

**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 is 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:  At this stage, I proposed to introduce a database for small scale miners in our information unit at geological survey department, later establish the statistics of women involvement, making it easy to institute amendments. Validity of licences is also established and any updates as when need arise.  Secondly, I indicated the need to offer training on involvement of women in mining activities, labour issues and the employment ACT in the fourth coming workshop on the copperbelt next month of September, 2017. | | | | | | | |
| What were the expected outcomes and what outcomes did you achieve?  Yet to offer training on women involvement in small scale mining and expect to achieve acceptance from male folks that women can also work from mining sites unlike the myth they have that it’s difficult to find gemstones when women are involved. This happened in lundazi when we visited some small scale miners. Below is a brief narration and positioning of the mines I was opportune to visit with our geologists and information I was privileged to capture is indicated;  28th December 2015, we visited Husah mine which is Lusuntha border owned by Mr. Victor Mumba which was previously Vifro company limited. The area size of the mine is 340 hectors and gemstones mined are aquamarine and amethyst with a workforce of 10. Mining commenced in 2008 but returns are not conclusive for Husah mine which obtained licence in 2010.  The difficulties faced are lack of machinery as there has been flooding experiences.  29th December 2015, we visited Sangu mine were red garnet is mined but we found they were on Christmas holiday. Challenges included lack of machinery and have a workforce of 08 but after farming season, workforce increase to over 40 at a pit called jackpot.  On the same date 29th December, we visited Abar mine in the same location which usually use manual labour and the manager indicated that for the past 4 months, they have mined approximately 30 kilograms of red garnet of sizes 0.5 to 4 grams.  The main challenges are broken down machinery which expensive to repair and illegal miners that come either in the night or weekends. Also the locals brew beer everyday thus attracting the miners to visit the villages for beer, leading to counter production. Locals are harboring illegal buyers who wait to buy from miners.  Miners stressed that mining rights need be given to deserving miners that are not renting out mines to Chinese or west Africans or those that wait to buy gemstones from workers stealing from other operating mines. It was also reported by miners that some mining licence holders have no traceable mining areas but are just trading. There was also a request that miners be educated on the conflicts between the mines and minerals act and the wildlife act.  Abar has also been involved in corporate social responsibility activities of buying books for schools like chisefu and others.  30th December 2015, we visited kanyenda mine producing quartz and topaz although they have come across aquamarine of less than 10 kilograms but have not yet confirmed if it has been reported to the ministry. The mine coordinates are L 0502876 and UTM 8627222 with elevation 1146 at latitude 36.  The workers in their concern indicated that they mine the stone and later sell them to the owner of the mine jimmy.  Challenges included lack of protective clothing by some workers unlike mangers that were well dressed in protective gear. Also lack machinery and illegal buyers coming to the mine.  30th December 2015, we visited Melchizedeck mine, former Mugwazo mine owned by Armstrong who was killed by his workers and illegal miners. Coordinates for the mine are L 0490658, UTM 8629704 with elevation of 1040 meters at latitude 36. The gemstone mined includes aquamarine and the mine is still active with 10 workers.  Challenges included illegal miners and lack of machinery and protective clothing.  31st December 2015, we visited joseph Mwansa mine of coordinates L 0488953, UTM 8634028 with elevation 36,986 meters. Gemstones mined are aquamarine and quartz. An observation was made by the team that cleanliness was first priority and good hygiene practices. There has been no involvement of women in mining activities and illegal mining is not apparent.  Challenges include lack of protective gear for the workers, lack of machinery.  31st December 2015, we visited Chilufya Mulenga and Jonas Kalumbwa mine which was abandoned in 1964 and later reopened in 2015 august on license 20634-HQ-SGL of area size 187 hectors. Coordinates are L 0517452, UTM 8647212 with elevation of 1114 meters at latitude 36.  Challenges are there is water coming out of the rocks which lead to heavy flooding and lack of pumps and other machinery.  Later, a meeting was held with the Lundazi Gemstone Association chairperson Mr. Chilufya Mulenga and he stressed some challenges faced. These include sensitising of members to pay membership fees to the association and there is no transparency when mines mine large amounts or sizes of gem. He also stressed that there was need for a trading area for gemstones and that diggers in the mines were agitating for the formation of their own association as they felt they were not adequately represented.  2nd January 2016, we visited stone crushers which mostly have women participation. The coordinates for the area are L 0519712, UTM 8644688 with elevation 1127 meters at latitude 36.  Challenges include lack of protective clothing, the use of manual labour to get stones for crushing from far places using wheel barrows, digging with pike and shovels. Sales are also difficult to make as wheel barrow sales for K8.00 and a hip for K30.00 which is usually after a month or more.  When interviewed more, they indicated that they don’t need the council to intervene as they have been using their own resources in the business and are not interested in paying any levies to the council.  Later we visited the mining bureau in Chipata and had a conversation with Mr. Nyambe who raised concerns in his execution of his duties. He stated that despite submitting reports to his supervisors and indicating concerns on mines that are not compliant, the ministry still goes ahead to renew their licences or grand them additional licences despite being non-compliant. He also requested for technical services from geological survey department for every 3 months so as to have a conclusive team of all professions relevant that would assist mines adequately in a visit.  On the road to Chipata at coordinates L 0469665 UTM 8509320 with elevation 1012 meters, there is an existing licence for Mr. Kezious Nkoma around Mwela village, were they mine flat stones and challenges are that they have no protective clothing and the long distance of transportation from where the stones are mined. The stones are priced at a low price of K5.00 per hip. | | | | | | | |
| 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.  Yet to offer a presentation on benefits of involvement of women in small scale mining activities, labour issues and the employment ACT.  To be achieved from this presentation by small scale miners is the importance of women involvement and the impact it bears economically which is mostly positive in communities and households.  The said workshop is to be held on the copperbelt, Kitwe and the gender proportionate will be established then. | | | | | | | |
| Please describe the key partnerships and collaborations that you established in your country as well as any joint collaboration with other countries | | | | | | | |
| 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)  Expected indicators of success are the growing involvement of women involvement in mining activities or aiding of successful mining activities due to women involvement after the presentation of training. Also the constraints faced by miners and on the side of the government need mitigation remedies applied as from my earlier experience I have narrated above. | | | | | | | |
| 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?   Was privileged to interact with the small scale miners as they visited our offices and during the workshops hat were conducted within Lusaka and Kitwe respectively and also availed wide spectra of information on how they conduct their mining activities, their challenges as individual miners and as associations with our government and donor aid or funding. During these workshops, I was privaleged to undertake minutes for the deliberations which were later handed over to the country coordinator, Lyapa Manza.  Was also privileged to undertake site visits on the copperbelt, Lusaka and eastern provinces. | | | | | | | |
| 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)   Yet to be encountered. | | | | | | | |
| What specific actions have you undertaken to ensure sustainability of your project?   Yet to be established | | | | | | | |
| 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: | introduce a database |  |  |  |  |  |  |
| Activity 2: |  |  | training on involvement of women in mining activities |  |  |  |  |
| Activity 3: |  |  |  |  |  | Review, and analyse the mitigation measures needed. |  |
| 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. **SUBMISSION OF THE PROGRESS UPDATE OF THE RETURN-TO-WORK PLAN**

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