



GENDER EQUALITY IN THE EXTRACTIVE INDUSTRIES SHAREFAIR 2015

13 - 15 October 2015, Nairobi, Kenya

RETURN TO WORK (RTW) PLANS FOR UNDP SPONSORED PARTICIPANTS

I. RETURN-TO-WORK PLANS

Return to Work projects are a valuable mechanism for the ShareFair 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 this gender equality in the extractive industries ShareFair to influence change.

Periodic follow-up on the progress of implementation of the plan will be undertaken by UNDP, with the first update expected at the 2-month mark, in December 2015. A subsequent follow-up in April 2016 will be undertaken and periodic follow-ups thereafter.

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

REPORTING STRUCTURE

GENERAL INFORMATION	
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Brief Description of the project: (Including expected results for example-improved productivity through enhanced entrepreneurial and leadership skills; strategic positioning in value-chains through networking; improved environmental, health and safety standards; cross-country learning and south-south cooperation etc).	<p>This project is situated in the Chikankata (130 km from Lusaka) and The Mazoka area (200 km from Lusaka) in the Southern Province of Zambia. The project aims to mine and process good quality clay deposits for the manufacturing of construction bricks and traditional art ceramics to boost the tourism industry. The clay used is known as Chikankata Clay and Choma Kaolin clay which were assessed to be excellent source of ceramic grade Kaolin.</p> <p>The second phase of the project will aim to explore the mining of Bentonite Clay in the southern province after geological surveys are completed. This clay is used for an array of industrial purposes, masonry, purification and clarifying of water, minerals, vegetable and animal oils. In addition to this it is fast becoming a much sought after medical and beauty product.</p> <p>Currently, the women use very primitive methods to mine and make clay products and bricks. The pots and vessels are all made by hand sundried and finished off in a traditional kiln. They clay bricks are shaped wooden handmade moulds and sundried often cracking due to unregulated elements. This is very time consuming. But, it is our hope that when we have all the right structures in place such as trainings in basic management and value addition on products and exchange learning programs we will be able to secure some funding for equipment/machinery to mass produce bricks and solar powered kilns for more improved productivity.</p>

<p>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)</p>	<ul style="list-style-type: none"> • We plan to work very closely collaborate with UN Women and Extractives Industry Transparency Alliance (EITA) as advising bodies, in order to ensure our objectives and strategic goals are met. We are also engaging the Ministry of Gender and Ministry of Mining to come on board and support low value mineral extraction in rural areas as a means of economic empowerment for women through impact assessments, accessing citizens and constituency funds, providing geospatial information for the development of EI sector, providing technical assistance etc. • Organizing women miners in cooperatives and associations will be top priority. • Capacity building by providing skills such as management, accounting, environmental responsibility, Gender and developmental rights, gender violence and HIV response etc. • Work very closely with UN Women(as a lead organization) to push the public debate on gender and extractives and integrating gender equality into policies regulatory frameworks, programs and discourse in both private and public branches of the EL sectors. • Dialogue with other CSOs and Government on the policy shift towards the African Mining Vision and lobby to have the AVM rectified and domesticated. • Skills exchange programs: During the Shairefair we identified that some countries such as Mozambique, South Africa, Malawi and Zimbabwe have a much more advanced clay based industry such traditional pottery and molds, done by women. We would like to emulate this in Zambia as it would contribute immensely to our tourism and economic growth and thus uplifting of women miners and potters' livelihoods and communities and thus contribute to the economy. It is therefore, cardinal that we set up an exchange programs in the region (networking with contacts made during the Shairefair) and to improve enterprise development and women empowerment.
<p>How will you measure the success of your project? (include indicators of success that go beyond implementation of activities)</p>	<p>The success of the project and sustainability will be measured through transforming of women/artisan miners into development tools.</p>

	<p>In uplifting livelihoods, as increased women's incomes easily translate into improved children's health, education and food security in homes.</p> <p>Increased school enrolment, reduced early marriages, less environmental degradation (tree cutting for charcoal as income)</p> <p>Creation of women miners' advocacy bodies in all provinces of Zambia which will advance women's rights and concerns in the EI sector.</p>
<p>What other strategic opportunities have you identified that will contribute to the success and sustainability of your project? (include opportunities linked to national level policy, strategies and programs as well as linkage to sub-regional and regional agenda)</p>	<p>The introduction of appropriate and labour saving and safe technologies.</p> <p>Women Clay Miners tend to spend a lot of time away from their homes when mining clay. The tools used are very basic hoes and shovels and in some instances they use the hands to pull out clay. Heavy duty tools should be considered.</p> <p>When adding value to the clay by making pottery products and bricks traditional kilns are used and these require fuel made from trees which leads to environmental degradation, solar ovens could be a good option.</p> <p>Collaboration with a well-established clay mining organization in the region would go a long way to mitigating this problem by introducing safer and quicker methods of mining clay.</p>
<p>What aspects of the ShareFair will be most useful in implementing your project? Explain</p>	<p>Women in low Value minerals Can redefine the paradigm</p> <p>Even though women miners/artisans in low value mineral mining might be informal, hidden, insignificant, this sector of society can be key drivers in our economy..</p> <p>Information is Key</p> <p>Before attending this sharefair I had very little information on how the EI sectors operates, it was just an project to assist a group of women earn a little money without any significant change in their livelihoods, but now armed with information and knowledge I realize that this sector can driver in our economy if well managed and the right structures are put in place.</p> <p>Regional certification and legalizing</p> <p>By grouping women in cooperatives and Association, makes it as it will be easier to seek resources in capacity building, financing, and information flow</p>
<p>Personal / Professional development</p>	<p>Would like to be informed on trends and best practices in EI sector worldwide by dialoging and networking with others in the EL sector.</p> <p>Would like to an assessment done for bentonite clay mining in Zambia and have some training on this particular clay.</p>

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

The draft Return to Work project is due **by Monday 26th October 2015** and should be sent to: Caroline Ngonze (caroline.ngonze@undp.org)