

**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 |
| Name(s):Mwiya MwandawandePosition: National Coordinator Extractive Industry Transparency AllianceEmail: eitazambia2009@gmail.comPhone no (office + mob):+260975 744 106 |
| Brief description of the project:Extractive industries has been the main thrust of the Zambian economy pre and post-colonial regimes. Zambia has heavily been depending on copper industry despite poor fiscal policies and enhanced community beneficiation from the copper economy.Artisanal miners in Zambia employ rudimentary techniques for mineral extraction and often operate under hazardous, labor-intensive, highly disorganized and illegal conditions. Despite these factors, artisanal mining in Zambia is an essential activity for many communities, particularly in provinces and districts where economic alternatives are critically limited. From this, it has been extrapolated that most of the communities in Zambia both rural and urban are directly and indirectly dependent on this activity for their livelihood. Approximately 70% of the Zambia’s artisanal miners are women who occupy a number of roles ranging from labor-intensive mining methods to the processing aspect of artisanal mining, including amalgamation with mercury in the case of gold extraction in Petauke District in Eastern Province. As processing activities are often conducted in the home, women and their families can be at great risk from mercury poisoning and silicosis. In many cases, the roles of women in artisanal mining communities differ significantly from those of men, and extend well beyond direct participation in mining activities – this added facet brings with it different contributions and a completely unique set of risks and opportunities. This return to work progress report intends to explore existing and evolving gender roles of women in artisanal and industrial mining communities, and provides a rationale and strategy for women to maximize potential benefits from participation in the sector. Women are often overlooked by initiatives and development programs directed at catalyzing the transformation of artisanal and industrial mining. Due to their critical role, not only in mineral production, but also in the development of sustainable communities, combined with their susceptibility to poverty, enhancing the role of women in artisanal and industrial mining may be a means to “bridge the gap” between the well- conceived technical and socio-economic changes often prescribed for artisanal mining, and the actual facilitation of positive transformation of the artisanal and industrial mining sector. This may be accomplished in a number of ways, including:* Gender-sensitive technology assistance initiatives;
* Enhancement of other skills, including managerial and accounting;
* Financial support through the establishment of credit lines and micro lending programs;
* Support for the acquisition of mineral titles;
* Consideration of women in the development of regulations and policies;
* The awareness of health and safety issues, with consideration of children who may accompany their mothers or take part in artisanal mining activities; and
* The challenging of social norms which prevent women from benefiting from these activities. It has been well documented that inequities in political power, distribution of income, capital assets, and access to education and information have resulted in the increased susceptibility of women to chronic poverty. In some cultures, this is exacerbated by the fact that women do not always have control of their earned income or they occupy positions in the unpaid economy (e.g. subsistence agriculture, domestic work). Ultimately, it is crucial that women be empowered to transform their skills and capabilities into well-being. Artisanal and industrial mining is only one micro-industry; however, as Labonne (1996) articulated “(artisanal) mining… may become a stepping stone towards economic fulfillment, contributing to a better future for women and men in many developing countries”.

The program aim at mainstreaming gender and women’s rights in natural resources governance in Zambia with emphasis on industrial mining that seeks to address social and economic development.Women’s empowerments principles, There is need to carry out a Stakeholder mapping which shall include the private sector aimed at creating awareness and stimulating public debate among the private sector, government and CSOs to the Women’s empowerment principles in line with industrial mining.Strengthening capacities of women’s associations and cooperatives. In Zambia there are several associations of women small scale miners and groups involved in industrial mining. However there has been lack of coordination and poor governance among these structures. It is imperative therefore to organize these associations and groups by supporting them with good governance and administration principles.Stimulate public debate women’s participation industrial mining; the impact of extractives especially industrial mining on women in Zambia has not been in public domain despite the fact that women’s social economic well-being has been affected by this sector. The Zambian program therefore seeks to create awareness on women rights through engaging the media and creating platforms for discussing the women empowerment principles in industrial mining.Mobilization of different stakeholders; there is need to mobilize the communities, private sector ,traditional authorities and religious groups to engage in programs that are focused on gender and extractives for social and economic development. |
| What were the expected outcomes and what outcomes did you achieve?* Increased Value addition to the gemstones’ industrial minerals …This was achieved by organizing 5 women’s group associations to engage in Brick Molding using clay from ant hills in Kalumbila District in North-Western Province.
* Mobilizations and Training of Women’s associations in governance and local business development. 15 Women’s groups have been trained in Local business Development and industrial mining focused on brick baking and sand mining
* Organizational development, enterpreurship. EITA has linked 3 Women’s group Associations to supply crushed stones to a World Vision Infrastructure Development Project aimed at construction of schools and health centers in Kalumbila District in North-Western Province
* Training among media houses on gender and industrial mining. EITA held training for journalists in North-western Province and Lusaka to carry out investigating journalism in industrial mining.
* Building capacities of CSOs to engage in women and extractives. EITA has participated in two CSR forums for government, civil society and mining companies on promoting industrial mining through mainstreaming it in CSR programming.
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| 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.* 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 Copper-belt 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 established 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 the 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.
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| 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 Thursday 17th August 2017** and should be sent to: development.minerals@undp.org.