional value system through the exploitation of local natural resources. (Sand, brick making and Quarrying).The idea here is that when women are involved in the industrial mining the revenues that they will realize from the business will enable them employ local people more especially the youths and men to be involved in all the processes of industrial mining. The assumption is that this initiative will provide local employment and job opportunities for members of the communities who might not even have the tertiary education qualifications for possible engagement in formal employment. | | | | | | | |
| What specific actions have you undertaken to ensure sustainability of your project?   To ensure sustainability, the strategic plan proposes the following measures:   * Financial sustainability: to ensure financial sustainability EITA will promote pooling of resources on industrial mining for greater impact. This is based on the recognition that EITA may not have adequate resources in terms of staff and skills to adequately respond to this need, the Alliance is seeking to strengthen strategic alliances with NGO advocacy institutions, cooperating partners and other stakeholders working on industrial mining as well engaging in research to contribute to financing of the core bore budget for the strategic plan which has mainstreamed industrial mining.   To ensure sustainability, the alliance will also have to work effectively such that its activities are cost effective and accountable to stakeholders. Through this initiative EITA will engage communities, CSOs and Companies both at national and local level to ensure that they develop programs intended to build their capacities to lobby government and companies to provide financial support to monitoring aimed at enhancing industrial mining.  EITA will also have to encourage members and communities continue to commit their time and resources to the interventions to attain value and generate public interest and support towards industrial mining.   * Institutional sustainability: The EITA strategic plan also focuses on empowering local communities and CSOs to participate in development coordinating committees at district and ward levels. The strengthening of coordination will also provide a stronger, unified and sustainable civil society voice that will continue to provide advocacy support to vulnerable communities affected by extractive industries beyond this strategic plan. In addition, the current strategic plan will help *CSOs to integrate the transparency and accountability in the extractive sector focused on industrial mining.* * Policy level sustainability: This return to work plan will contribute to the enhancement of national policies and strategies meant to improve transparency, accountability, management and distribution of natural resources in Zambia. The formation of structured coalitions influencing government policy will facilitate a policy environment that provides for improved legislation in industrial mining. Similarly, the evidence gathered from the research and policy review will provide quality input for enhanced legislation that will stand a taste of time. | | | | | | | |
| Please describe any future actions in the table below | | | | | | | |
| ACTION PLAN | | | | | | | |
| Period  Activities | Month 1 | Month 2 | Month 3 | Month 4 | Month 5 | Month 6 | Month 7 |
| Activity 1:  Value addition to industrial mining. | X | X | X | X | X | X | **X** |
| Activity 2:  Building Capacity and Networks of Women Entrepreneurs’ industrial artisanal small scale industrial mining. | X | X | X | X |  |  |  |
| Activity 3: Community Mobilization and Training in Local Business Development. | X | X | X | X | X | X | **X** |
| Activity 4: Advocacy, Policy and legal framework harmonization, influence and enforcement. | X | X | X | X | X | X | **X** |
| Activity 5: |  |  |  |  |  |  |  |

**NB:**

1. Please attach any evidence of commendation/award/certificate received as a result of implementing your return-to-work plan
2. **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 20th March 2017** and should be sent to: [development.minerals@undp.org](mailto:development.minerals@undp.org).