

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**

Chaminuka, Lusaka, Zambia, October 2016

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**RETURN TO WORK PLANS (RWP)**

*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> As a regulator from the government perspective, It`s in line with Sustainable Development Goals and the Extractive Industry encompassing SDG Processes – background, Mapping from MDGs to SDGs and the Extractive Sector. Small scale Mining in Zambia is often located in remote and less-developed areas, where it is capable of infusing jobs and innovation, and bringing investment and infrastructure at a game-changing scale over long time horizons. As the government regulator, these are some of the most important global challenges of our time, and the SDGs provide a consensus based global architecture that the mining industry can use to address them and so will take interest even in future activities. Mining impacts all 17 SDGs to varying degrees across a wide range of issue areas that present both challenges and opportunities. Challenges require mitigating the negative impacts of mining and opportunities require enhancing the positive impacts of mining. The specific opportunities and implications of the SDGs, targets and actions will differ depending on company strategy, commodity, location, mine cycle stage and legacy. SDGs include SDG9 (Infrastructure, Innovation, and Industrialization), SDG8 (Employment and Economic Growth), SDG7 (Energy Access and Sustainability), SDG6 (Clean Water and Sanitation), SDG15 (Ecosystem and Biodiversity Protection) and SDG13 (Climate Action). These goals present opportunities to enhance the current contribution of the sector and require adaptation, mitigation, and strategies to minimize impact, in addition to seeking innovative means of addressing the Goals.

**Expected Outcomes:**

- **As a government regulator and on behalf of the government, it has been noticed that Mining has contributed to many of the problems that the SDGs are trying to address and overturn which include environmental degradation, displacement of populations, worsening economic and social inequality, GBV, transfer mispricing, and increased risk for many health problems etc.**

**Expected Outputs:**

- **As the government regulator, small scale miners should be made to understand and appreciate that the products of mining are essential to all aspects of life as they contributing to the health, well-being, development of society and Capabilities to mobilising physical, technological, and financial resources required for sustainable development.**

**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)**

- **Will lobby for collaboration with Ngo`s such as the European Union, UNDP and World bank support through their funding and Individuals such as small scale miners, local authorities and mining companies may benefit under our close supervision.**
- **Government regulators will offer human resource support when funded by NGOS and will assist through;**
  - ✓ **offering free geological advice on site,**
  - ✓ **promote health and safety**
  - ✓ **and safe mining methods of small scale miners.**

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

- **Increase monitoring and supervision of small scale miners through local authorities, headmen and chiefs in rural areas who will have to partner with the government as their inclusion necessary.**
- **Appreciate and lobby for Increased funding for mining activities from NGO`s based on the mining output and tax returns recorded.**
- **Conduct visits to newly opened mines to offer free geological advice on site.**

**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)**

- **As government is not able to fund all the small scale miners in rural areas, NGO`s supplement the government`s role with regards to funding of mining activities and will have to be monitored and encouraged so as to be able to reinvest the resources or pay back the small grants that may be offered by NGOS.**
- **Basic training to small scale miners need to be introduced.**

- Awareness creation and updating of database of mining companies is cardinal so as to establish accurate statistics.

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

- Creation of social relationships with the locals by mining companies and involvement of locals through providing employment is cardinal so as to raise the social status of the community.
- Regulating of mining companies by government and local authorities who are partners will enable the government realise a clear picture with regards to economic and social equality.
- Inclusion of female candidature will have to be encouraged so as to reduce poverty in the community because women tend to use resources wisely in a home.

**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).**

- The registration and documentation of the mine companies in the government data base would help in realise the taxes that are not collected, taxes not paid during illegal exports and creation of formal employment.
- Collaboration with the Zambia revenue authority over remittance of taxes by mining companies through issuance of personal identification number (TPIN), which is compulsory by ZRA.
- Creation of awareness about mining companies to the local areas where they operate and encourage the companies to get involved in community activities or corporate social responsibility so as to be accepted by locals who feel that the company has their problems at heart. The locals would also guard the company jealously.

#### ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
<b>Activities</b>							
<b>Activity 1:</b>	Based on mining activities(BOMA)						
<b>Activity 2:</b>	BOMA						
<b>Activity 3:</b>	BOMA						

<b>Activity 4:</b>	BOMA						
<b>Activity 5:</b>	BOMA						
<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)