

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):	Josephine Ngosa
Position:	Employee Service Manager
Email:	josephinengosaa@gmail.com
Phone no (office + mob):	0978 409091/0965 652896
<b>Brief Description of the project:</b>	
<p>Mineral Development can create new opportunities and bring wealthy to those in existence, but it can also cause considerable distraction. New projects i.e. Small Scale Mining can bring jobs, business activities, roads, school and clinics to the remote and previously impoverished areas, but the benefits can be evenly shared and for some they may be poor recompense for the loss of existence livelihood and damage to their environment and culture. Lack of skills and short sighted exploration are causing a variety of technical an environmental, health and safety and socio-political problems. Limited mining management leads to exploration of non- renewable resources without generating social economic benefits.</p> <p>Prosperity and profit business demands information about technical/policy/market as well as opportunities obligations. Skills and knowledge gained from the training of trainers workshop on development minerals can in mining industries.</p>	
<b>Expected Outcomes:</b>	
Establish a pool of experts with advanced practical knowledge of experience in mining and quarrying management and business planning for effective and profit based investment.	
<b>Expected Outputs:</b>	
Mining with techniques as well as well selected equipment that can bring productivity without incurring a loss and causing health hazards on human, the community and land.	

- Well trained personnel in basic knowledge and quarrying in mine management to bring achievable to economic developmental goals.

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)

JOSHEAL ENTERPRISE LIMITED (QUARTZ MINING PROJECT) having received these trainings in mining and quarrying of minerals development will implement the return to work plan by ensuring that skills and knowledge acquired is applied on site on merit. The company shall take responsibility to educate the would be workers as well as the community committee members on the importance of investing in mining activities in their area in relation to healthy/safety, labor laws, human rights, as well as environmental issues. We shall exercise the social responsibility as a need arise dependent of the vulnerability of a case i.e. developmental activities and participate in tradition ceremonies which shall give us a opportunity to sensitize the community on matters affecting a girl child(affected by early marriages due to traditional norms) and youth (school dropouts). The project will implement a gender sensitive program focused on increasing local value added for the development minerals and semi-precious stones in quarrying, processing and marketing.

Sustainable development goals shall be implemented on programs that will create a basis for sustainable small scale mining i.e. improving the utilization of natural resources while minimizing environmental degrading for the benefit of small scale miner, their extended families and local economy. Due to diligence and responsibility in mining the company will work in collaboration with government institution agents i.e. ZEMA, Council and traditional leaders as partners, other countries may come in the case of marketing, investing as well as offer support to empower the company in matters concerning the project to benefit the vulnerable people(community responsibility).

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

Small Scale miners are mining persons with passion for mining as a “business” and have none/less knowledge on mining management and financing. The success of their operation totally depend on awareness programs in entrepreneurship, environmental management, mine development and be advised on mining equipment that suits their mining sites etc

POSSIBLE CAUSES	STRATEGY	POSSIBLE INTERVENTION	DIRECT COSTS
<ul style="list-style-type: none"> <li>- Small Scale miners lack knowledge on mining management and have insufficient funds to invest in machinery.</li> </ul>	<ul style="list-style-type: none"> <li>- Advocacy for affordable education workshops.</li> <li>- Awareness of the importance of mining to economic development(most small scale miners take mining casual and contribute less to</li> </ul>	<ul style="list-style-type: none"> <li>- Incentive programs such as small grants</li> <li>- Micro-enterprises programmes(revolving funds)</li> <li>- Provision of facilities through strengthening partnerships</li> <li>- Provision of supplies</li> </ul>	<ul style="list-style-type: none"> <li>- Supply of mining equipment</li> <li>- Basic knowledge mining management ( very expensive to hire GEOLOGIST, ENVIRONMENTAL MINING ENGINEERS ETC)</li> </ul>

	<p>economic development in the mining areas)</p> <ul style="list-style-type: none"> <li>- Solicit for support on technical from government.</li> <li>- Empower small scale miners to acquire mining equipments/machinery( these are the most vulnerable property small scale miners lack)</li> </ul>		
--	--	--	--

**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)**

**Other strategic opportunities identified to a successful project include the following input;**

**LOANS**

- Partners/government through empowerment programme to loan out machinery to small scale miners and let them take the responsibility of the other investment to the project as a sign of commitment.
- Government to engage auditors to be monitoring the projects quarterly to ensure that the loaned machinery paid on time and also development taking place in the mining area as well as the miner making a profit.
- Small Scale loan servicing back to government should be in monetary form after sells by either the miner or government agents for transparency and accountability.

**GRANTS**

- Donor community/business world to give Small grants to Small Scale miners with assurance the money is being given to a productive mining site that will benefit the licence holder, community and government.
- To be monitored through monthly returns submission and ensure that the money was given to responsible citizen with the passion to develop themselves, families, community and government.

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

**MINING AND ENVIRONMENT**

Though all aspect of trading are very useful, the least we can pick out is mining and environment.

Mining according to description is extracting minerals from the ground and this causes a lot of disturbances to land and surrounding settlements. Its from this instance that the issue of the environment management comes in as well sustainable development. The rest of the mining regulations fall in after a project has been started. Therefore any business for mining should in the first place consider the laid down rules and regulations to carry out their duties so that the miners make a profit from their investment as well as the government and community benefits as stake holders.

**Mining and ENVIRONMENT are important aspects that can benefit the nation at large especially in the area of SUSTAINABLE DEVELOPMENT GOALS.**

**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).

**JOSHEAL ENTERPRISES LIMITED plans to go into LARGE SCALE MINING and influence the market to bring forex in the country and improve the livelihood of Zambians as well contribute at a large scale in economic development. We plan to build a plant where we could be processing and add value to our products as well lessen the burden of bulk supply.**

**Currently we are focussing on the project we have expecting to raise enough money that can help us diversify to large scale enterprises. This will make us proud as a stakeholder in implementing government policies in rural development**

**ACTION PLAN**

<b>Period</b>	<b>Month 1</b>	<b>Month 2</b>	<b>Month 3</b>	<b>Month 4</b>	<b>Month 5</b>	<b>Month 6</b>	<b>Month 7</b>
<b>Activities</b>							
<b>Activity 1:</b>	MEETING TRADITIONAL LEADERS AND THE COMMUNITY COMMITTEE MEMBERS TO DISCUSS OUR PRESENCE AND PURPOSE OF BEING THE CHIEFDOM	MINE DEVELOPMENT	CLEARING THE LAND/EXCAVATION	ATTENDING INTERNATIONAL TRADE SHOWS FOR A MARKET SURVEY	RESUME WORK ON SITE		
<b>Activity 2:</b>	TRAININGS ON MINE MANAGEMENT SKILLS	SURVEYING POTENTIAL PITS AND OUT CROPS LEADING TO A SUCCESSFUL PRODUCTION					
<b>Activity 3:</b>							

	ORGANISING WORKERS AND CAMP BUILDING						
<b>Activity 4:</b>							
<b>Activity 5:</b>							
<b>Etc.</b>							

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

The draft Return to Work plan should be sent to [development.minerals@undp.org](mailto:development.minerals@undp.org)