

Programme Partners:



**TRAINING WORKSHOP ON MINE AND QUARRY MANAGEMENT,
ENVIRONMENTAL, HEALTH AND SAFETY & HUMAN, LABOUR RIGHTS
AND COMMUNITY RELATIONS IN CONSTRUCTION MATERIALS,
INDUSTRIAL MINERALS AND SEMI-PRECIOUS GEMSTONES**

Lusaka, Zambia, April 2017

RETURN TO WORK (RTW) PLANS

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ROAD DEVELOPMENT AGENCY

RIDGEWAY, LUSAKA

ZAMBIA

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.

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.

I. 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 Return to Work Project (RWP)** using the structure provided below.

GENERAL INFORMATION
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Brief Description of the project: Resolution of conflicts between the Machenje Village and the Sekute Royal Establishment (SRE) on one hand, and the Road Development Agency on the other hand. This is a case where a representative of the Machenje Village has taken the Road Development Agency (RDA) for among other things, non-payment of Royalties to the community for projects in the form of corporate social responsibility.
Expected Outcomes: <ol style="list-style-type: none">1. Signing of a Memorandum of Understanding (MoU) with the Sekute Royal Establishment.2. Commencement of remittance of 20% of the Quarry Rentals the RDA shall receive from the contractor, Messrs. Daewoo E&C, to the Bank Account that shall be opened by the SRE for purposes of funding an identified and agreed community project.3. Withdrawal of the case from the High Court.
Expected Outputs: <ol style="list-style-type: none">1. Drafting of the MoU and reaching consensus with the SRE on its contents.2. Submission and getting the draft MoU cleared by Attorney General's Chambers.3. Writing and making follow ups with Daewoo E&C to ensure that Quarry Rentals are paid to the RDA for the Lease of Machenje Quarry.4. Remitting 20% of the Quarry Rentals to the SRE Bank Account once received.5. Attending High Court proceedings on the case.

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 RDA being a quasi-government entity responsible for the construction, care and maintenance of public roads and bridges in Zambia, management of quarries that are used to supply aggregates to various road and bridge projects may not necessarily involve international collaboration. However, collaboration with stakeholders within and outside the RDA would be necessary. Key stakeholders would include:

- i. The Legal Services Directorate within the RDA,
- ii. The Construction and Rehabilitation Directorate within the RDA which is implementing the Kazungula Bridge Project,
- iii. The Communications and Corporate Affairs Directorate within the RDA
- iv. The Attorney General's office,
- v. The Kazungula Bridge Project Office,
- vi. Daewoo E&C (contractor),
- vii. The Sekute Royal Establishment, and
- viii. The Machenje Village committee.

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

Indicators of success would include:

- i. Opening of a Bank Account by the SRE for purposes of receiving their 20% of the quarry rentals from the RDA,
- ii. Identification of a community project by the SRE and remittance of fund by the RDA from the quarry rentals, i.e., 20% of quarry rentals received from contractor by the RDA.
- iii. Withdrawal or discontinuation of the court case over Machenje Quarry.

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)

Continuous stakeholder management.

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

Aspects of the training that proved most helpful to me in relation to my project were presentations on:

1. Introduction to Community Relations, Dialogue & Rights,
2. Mining and the Environment, and
3. Labour, Community and Human Rights

What are your future plans? (Include any additional capacity building needs for your professional development that you have identified during the course of the workshop).

To implement the knowledge obtained from the training in all future acquisition of quarries, leasing of quarries and engagement of the surrounding communities to ensure they are carried on board as part of

the mining operations in their area. Had the knowledge and skills obtained from the training been acquired earlier, most of the current challenges the RDA is facing on quarries could have been avoided.

ACTION PLAN

Period Activities	April	May	June	July	August	September	October
Activity 1:	Engage the SRE on MoU						
Activity 2:	Submit MoU to AG' Office for Clearance	Sign MoU between RDA and SRE					
Activity 3:		Identify Community Project(s)					
Activity 4:			Remit funds for Project(s)				
Activity 5:				Implementation of community project(s)			
Etc.							

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

19th April, 2017

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