



## **GENDER EQUALITY IN THE EXTRACTIVE INDUSTRIES SHAREFAIR 2015**

**13 - 15 October 2015, Nairobi, Kenya**

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**RETURN TO WORK (RTW) PLANS FOR UNDP SPONSORED PARTICIPANTS**

## I. RETURN-TO-WORK PLANS

Return to Work projects are a valuable mechanism for the ShareFair 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 this gender equality in the extractive industries ShareFair to influence change.

Periodic follow-up on the progress of implementation of the plan will be undertaken by UNDP, with the first update expected at the 2-month mark, in December 2015. A subsequent follow-up in April 2016 will be undertaken and periodic follow-ups thereafter.

## II. 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 draft Return to Work Project (RWP)** using the structure provided below.

### REPORTING STRUCTURE

GENERAL INFORMATION	
<b>Name:</b>	MIREME -Mozambique
<b>Details:</b> Position: Email: Phone no (office + mob):	Odete Martins Alves - Gender Focal Point <a href="mailto:odetemalves@yahoo.com.br">odetemalves@yahoo.com.br</a> 00258824697510 Gilda Monjane – Gender Advisor for Ministry of Mineral Resources and Energy <a href="mailto:gilmonjane@gmail.com">gilmonjane@gmail.com</a> 00258825933592
<b>Brief Description of the project:</b> (Including expected results for example-improved productivity through enhanced entrepreneurial and leadership skills; strategic positioning in value-chains through networking; improved environmental, health and safety standards; cross-country learning and south-south cooperation, etc).	Support Women economic empowerment through health, environmental, and sustainable sound projects linked to: <ul style="list-style-type: none"><li>• Improved production of cook stoves and roof tiles with local clay association; including promotion of crushed stones for construction through enhanced entrepreneurial, cooperatives and leadership skills, enhance strategic and value chain through participatory market design; construction to improve housing condition of the miners in rural areas;</li><li>• See possibility to link the improved housing condition to PV projects in order to allow the improved houses be connected to clean energy forms, as they are located very far away from the grid energy;</li><li>• Promotion of bio digesters for rural communities farmers in existing feed stock areas to avoid intensive use of forestry resources;</li><li>• Improve gender integration in the extractive industry, especial in the small scale mining;</li><li>• Increase the number of associations/cooperatives</li></ul>
<b>Please describe how you plan to implement the return to work project:</b> (outline key partnerships and collaborations across sectors in your country as well as any joint collaboration with other countries)	<ul style="list-style-type: none"><li>• Re-visit our Gender Strategy Draft paper and improve it;</li><li>• First of all we would like to do site visits to regional countries that we met during the Share fair, like Zambia, Tanzania and Zimbabwe. In Zimbabwe we wish to learn about the bio digesters and business management in order to improve the commercialization of the improved stoves. Paying attention to all the value-chain. We have included Zambia and Tanzania to learn more about cooperatives and the way the miners associations network; we are sure we can learn more about the</li></ul>

	<p>improved extractive process and link this to environmental protection practices;</p> <ul style="list-style-type: none"> <li>• We will coordinate activities with some relevant institutions like: <ul style="list-style-type: none"> <li>- MIREME – as a partner and supporting institution for the Women Miners and Association. The government is promoting the gender Mainstreaming in all sectors.</li> <li>- UNWomen - supporting gender mainstreaming, providing evidence as studies and knowledge, advocacy and capacity building. This in an opportunities to link with the UN activities as the UN Women is doing Gender and EI work increasingly;</li> <li>- Ministry of Gender, Child and Social Affairs because of the work done with women and the associations / cooperatives of women;</li> <li>- Ministry of Agriculture because of the bio digesters;</li> <li>- Ministry of Environment and Rural Development because of the concerns on the environmental impacts and rural development. Having in mind that the majority of the interventions are done in the rural areas;</li> </ul> </li> </ul>
<p><b>How will you measure the success of your project?</b> (include indicators of success that go beyond implementation of activities)</p>	<ul style="list-style-type: none"> <li>• We would start from a baseline study in order to have a clear picture of the current situation of the work done by the different groups on gender integration, gains for women, possible environmental problems and other relevant aspects</li> <li>• As indicators we would include: number of association/cooperatives that successful produce and sell the improved stoves paying attention to all the market value-chain; the gains that the different activities bring to the life of people and their communities, i.e. how life of the involved women changed, how the environmental protection is done, how projects are linked to SDG, etc.;</li> </ul>
<p><b>What other strategic opportunities have you identified that will contribute to the success and sustainability of your project?</b> (include opportunities linked to national level policy, strategies and programmes as well as linkage to sub-regional and regional agenda)</p>	<ul style="list-style-type: none"> <li>• The political context which promotes gender mainstreaming in the different sectors;</li> <li>• The MIREME Gender Strategy which aims to create benefits for both women and male individuals;</li> <li>• The SADC Gender Protocol which shows concerns on extractive industry and gender equity;</li> <li>• Contribute for achievement of the SDG;</li> <li>• The SE4ALL initiative</li> </ul>
<p><b>What aspects of the ShareFair will be most useful in implementing your project?</b> Explain</p>	<ul style="list-style-type: none"> <li>• The experience we collected from other participants which demonstrate the progress they have made in their countries. For example the shift from Associations to Cooperatives, the process of legalization of the cooperatives, the capacity building on improved extractive process;</li> <li>• The knowledge we got from the different presentations stimulate us to implement some experiences that we consider as best practices. For example the presentation from Uganda lady working in extractive of gold that managed to employ more than 50 people after having started as a small scale miner.</li> </ul>

<p><b>What are your future plans?</b> (include any additional capacity building needs for your professional development that you have identified during the course of your interactions at the ShareFair).</p>	<ul style="list-style-type: none"> <li>• We felt that we need additional capacity building on gender, especially linking gender to the different extractive industry and energy sectors;</li> <li>• There is also a need to link banks and micro credit institutions with the small scale associations producing improved stoves, roof tiles, crushed stones and promoting renewable energy so that women entrepreneurs and women miners can have opportunity to have formal funding and especial grants (Reduced bank interest) and possible funding by other donors;</li> <li>• There is also a need of capacity building on how to access to the District Development Funds;</li> <li>• Organize knowledge sharing workshops on the recommendations to ASM sector</li> <li>• We need additional capacity building on ITC;</li> <li>• We would like to improve our English in order to allow us interact more openly in future Share fairs or similar events.</li> </ul>
<p><b>Implementation timeline</b> (Please indicate the implementation timeline for the activities in your project by month/year)</p>	<p><b>For example:</b></p> <ul style="list-style-type: none"> <li>• Revision of gender strategy (December 2015 – January 2016)</li> <li>• Baseline study on women in ASM of development minerals (February 2016 – April 2016)</li> <li>• Partnership agreements with stakeholders (December 2015 – March 2016)</li> </ul>

### III. SUBMISSION DATE OF THE DRAFT RETURN-TO-WORK PROJECT

The draft Return to Work project is due **by Monday 26th October 2015** and should be sent to: Caroline Ngonze([caroline.ngonze@undp.org](mailto:caroline.ngonze@undp.org))