

**ACP-EU Development Minerals Programme
Implemented in partnership with UNDP**

Programme Partners:



**REGIONAL TRAINING WORKSHOP ON ENVIRONMENT, COMMUNITY,
HEALTH AND SAFETY IN THE DEVELOPMENT MINERALS SECTOR**

Maputo (Mozambique), 3-6 April 2017

RETURN TO WORK PLANS (RWP)

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



I. 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, with the first update expected at the 2-month mark, in **June 2017**. A subsequent follow-up in **October 2017** 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.

GENERAL INFORMATION

Name(s):

Ministry of Mines and Energy (Isabella Chirchir, Sarti Makili,
Namibia University of Science and Technology (NUST) (Harmony Musiyarira)

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Brief Description of the project: Many reports have been written about the issues surrounding small scale miners' challenges in Namibia; yet little has been done to address these challenges. There has been a fragmented approach to address these challenges. Various government arms and donor organizations have utilized piece meal methods in the past in trying to make improvements on the productivities across the sector, but with no meaningful success. This has led to the design and implementation of inappropriate technologies and support services for the sector. The structures of many of the semi-precious stones mining businesses are informal, with very little royalties received by the government. Miners often work informally or illegally and they fear government interference and they distrust outsiders, resulting in them withholding production information. The presence of small scale miners is quite often associated with major challenges, including poor safety and environmental management standards, the spread of communicable diseases and poor working conditions. The vision of the Namibian government is to expand the range and value of semi-precious stones and jewelry products processed within Namibia, while curbing illicit flows of raw stones. This will simultaneously secure maximum benefit for the country.

Small Scale Mining decentralization



Expected Outcomes:

- Small scale mining services decentralized coupled with improved gemstone sector governance,
- permission to develop the gemology programme
- Implementation of the growth strategy for the gemstone sector.

Expected Outputs:

- All potential miners are mining legally and have access to basic services from the government.
- Investing in education and training
- creating an enabling environment and improving the sector governance
- Strengthening the sector organization and supporting the infrastructure.

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 Ministry is planning to relocate three staff member from the head office to another region to assist small-scale miners and the community with disseminating of mining information, pegging of mining claims, issuing and accepting mining application forms. The Ministry will work with Regional Councilors.

From the University perspective, a series of workshops will be done to raise the awareness of the challenges faced by the sector across the semi-precious stone value chain ranging from governance issues to safety and environmental issues in small scale mining. The Ministry of Mines and Energy in Namibia's strategic plan also looks at how small scale miners can be integrated in the main stream mining through utilizing the goals which speak to operation efficiencies, safety and health and responsible mining leading to sustainability. The Ministry of Trade Industrialisation and SME Development has embarked on its vision of Growth at Home. Growth at Home" is the theme chosen by the Ministry of Trade and Industry to reinforce the importance of accelerating economic growth, reducing income inequality and increasing employment.

In teaming up with the two ministries, the lessons learnt from the Maputo workshop will enable the Namibian team to contribute with regard to the implementation of safety, health and environmental best practices within the sector in Namibia. The Ministry of Mines and Energy and the Social Security are looking at developing training material for the small scale miners and the jewelers. Hence, the knowledge gained from attending this workshop will assist in the development of the curriculum for the two government agencies in Namibia which in turn will help in realizing National development goals with emphasis on Human Capital Development.



What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation)

- Decentralization of licensing activities
- Granting of approval to mount the gemology programme
- Adoption of safety and health and environmental standards in small scale mining
- Feedback from small scale miners attending the workshop

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)

Collaboration with the Governor and Regional Councilors and utilizing the country network contacts we got through attending the Maputo Workshop



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What aspects of the training will be most useful in implementing your project? Explain

- Training in environmental management, gemstones valuation (pricing) and how to market gemstones on internationally.
- The economic linkage in the semi-precious stone industry will be critical in implementing this project.
- The staff member that will be in the region will need our support to assist small-scale miners so if I have the necessary training we will be able to train the staff members in the regions.



ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activity 1:	Identify staff members	Train the staff member in their new duties	Train the staff member in their new duties	Train the staff member in their new duties		Submit transfer request	Transfer staff members and do monthly monitoring
Activity 2:	Carry out a needs assessment for need for gemology education	Carry out a needs assessment for need for gemology education	Present the results before the Faculty Board of Studies	Develop the curriculum	Set up a curriculum advisory committee	Present the results before the University Senate	Obtaining permission to develop the programme
Activity 3:	Prepare a presentation on the Gemstone sector	Facilitate a workshop involving all the stakeholders in the gemstone sector	Make a presentation on the Gemstone sector strategy for Namibia	Organise follow up meetings with various stakeholders	Identify key strategies for implementation	Roll out the implementation Plan	Roll out the implementation Plan



	strategy for Namibia						
Activity 4:							



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III. SUBMISSION DATE OF THE DRAFT RETURN-TO-WORK PLAN

The draft Return to Work plan should be sent to development.minerals@undp.org

