

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

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**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
<p><b>Name(s):</b> Mary Mpande Lubemba</p> <p><b>Position:</b> Women in Mining (Kakote women extractives)</p> <p><b>Email:</b> nanga@africamail.com</p> <p><b>Phone no (office + mob):</b> +260971671911</p>
<p><b>Brief Description of the project:</b></p> <p>The project is at Kanyanje Kakote 35 km in Shantumbu area Kafue, District. The project is mining Marble/ Limestone and has membership of 36 which 8 are male youths. The stone makes floor tiles, decoration like eggs and ash trays. It can be tumbled and make gem trees and pendants as jewellery. Manufacture of cement can also be used as building materials, crushed stones etc.</p> <p>The development mineral resources of Zambia has been traced and easily located in most parts of Zambia.</p> <p>Women have come up with a program where the trainers of trainers can also train others in the cooperatives which is going to all the provinces in Zambia. At the Livingstone workshop we were privileged to go for a field visit in Kazungula 60km from Livingstone where they are making a bridge and the building materials which is being used is Basalt stone, crush stones, washed sand which is being mined at Munchenje quarry which is about 20km from the bridge. It is a big company which has partnership of 4 big companies and has employed a lot of workers. We visited another site which is Ngwenya which had more than 500 illegal miners mining Basalt who the women miners have incorporated in their Association / cooperative to be formal in terms of having mining licenses where they will be need to train them and secure funding for equipment/ machinery in order for them to have good production than using pick and shovel which slows their production</p>
<p><b>Expected Outcomes:</b></p> <p><b>We learnt about the :</b></p> <ul style="list-style-type: none"><li>- Clear identification of the development minerals in Zambia</li></ul>

- **Clear understanding of the development minerals being explored mining activities environment, health, community safety inputs**

**Expected Outputs:**

- 1. organised geological data base**
- 2. Detailed information about mining activities, formation of policies and regulations for the sector**
- 3. community awareness**
- 4. sustainable exploration of development minerals**
- 5. Trainers to be helped with workshop modules in this project.**

**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)**

- 1. Gender Ministry to be involved so that women and youth are empowered.**
- 2. exchange programs with other countries.**
- 3. women have already been organised in forming cooperatives which has to reach all the provinces.**
- 4. capacity building by providing skills e.g. bookkeeping, gender violence, HIV response management**

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

**To engage various stakeholders in the formulation of policies and regulation of this project and also collaborate with an established organisation which can help with 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)**

- 1. the success of the project can be measured through sensitizing many women miners**
- 2. heavy duty machinery should be considered**
- 3. you can also add value to the flat stone by cutting it to make tiles according to the customers need. This also needs a machine.**
- 4. uplifting livelihoods because a lot of women will have income, and food will be easily put on the table.**

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

**Adding to what we have been trained already, we need to be trained at the actual sites how to follow the veins and how mining is done with machinery**

**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 my understanding development minerals are located near where there is demand and because of the demand, one can easily make money to put food on the table. So there is need to give time to gain more knowledge/ skill which can be passed on to the children and children. because building will never stop, people will continue building.**

**ACTION PLAN**

<b>Period</b>	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
<b>Activities</b>							
<b>Activity 1:</b>	Forming of cooperatives						
<b>Activity 2:</b>		Documentation/license with geological dept					
<b>Activity 3:</b>			Building of shelters and toilets				
<b>Activity 4:</b>				Mobilizing resources			
<b>Activity 5:</b>					mapping		
<b>Activity 6:</b>						marketing	

**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)