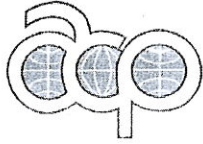


Programme Partners:



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**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**

Livingstone, Zambia, March 2017

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

Returns 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: GOLDEN SIABUSU Position MANAGER Email: goldensiabusu@gmail.com Phone no (office + mob): 0971 799 969 or 0955 264 404	
Brief Description: Mining and Processing of Low grade Amethyst	
Expected Outcomes: Effective mining and good relationship with the community and the relevant authorities.	
Expected Outputs: High productivity and smooth running of mining activities using safe methods of excavation	
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). Using the knowledge acquired from the Livingstone workshop, we shall work and collaborate with our key partners in mining. These include; <ul style="list-style-type: none"> • Ministry of Labor – to insure that all labor laws are observed. • Ministry of Mines – to insure that all necessary documents are up-to-date and safe methods of excavation are observed to avoid possible accidents. • Environments Council of Zambia – to insure the environment impacts associated with mining activities are mitigated. • Ministry of Gender – to insure that Gender equity is observed and the rights of Women are not violated. • The Community – the community shall be consulted where need be. This is to insure that no human rights are violated as a result of mining activities. In case were some community members feel aggrieved or victimized, dialogue shall be employed to avoid conflicts. • We shall also sensitize the community on the dangers of STIs to influence behaviour change among the youth. • Lastly, we shall comply with ZR and ZEMA to avoid any possible penalty. 	
What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation) <ul style="list-style-type: none"> • We shall involve different stakeholders in the formation of policies and regulation of this project and also collaborate with some organization which will assist with funds, equipment and safe technologies. 	
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) <ul style="list-style-type: none"> • Value addition to the low grade amethyst by processing and cutting the stones so that our product 	

- can attract both local and international markets.
 - Hiring of heavy machines is a priority to enhance productivity.
 - Searching for sustainable market with the assistance of various stakeholders.
- What aspects of the training will be most useful in implementing your project? Explain.**
 In order to implement this project successfully, we need the following trainings;
- Finance management and bookkeeping
 - Gemstone processing and cutting
 - Sustainable market strategies.
 - Acquisition of gemstone processing and cutting machines.
- 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 go for an advanced training in gemstone processing, cutting and gemology.
 - To organize a quarry mine so that the knowledge acquired from the workshop is implemented to bring about development to our country through job creation and contributing to the national treasury.

ACTION PLAN

Since our pits are already productive and exploration has been done and our mineral rights are up-to-date, we shall go straight to carry out the following activities as shown in this chart.

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1	Construction of storerooms,	Buying of tools.	Scaling of pits.	Posting warning signs.	Stripping the overburden from two selected pits that are to be worked on.	Training on first aid and sensitization on HIV/AIDS and STIs	Excavation
Activity 2	Construction of shelters.	Buying of safety clothing	Selecting of productive pits to be worked on	Putting of barriers on pits that may endanger humans and animals			Processing of amethyst
Activity 3	Construction of toilets.						Searching for market
Activity 4							Selling of Amethyst.
Activity 5							
Etc.							

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

The draft return to work plan should be sent to development.minerals@undp.org