

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
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<b>Brief Description of the project:</b>  The aim of TOT was to sensitize the Small Scale Miners on the neglected Development Minerals production. It was also meant to: <ul style="list-style-type: none"><li>• Educate the Miners and to facilitate knowledge exchange on value addition to low value minerals and gemstones.</li><li>• work as a team through formalization of the Associations, which are there, although not very active</li><li>• Support the participation of more women in small scale mining.</li><li>• Strengthen The Mining Association for sustainable social and environmental programs.</li><li>• encourage the Small Scale Miners to work as a team for transparent and accountability, raise awareness that all minerals have the market, nothing can be thrown out</li></ul>
<b>Expected Outcomes:</b> To alleviate poverty in our area of operation by involving the community, stakeholders, and the policy makers (e.g. ward councillors) through job creation. <ul style="list-style-type: none"><li>• Ploughing back through social responsibility like schools, recreation clubs and healthy Centre's</li><li>• <b>Improved</b> road network using the local minerals like basalt for easier transportation of minerals or machinery and easy to be reached by the sponsors or donors</li><li>• improved Kalomo Mineral Association networking programs</li><li>• Controlling of funds will be priority as we work as a team.</li><li>• The miners will be able to contribute to the sustainable development goals which contains the four ps people, poverty, prosperity and partnership</li></ul>

### **Expected Outputs:**

- Employment will improve with the provision of machinery which will reduce unemployment
- Finances will improve due to value addition to the minerals
- Exportation of minerals for better marketing as we were trained that no mineral is useless but useful e.g. face and baby powder can be made through those neglected stones
- The child labour will be reduced by encouraging parents to take their children to school than it's the situation today e.g. by following the labour laws.
- The Small Scale Miners will be able to compete with the large scale miners due to the provision of machinery
- They will also be able to have market than before e.g. if you become partners with the Intergovernmental on Mining, Minerals Metals and Sustainable Development (IGMF) the Canadian program
- They will be able to improve on trading regulations that involves the environmental (ZEMA) license, health and safety, personal levy and trading license to avoid accidents or be disturbed by the council

### **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)**

The implementation will depend highly on the key partners who are mine and quarry owners and also on our consultants (sponsor's e.g. the UNDP, and EU).

To dialogue between the public and the private sectors, the key stake holders, the community and the policy makers must be involved. The implementation will also create joint collaboration through market partnership with other countries e.g. building of Kazungula Bridge whereby three quarters of the material such as crushed stones, cement and sand is being produced in our country while the fly ash is brought in from Namibia so there is much need for joint collaboration with other countries

The implementation will also involve the key players; those who were involved at the time of training for information to enable us do the right job in grading of gemstones and processing of minerals. If the implementation involves ZEMA we will enquire from them on health and safety.

The most important role is to contribution to the nation by ensuring the neglecting development minerals in our area of operation must improve in such a way that the percentage on employment, the national income, government revenue, exports and foreign investment will also improve in order to compete on the world market and other regional interested in our value added minerals

### **OTHER STRATEGIC OPPORTUNITIES**

Strengthening of the relationship with community and stake holders

To make progress reports

**What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation) The indicators that I will employ is the Mining License**

- Dialogue with stake holders and the community if there is any displacement that must be done without any forcing but both should come to the agreement table to avoid misunderstanding in the future
- The ZEMA, Health and Safety, the geologists must go on the ground to ensure that the environmental brief is followed, minerals are available, and labour laws are followed.
- The market must be there for the products
- Make sure there's value added to the minerals before marketing
- Make sure the employees have protective clothes
- The open pits that have seized to operate must be reburied to avoid hazards and mishaps

**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)**

- To abide to by labour laws and avoid industry break down through strikes.
- To make sure we market the minerals through attending of shows within or outside the country
- To make sure the mine is consistence, sustainable and has good governance. Human resource must be respected through good wages and salaries. This should be ok to both parties. This is to avoid conflicts or grievances that can cause low productivity
- Policy makers, Miners Associations, and grassroots leadership e.g. chiefs, headmen, ward councillors, ward development committee in the area of operation should work in harmony and together

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

By involving other participants who were trained,

1. Give ourselves tasks according to the field that one will be able to give a lecture using the softcopy (flash) provided by the sponsors of the workshop that we had in Livingstone. This will help in organizing of meetings with owners of mines dealing in small scale mining and institute the committee that we are going to work with during the training.
2. Identify the venue where the training will be held, number of days, logistics concerning training e.g. need for resources to use during the training which we were given a soft copy on the flash and use the experience and the knowledge acquired during the training in Livingstone workshop and the Kazungula trip that we had during the training.

**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).**

My future plans are to contribute to the government effort of poverty reduction, economic growth and social responsibility through encouraging of community participation in small scale mining.

Contribute to the improvement of the management development of mineral s especially on small scale mining

Contribute to the organizing technology trainings and networking for easier communication.  
 To make sure that we are all connected through emails which is cheaper for areas like Kalomo, mapatizya, zimba, the southern region where our mines are and the rest of the world  
 Continuation of organizing meetings in order to update each other on the progress of production  
 To ensure knowledge sharing is encouraged during workshops  
 Continue strengthening of regulations on environmental, health and safety

**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>	Meetings with fellow miners in small scale mining and discuss the way forward on the training that was held in living stone Come up with ideals that will make Kalomo minerals association roadmaps	Meetings with stake holders and other policy makers so that we can share the roadmap with them Discuss the benefits on the program of capacity building for the betterness of our community Knowledge sharing and make assessment on how the association can be improved through our contribution	Planning of the training activities with in the area of operation to avoid travelling expenses Encourage miners to show commitment and to come up with their own individual proposals To make a selection on the best proposals that can be discussed after the training To sign the memorandum of understanding	To work on the budget on what are the priorities at hand that the association will need Come up with a committee that will run the affairs of the association concerning mining sector	Visit all the mining areas within Kalomo association minerals members and give advance where there's need	To make sure all regulations concerning mining sector are followed on environment, health, safety, trading license, lab our laws and personal levy are put in place	The miners with that knowledge acquired can go into production The committee to monitor the progress and advance Make assessment and if the roadmap is followed Market the products within and outside the country Market the products during the shows within and outside the

			as an association				country
<b>Activity 2:</b>							
<b>Activity 3:</b>							
<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)