

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, October 2016

RETURN TO WORK (RTW) PLANS

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.

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

GENERAL INFORMATION
Name(s): Evelyn Sumaili
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Brief Description of the project: The project is in Mapatizya area in Zimba District. We are currently mining Amethyst which has made little impact to sustain our livelihood. So we want to go into quarrying Balsalt and flat stones which can go a long way in supplying building materials like flake stone, making blocks, tile making and other construction purposes. We can eventually go into cement manufacturing. The development mineral resources of Zambia have been traced and are easily located in most parts of Zambia. Now there is a program of Trainers of trainers to train others in the cooperatives which is going to all provinces in Zambia. In Livingstone, we were previlledged to visit the Kazungula Bridge Project of Road Development Agency which works with four other international firms and has employed about 400 workers both male and female. Muchenje Quarry supplies construction stones and sand which is within 20km from the construction site. We also visited Ngwenya Artisanal mine which has about 500 workers. They are being encouraged to form a cooperative and formalize their work. Our company intends to work closely with Associations, cooperatives, government and respective co-operating partners for the sake of accessing ; training, information, financial assistancy, attending workshops both local ant international, shows and exhibitions
Expected Outcomes: We learnt about: <ul style="list-style-type: none">- Indentification of the development minerals in Zambia- Correct mining methods

- Mining in relation to environmental effect
- Labour relations
- Human Rights
- Community relation and dialogue
- Safe and health mining methods

Expected Outputs:

- we are able to read geological maps
- we can be able to indentify rocks and gemstones
- we can be able to train others
- able to apply what we learnt in practice

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)

- **Our company is going to work with associations, clubs, government, private companies.**
- **To advertise our products on social media shows and exhibitions**
- **To network with other cooperatives of other sectors of economy**
- **Capacity building by providing skills e.g bookkeeping, gender issues, HIV and AIDS awareness**

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

To partner with other women in other provinces in planning, marketing and selling. To create development project and to supply our products to various projects in our area.

To create selling points across the country for our products in line with Tourism and other sectors of development.

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)

- **Machinery**
- **To have more female workers who prove to be more effeciant and honesty**
- **To interact with other companies in the region and sub-region**
- **To add value to our products**
- **To be sensitised and be updated with all current formulated Laws and policies**

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

We need to have close development ties with our co-operating partners, also our relationship should be down to business approach

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 diversify; agriculture, tourism, sports as a means of advertising out company**

- To follow government policies; mines and mineral act, Labour laws, Environmental Laws, Human Rights, Community Relations.
- Strive to make our business sustainable
- To be patriotic to our Country and economy
- To safe guard our social, economic and religious norms
- To pay back to our community

ACTION PLAN

Period Activities	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activity 1:	Identifying the quarrying site						
Activity 2:		Licensing with Geological Survey Dept					
Activity 3:			Improving the infrastructure				
Activity 4:				Mobilizing funds			
Activity 5:					Actual mining activities		
Etc.						Marketing and advertising	
							sales

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

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