



ACP-EU Development Minerals Programme Implemented in partnership with UNDP

RETURN TO WORK (RTW) PLAN

PROGRESS REPORT

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 were required to develop a return-to-work plan on a project you would undertake on your return, applying the knowledge and skills gained from workshop to influence change.

This follow-up on the progress of implementation of the return-to-work plan will be used to determine the most successful projects; and subsequently offer a number of selected participants the opportunity to attend future training events.

II. REPORTING STRUCTURE FOR RETURN-TO-WORK PLANS

To facilitate ease of reporting on the progress of your return to work project, the structure below outlines the key project elements that need to be covered. **Please submit the progress update on the Return to Work Project (RWP)** using the structure provided below.

GENERAL INFORMATION	
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Brief description of the project: Mineral development can create new opportunities and bring wealth to the people. However, mineral development can cause considerable destruction to the environment. New project such as Small scale mining can bring jobs, business activities, roads, Schools and health facilities to the remote and poor areas. On the other hand if managed properly, such benefits can be evenly shared and enjoyed by the local communities. Benefits can also serve to compensate the people for losses and other inconveniences such as displacement, loss of farming land, livelihood and damage their environment. Lack of skills and short	



sighted exploration are causing a variety of technical and environmental, health and safety and socio-political problems.

Prosperity and profit business demands information about technical/policy/market as well and opportunities obligations skills and knowledge gained from the training of trainers workshop on development minerals will be applied at the mining sites and see that workers are equipped with technologies/techniques for extracting minerals and also recognizing the environmental impact associated with different commodities and the stage of the mine life cycle and also identify and discuss at the workplace and community health issues with an increased ability to critically analyze vulnerabilities and risks associated with minerals operation for workers and host community.

What were the expected outcomes and what outcomes did you achieve?

To establish a pool of experts with basic knowledge and skills in quarry/mine management

- Trained personnel in planning and budgeting for efficient and profitable based investment
- Understand how mining affect the environment and the preservation of the same
- Safety and health management skills for workers.
- To be familiar with the legislation that regulates mining practices
- Technique knowhow on geological extracting of minerals as well as the geological term used in mining.

ACHIEVED OUTCOMES

- Basic knowledge in mine/quarry management that include techniques absolutely technologies skills to clear land and extract minerals without causing any damage it health hazards to employees, and the surrounding areas.

- Knowledge in budgeting and planning for successful investment, e.g

what kind of machinery time use on site, time flame and salaries for workers in the first quarter of year before getting any returns from the investment

- The identification of minerals outcrops and the abundance of production in relation to the kind of rock that has the potential a profitable investment e.g



metamorphic and sedimentary rocks

- Knowledge on the impact mining has in human settlement, animals as well as noise/ air pollution
- Community responsibility and be gender sensitive
- The procedure undertaken in mine closure (Recontouring) and knowledge on sustainable development glial that include, flooded pits be turned into fish ponds after testing the water from laboratories, as well as replanting of trees for future use.
- Legislative action to undertake before beginning any mining activity e

g Registration, ZEMA assessment, Mining Safety, Council etc

What were the expected outputs and what outputs did you achieve? Please be specific. For example, if you held a workshop or presentation to share the knowledge you gained during the training workshop: Where was the workshop held? When? How many people attended? What was the gender balance? Please also attach as an appendix any photos or other media.

- Align myself to all aspect of Human Resources management and operation strategies that are determined by the business needs of the company and the mining sector of the country
- Embrace the microeconomic and labour environment strategies that conform to strategic intent of the company
- Develop a work ethic of continuous improvement which encourages focused employees to realise their full potential and to make a difference in their areas of operation would be a cornerstone of the Company Policy
- The continued development of employees through wide ranging training initiative to ensure the employee talents are harnessed, both from a managerial and technical perspective will remain an area of focus
- Enhance Technology and skills transfer of new skills through mentorship, benchmarking with well performing firms
- Develop a business understanding program so that employees are involved in the company mining operation. Not just management top down information systems but also bottom upwards



Please describe the key partnerships and collaborations that you established in your country as well as any joint collaboration with other countries

The key partnership established in the country include the Ministry of Mines, the provision of consultants (mining engineers, geologist etc, EU,ACP and UNDP for knowledge sharing and capacity building, whilst local communities partnership with the committee members representing the community to full the social responsibility, government institutions looking in the affairs of mining and export procedures e.g. ZRA,etc.

Not forgetting investors like the Chinese and other potential investors in construction materials.

What indicators of success have you achieved since the start of implementation? (Describe the indicators of success in relation to the expected outputs and outcomes)

Indicators of success achieved include the following:

- PROSPECTING TECHNIQUES: - The identification and utilization of minerals deposit
- DEVELOPMENT TECHNIQUES
 - The excavation, stripping, and the burden soil or rock covering the deposits to the new surface ore for mining, etc.
 - Planning, development and exploitation of minerals.
- RECLAMATION
 - Process of closing a mine, recontouring and restoring the water and land value affected by mining activities
- ENVIRONMENT, HEALTH/SAFETY AND COMMUNITY
 - Apply basic knowledge of science and natural to come up with today's solution to pertinent environmental management in all areas of operation of the mining firm
 - How best provide health carrying services to employees of the firm
- PARTICIPATION DIALOGUE AND RIGHTS
 - Apply skills that shall be conducive to the collective agreement and working harmony between mining management and worker's rights that relate to mining operations.



- ACCESS TO FUNDING

- It is expected that there will be a defined process of accessing funding to Small Scale miners that need it
- Resources, capacity building and skills to impact policy change through knowledge
- Bringing together a diverse range of stakeholders and building the a community of shares value and standards
- Enabling trained personnel to carry out their individual activities at their workplace.
- Apply the legislative regulating the mining industries

What strategic opportunities have you acted upon that have contributed to the continued success of your project? (include linkages to sub-regional and regional agendas)

What opportunities opened up for you personally as a result of your RWP?

- To support the implementation of region and subregion harmonized frame work and improve government capacity to derive sustainable benefits from mineral corridors of development
- Support good governance and sustainable mineral sector management with the objective to strengthen the capacity of government and other subregion stakeholders in the subregion and ensure transparency, good governance, and accountability in the management of mineral resources
- Geological and mining information to generate a basic coherent geological information and entrance to country capability to promote the sector and their negotiation skill
- And that the sub-component would help provide a “critical mass information in order to attract investors to further exploration and mine development activities will include;

Mapping and geological survey of prospective areas (mineral resources corridors).

Personally, i have learnt a great deal of mine management and it is quite interesting as compared to when i was not able to meet the ZEMA offices in fear of being arrested for the illegal activities being operated in our mining rights before we were given a mining rights. After meeting with ZEMA officials i was liberated and had an opportunity to do the right thing as well as learn a great deal of the importance of mining and the environment. I can proudly say that, the RTW has made me a real manager of a mine because i can



now direct workers/investors on the right procedures of mining as well guild the workers on their rights. The return to work has given me a second thought of going for further education and possibly upgrade myself in mine management at the degree level and also public administration as i will be dealing in mining with people having different professions in order to succeed in my mining activities. Am looking forward to going into a large scale miner so that my input in economic development can increase as i am so interested in rural education for youth and girls. this and many thanks goes to the implementers of these programs

Please explain any problems encountered during implementation of your project, highlighting any deviations from the project plans (Describe the solutions sought for the problems and corrective actions undertaken for the deviations)

Project implementation always financial challenges as well as paying the human resource personnel. The company's biggest challenge in the first place was lack of geological techniques and technology which activities only depended on the so called "experienced diggers" who claimed to have all the knowledge in extracting minerals knowing all the veins and they could lead to a pocket of abundance production. In fear of being stopped by traditional leaders to stop us from operations we ended up losing out even our working capital due to the traditional mining systems. Now that we have all the technical basic knowledge in mining we are able to carry out our duties in a correct manner that would not affect the community, environment, and take legislative measures in accordance with mining and environmental regulations.

The current problem in implementing this project in both holding the training of trainers workshop at our mining sites or other neighbouring mining sites in the district is lack of logistics that include stationery, transport and meals to facilitate a meaningful sensitization workshop. Another challenge as in operation is lack of enough working capital that can hire machinery and pay workers for the first three months as we work expecting good returns in that period of time. Opening the pit requires three



common activities which are very costly with machinery and time waster/ money drainer in manual operations and these are

Good and bountiful production can only be found when;

1. The blocks are to be extracted like within predetermined ultimate pit limits
2. The cutoff is fixed exogenously
3. Blocks that lie within each predetermined pushback independently

These kind of extracting minerals demand well planned financial action goals to take that optimized the present value of pay off from acting.

In this regard the solution to this challenge is to use machinery and technical mining skills that will be less cost effective through the provision of e.g. grants or government loans in form of machinery and ensure that all recipient has a mining site that has the potential of yielding of good returns by the end of three months so that the can re-invest to continue with successful mining operations. Another solution is being provided affordable fees to engage mining engineers, geologist and other engineers as well as environmentalist consultants. This can be an arrangement made between the mine owner and an appeal to the director of mines so that the government approved fees can equally be given to the small scale miners unlike private consultants who charge us exorbitants fees on an incomplete assessment. The basic skills received is just an eye opener that will lead us to the correct mining activities that will add value to the communities where we are based as well as solve our long inactive mining activities on the ground whilst its very active on paper.

What specific actions have you undertaken to ensure sustainability of your project?

THE Livingstone workshops which i attended not only mentioned the extraction of minerals as development minerals only, there was also the component of construction material that include sand, cement, clay, gravel etc. therefore, we as a company as taken advantage of the growth in construction that is taking place in Northwestern province as a mining province and undertaken the cheapest form of



construction material which is clay from the hills and the one extracted from the ground. this kind of building material is almost 91% being used in the province and a few individual have been making burnt bricks from the ant-hills and make kiln where the burn so that they become very strong and standing just like the concrete blocks made with cement, sand and gravel.

Recently, we had made nine thousand bricks (9 000) and gave three thousand (3,000) to the school project of a laboratory and library whilst the seven thousand was a youth empowerment which was sold to a Chinese investor to raise funds for the youth drop-outs. This project will not only be a sustainable income generating, but shall be a gender sensitive program to support women who are considered to be bad luck if they work at the mine(meaning if women are found near the pits there will not be any production). It shall work in partnership with the community by forming a cooperative that shall receive basic skills in entrepreneurship as well as source for funds to hold a workshop on the improvement of making this building material.

Another potential action to be taken is to train enough machine operators so that we don't encounter problems in hiring them at all time. Workers from the village mostly are the ones to be trained in basic skills of various field in mining management for a sustainable project.



Please describe any future actions in the table below

ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1:	Legislativ	Meeting	Organizin	Camp	Explorati	Market	Mining



MAKING FOLLOW UPS ON ZEMA ASSESSMENT ON SITE VISITATION	e measures to allow us to start mining'	the traditional leaders and discuss our presence in their area and explain the importance of investing in their area.	g/recruiting workers from the community and preparing for training sessions on mine management	clearance and building store room for spare parts and arranging a safe place to keep fuel and other dangerous substances	on works begin identification of potential out crops that can be productive in period of three months	survey for extracted minerals	operations begin until rain season to go on break
Activity 2: Rock identification/consultative mining	Second meeting with the community committee members on the social responsibility	Financial planning and first quarter budgeting meetings					
Activity 3: Excavation methods of development minerals		Relocation of affected settlements					
Activity 4: Education for		Third					



Human, labour and individual rights		meeting with community discuss gender related matters and employment for women					
Activity 5: Sensitization on decent working conditions	Entrepreneurship skills training						

NB:

1. Please attach any evidence of commendation/award/certificate received as a result of implementing your return-to-work plan

III. SUBMISSION OF THE PROGRESS UPDATE OF THE RETURN-TO-WORK PLAN

The progress update of the Return to Work plan should be sent to:

development.minerals@undp.org.

