



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.

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
<p>Name(s): Natalie Mufalo</p> <p>Position: Director / Founder</p> <p>Email: nataliemufalo@gmail.com</p> <p>Phone no (office + mob): +260 976 941878</p>
<p>Brief description of the project:</p> <p>This project is set to create an enabling framework for sustainable livelihoods, fighting poverty, and inclusive enjoyment of natural resources for women as our focus. The project aims to identify challenges facing women in the EI sector with a focus on developmental minerals most especially clay miners. These range from poorly organized women groups such as associations/cooperatives, Lack of skills such as management, accounting, environmental responsibility, Gender and Developmental rights, Gender violence and HIV response, Access to credit for and to finance business ventures, limited technical capacity in mining including adoption of modern technologies for value addition as well as access to information on markets and products. It also aims to assist mine and process good quality clay deposits for the manufacturing of construction bricks and traditional art ceramics to boost the tourism industry and other uses in industries and medical sectors.</p>
<p>What were the expected outcomes and what outcomes did you achieve?</p> <p>To strengthen processes that promotes economic development of women and creates an environment for social change through clay extracting and mining.</p> <p>To achieve sustainable development, economic growth, alleviate poverty and enhance the standard of living of the clay artisans of Southern Province.</p>

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.

- Demonstrating minerals potential and attracting exploration – **Early this year, Nitrogen Chemicals the country's largest producer of fertiliser put out a contract to supply them with clay (used as filler in fertiliser production) 30 tons was supplied through an agent.**
- Establishing an attractive investment climate and progressive minerals policies that would favour even clay extracts and other low value minerals. - **Drawing from the Nairobi Sharefair Conference 2015 this concept aims at strengthening the core objective on 'Network, mentor and create business/knowledge exchange opportunities for women in the Extractive Industry (EI)'. We have developed a concept aimed at raising the profile of low value/development minerals. The proposed initiative is to bring together low value mineral ASMs (women) and end users such as artists, industry users etc, through a national workshop/ meeting. This will take the dialogue agenda from national to the community level engagement platform. The framework will build on inclusion and enhanced participation of women in LVMM extractive industry from artisan level slowly growing into small scale entrepreneurship. For the success of this, we will require mentorship through greater experience sharing, knowledge and skills transfer and documentation of best practices.**
- Developing a booklet specifically for women ASMs in English and the local language that would be user friendly and free from biases – **having recently attended the training workshop on 'Mine Management, Environment, Community, Health & Safety And Community Relations, Dialogue And Rights' it's imperative that I share what I have learnt with others in the sector. Armed with this training we are better positioned to better change agents. The production of a booklet (in English and local languages) based on the training will be paramount as it will serve as guideline and information exchange with women ASMs and also for information flow to the gatekeepers and community leaders such as councilors, district commissioners and headmen when we enter communities. It has been observed that most women miners are clueless on the benefits of developmental mining. The majority mine as a way to just earn a little extra cash by making clay pots without realizing its potential and benefits. We want to train women on how they can better mine and be drivers in the economy and shift the paradigm by scaling up through organizing them into associations and cooperatives, educating them on safer methods, providing capacity building, opening markets etc. By this they, are better equipped to be more productive and thus uplifting their livelihoods.**
- Creating and sustaining mineral wealth while protecting environmental quality and other social and cultural values – **some land was sought and allocated to the organization by authorities to establish resource/training/pottery center for clay products.**



Sensitizing session on mine management and the environment with some clay miners



'Making case for developmental minerals', touring a large government project using developmental minerals.



One of the groups mining clay for making construction blocks.



A typical clay mining enterprise in the Batoka and Muzoka area of the southern province. This mine is run by six women and two men.



One of the mines where clay was extracted for Nitrogen Chemicals Zambia, to be used as filler for fertilizer production in May 2017.

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

We have partnered with Extractive Industry Transparency Alliance as a mentor/umbrella organization who will be an implementing partner and will assist us in our funding endeavors.

We have written to Ministry of Gender and Ministry of Community and Rural Development , introducing our organization and see how we can work together towards a common goal of mitigating challenges of women in development minerals and sustaining inclusive enjoyment and equal participation in the sector.

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)

- We have hired there (3) professional staff. All social scientist graduates from the University of Zambia to manage, co-ordinate and administer the program as well as create linkages with other stake holders. (Currently, they are working on 'as need basis' volunteering until we are able to establish some funding for programs.
- Established two (2) women self-help groups (SHGs). we are targeting one hundred fifty (150) members by December 2017.
- Created larger market and exhibited some finished clay works in order to raise some income and create some awareness on clay mining.
- Exploring potential in clay mineral as a component in industry by establishing some market.

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?

- I've enhanced and developed my leadership skills.
- Built up a network with my fellow in the EI sector as well as exchange programs.
- The 2015 Share fair served as an extremely Sharefair 2015 participants with a vision to establish regional cooperation and informational exchange useful knowledge sharing platform. The knowledge gained has given us an insight on how to organize the women miners. It has highly motivated us to scale up our program and create employment and development in the communities we are working in, as we have come to a realization that EI (Low value minerals) can be a development tool.
- Attended training that have helped me understand the EL sector better and instilled knowledge that I can deliver to our clients.

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)

- Lack of resources for capacity building. We do what we can do to drive the mission forward but it's not enough to meet the needs of women in LVMM. We are barely scraping the surface as far as outreach. We have never received funding and we are frantically trying to identify funders for the project. (kindly assist in this area)
- Our catchment areas are in very remote places with harsh terrain. We don't make enough site visits due to transport constraints. Without funds its not possible to hire a 4x4 for the site visits, we use public transport when possible.
- We only have eight months to work with our clients due to the fact that they are sustainable and peasant farmers. During the rainy season they are occupied with their fields. (We can only carry out all programs within 8 months)

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

- In due course, Register GLOW Zambia as 'LIMITED UNDER GUARANTEE ORGANISATION' this will allow us to move from a grassroots organization to a larger entity guided by members of board from a cross section of society to ensure direction and guidance for the organization.
- Open markets for the markets for the clay products produced by our clients.
- Once we have reached our target number of member, we will introduce service/membership which will help us continue project activities in other areas.
- We have plans underway which will also use to fundraise online.
- We aim to be flexible with our approach and develop new partnerships in order to scale up project ideas for clay works and take our mission ahead.
- We will work closely with government departments and other in institutions to enable us to access new initiatives.
- We are working on having an advocacy program, which will allow us to dialogue with other CSO's, Government and other stakeholders to influence policy and lobby on behalf of rural clay miners.

Please describe any future actions in the table below

ACTION PLAN

Period Activities							
	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activity 1: Capacity building	Identifying funders for our programs Currently , have three programs that need to be addressed	Identifying funders for our programs Currently , have three programs that need to be addressed	Identifying funders for our programs Currently , have three programs that need to be addressed	Identifying funders for our programs Currently , have three programs that need to be addressed			
Activity 2: Field Work	Sensitizing our members on environmental management based on training received. (Chikakanta Area1)	Sensitizing our members on environmental management based on training received. (Muzoka Batoka/Area1)	Sensitizing our members on environmental management based on training received. (Chikakanta Area2)	Sensitizing our members on environmental management based on training received. (Muzoka Batoka/Area2)			
Activity 3: In-house	Developing user friendly for women booklet based on the training recent received on TRAINING WORKSHOP ON MINE AND QUARRY MANAGEMENT, ENVIRONMENT, ENVIRONMENT, COMMUNITY , HEALTH & SAFETY AND	Developing user friendly for women booklet based on the training recent received on TRAINING WORKSHOP ON MINE AND QUARRY MANAGEMENT , ENVIRONMENT , COMMUNITY, HEALTH & SAFETY AND COMMUNITY RELATIONS,	Developing user friendly for women booklet based on the training recent received on TRAINING WORKSHOP ON MINE AND QUARRY MANAGEMENT , ENVIRONMENT , COMMUNITY, HEALTH & SAFETY AND COMMUNITY RELATIONS,	Translation into local language and editing			

	COMMUNITY RELATIONS, DIALOGUE AND RIGHTS IN THE DEVELOPMENT MINERALS SECTOR	DIALOGUE AND RIGHTS IN THE DEVELOPMENT MINERALS SECTOR	DIALOGUE AND RIGHTS IN THE DEVELOPMENT MINERALS SECTOR				
Activity 4: Building partnerships	Follow ups on communications with Min of Gender and Ministry of Community and rural Development and chart the way forward.	Plan an informal focus group with other individuals/organizations involved in Developmental mineral to discuss how we can work together.	Depending on outcomes of these focus group meeting, results will determine the way forward.				
Activity 5: South to south cooperation	Work on the regional training concept and identifying partners to make it a reality. (SEE Attached)	Work on the regional training concept and identifying partners to make it a reality.		Work on the regional training concept and identifying partners to make it a reality.			