

**ACP-EU Development Minerals Programme  
Implemented in partnership with UNDP**

Programme Partners:



## **REGIONAL TRAINING WORKSHOP ON ENVIRONMENT, COMMUNITY, HEALTH AND SAFETY IN THE DEVELOPMENT MINERALS SECTOR**

Maputo (Mozambique), 3-6 April 2017

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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, with the first update expected at the 2-month mark, in **June 2017**. A subsequent follow-up in **October 2017** 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.

GENERAL INFORMATION
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<b>Brief Description of the project:</b> Training of the artisanal and small scale mining operators on law and regulatory framework, Policies, environmental perspective ,UN guiding principles on Business & Human Rights, and financial fitness" <b>'Better save now what you will need in the future'</b>  ASM in Rwanda have little knowledge on mining laws, policies and environment best practices because of the nature of their job. Also the ASM operators have little skills/knowledge on financial fitness where they remain poor despite the income generated from minerals.  Again, ASM operators normally conflict with the government inspectors as they do not comply with available laws and standards. It is from this background that, the training will be organized in collaboration with government institution in charge of mining to upgrade the skills of ASM miners.
<b>Expected Outcomes:</b>

1)Raising skills of ASM operators for implementation of laws, environmental best practice, 2)raising skills of efficient and profitable use of income generated from mining, and miners will be able to:

- ✓ Understand the importance of saving and identify saving goals;
- ✓ Know how to do basic record-keeping;
- ✓ Know how to build resilience into the local business as: Vendors, community saving groups, flue supply, micro-credit ect ; and
- ✓ Feel confident making financial plans for the future.

#### Expected Outputs:

ASM operators in Societe Miniere Sugira are trained

**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)

Collaborators/partners	Responsible /Person to be contacted	Area of partnership
<b>Miners</b>	Societe Miniere Sugira Miners / Trainees	Training
<b>Huye District staff in which the Societe Miniere Sugira is located</b>	Staff in charge of Natural Resources	Discuss on how the development minerals can be linked to the District development programme
<b>Rwanda Mines, Petroleum and Gas Board</b>	-Director of Business Support Services &Investment in Mining  -Mines Inspector in Charge of southern province	Collaboration on how the Development Minerals Programme can be linked to the Rwanda mining
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		action plan and standard and how we can make the project effective
Rwanda Mining Association in which Rwanda mining companies and cooperatives belong	Executive Secretary	Interaction on Development and the and how the knowledge and skills gained from the d workshop can be shared with all mining operators in Rwanda in the future in boosting the productivity
Rwanda Quarry Association in which Rwanda quarry companies and cooperatives belong	Chairman	Interaction on Development and the and how the knowledge and skills gained from the d workshop can be shared with all quarry operators in Rwanda in the future
iTSCi/Pact-Rwanda	Project Manager	Collaboration and keep the mining sector improving and complying with international standards
<p><b>What indicators of success will you employ?</b> (include indicators of success that go beyond activity-level implementation)</p> <p>95% of ASM operators in Societe Miniere Sugira will be trained on regulatory framework; Policies, environmental perspective ,UN guiding principles on Business &amp;Human Rights, and financial fitness” <b>‘Better save now what you will need in the future”</b></p>		

**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)**

-Rwanda is currently implementing Regional Certification Mechanism (RCM) where mining companies are inspected and certified green to those comply with all regional mining standards and those certified red are not allowed to operate. Since my project is related to training of ASM about laws, standards and environment management

-Rwanda is part of the iTSCi since 2011,as part of national and international effort to address the challenges of the link between minerals and conflict

As part iTSCi program field implementation, pact works in partnership with Rwanda government(Rwanda Mines, Petroleum and Gas Board),industry and civil society to help ensure that minerals conform to the standards expected by the international markets, and promoting development rather than conflict.

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

1) Even if the law and regulations governing the minerals industry were put in plan, it has been observed that the challenge is that most of miners do not understand what ones provide, and that has always a challenge leading the mining operators to inappropriate implementation. therefore, training on policy, law and regulation, how they can operate in respecting of the Human Rights will be one of the key aspect useful in implementing my project.

2) ASM field operators generally remain poor even if they spend long time operating in mining activities, so, train them on (financial fitness) , how they can properly use income generated from mineral activities for a better life of themselves and their families , enhancing the domestic economic linkages from development minerals will be a crucial useful aspect of training in implementing my project, and this falls in the Rwanda development objectives of fighting against poverty.

**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).**

With availability of funds, the training can extend to all miners in Southern province since most of mining enterprises in Rwanda are located in southern province, and in the long run to all miners of Rwanda.

ACTION PLAN						
Period	Month 1	Month 2	Month 3	Month 4	Month 5	Observations
<b>Activities</b>						
<b>Activity 1: Meeting</b>	-Preparation of training manuals  - Arrangement of the training with the Socite Miniere Sugira's Managing Director					
<b>Activity 2:</b>		Field training at Societe Miniere Sugira(ASM)				
<b>Activity 3:</b>			Sharing experience, knowledge and skills on development minerals with the Executive Secretary of Rwanda Mining Association, and the			

			Chairman at Rwanda Quarry Association			
<b>Activity 4:</b>				Discussion on development minerals with - Dir mine Director of Business Support Services & Investment in Mining - inspector and Pact Rwanda project Manager		

### III. SUBMISSION DATE OF THE DRAFT RETURN-TO-WORK PLAN

The draft Return to Work plan is due **by Monday 24 April 2017** and should be sent to [development.minerals@undp.org](mailto:development.minerals@undp.org)