



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.

This follow-up on the progress of implementation of the return-to-work plan will be used to determine the most successful projects; and subsequently offer a number of selected participants the opportunity to attend future training events.

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
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Brief description of the project: Workshop of the artisanal and small scale mining operators on Policies ,law and regulatory framework, , environmental perspective ,UN guiding principles on Business & Human Rights, and financial fitness” ‘ Better save now what you will need in the future ’ ASM operators 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 officials 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.

❖ **Why to train ASM miners on law and regulatory framework?** it has been observed that,

The first step of optimizing the mining industry benefits is rules/law, regulation, guideline, most of times rules and institutions are there; however, it has been observed that rules and institutions by themselves can just be paper tigers unless they are supported by a critical mass of field operators because are the ones who are the final implementers of rules,

So, we have got rules and institutions, and then we urgently need a strong capacity of critical mass/field miners for a fair and proper implementation of rules.

Therefore, that was the motive behind to train ASM field operators on **mining policy, law and regulatory framework**.

❖ **Why to train miners on financial fitness?** It has been quite observed that most of field miners generate income from their mining activities, but they don't know how to use money as it would be. It is understandable when a miner tells that has been working in mining sector for 20,15 or even 30 years, but he remains poor.

We found crucial to train field operators on how to save money generated from their work, and getting finally fit for their better life and sustainable development.

Note that this Return to Work Plan (RWP) is coherent, aligned and linked with the Rwandan constitution, the mining policy, the mining and quarry exploitation law and associated ministerial orders, Mining Sector Strategic plan, Rwanda Mining Association action plan, Rwanda Quarry Association action plan, vision 2020, SDGs, seven year program and the thematic areas of Economic Development and Poverty Reduction Strategy (EDPRS II).

What were the expected outcomes and what outcomes did you achieve? Expected Outcomes:

1)Expected Outcomes:

Raising skills of ASM operators for implementation of laws, environmental best practice, and raising skills of efficient and profitable use of income generated from mining.

2)Outcomes Achieved

ASM operators were able to:

- ✓ Policy & Regulation(Session 6 of the Maputo training curriculum)
- ✓ Understand the importance of a comprehensive legal framework that touches on all of the key elements of mining industry for a fair implementation;
- ✓ Understand the mining legal framework, they right and obligations during the mining operations;
- ✓ Understand how business and Human Rights can work together;
- ✓ Understand Guidance for Governments on Managing Artisanal and Small-scale Mining;
- ✓ 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, and micro-credit , Feel confident making financial plans for the future etc.

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

1) **Venue:** The training held at Société Minière Sugira field office, in Southern Province, Huye District, Rwaniro

Sector (see attached the office photo)

2) **When?:** The workshop took place from 17-18 June 2017

3) **Participants:** 61 miners attended the workshop, (see attached the attendance list and some of photos)

4) **Gender balance:** 47 men and 14 women,

Plus the company's Managing Director Mr. Robert Rugamba and the field Manager Mr. Patrick Nemeyimana

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

The key partners involved in Rwanda mining sector that were identified and consulted are the following:

Partner Organization/Institution	Type of Organization/Institution	Person Contacted	Position	Aim of Consultation/Discussion
Société Minière Sugira (S.M Sugira)	Private	Mr. Robert Rugamba	Managing Director Société Minière Sugira & Chairman at Rwanda Mining Association/Southern province level	The consultation was Done aiming to share Knowledge/skills gained From during the workshop in Maputo, and how Together can plan for RWP implementation (see the photos)
Rwanda Mining Association (RMA)	Private mining Sector organization to which all mining companies and cooperatives in Rwanda belong	Mr. Frank Butera	National Executive Secretary at Rwanda Mining Association	I shared knowledge/skills, and discussed on Development Minerals Programme, and how can be My RWP implemented Etc.

	to			
Rwanda Quarry Association(RQA)	Private Quarry Association to which all quarry companies and cooperatives in Rwanda belong to	Mr.Etienne Uwimana	Chairman at Rwanda - Quarry Association	Consultation and discussion on the Development Minerals Knowledge sharing, how this program develop mostly the industrial minerals, I shared knowledge and skills gained from the workshop in Maputo, (see attached photo);
Mines, petroleum and Gaz Board	Public/Government	Mr.John Kanyangira	Director of support services in mining investment and business development	Sharing knowledge and skills gained during the workshop, how my RWP can be linked to the Government mining sector strategic plan etc.
iTSCi/Pact- Rwanda	NGO	Mr.Ildephonse Niyonsaba	Project Manager	Consultation on my RWP, how the mining operators can comply with law and regulation and international required standards etc.
Huye District	Public/Government	Mr.Martin Butera	In Charge of Natural Resources	Consultation and discussion on Development program, sharing knowledge and skills during the workshop and how my RWP can be linked and aligned to their District Development Program Etc.
Mine,Petroleum and Gaz Board	Public/Government	Mr.Juvenal Kayihura	Mine,Petroleum and Gaz Inspector	Consultation on Development Minerals Program and my RWP

The main and common purpose of the above consultations was to keep raising awareness of the key partners involved in Rwanda minerals sector about our collective responsibility to disseminate and implement my RWP

and the Development Minerals programme provisions in the Rwanda mining industry.

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)

80% of my RWP were achieved. ASM field miners of **Société Minière Sugira** were trained, and key partners involved in minerals sector were consulted as indicated in my RWP.

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)

- 1) The Government had set out the program of training miners on new laws and regulations, so that was my opportunity to my continued by success since was morally supported by the Government;
- 2) The Government/mining sector has been requesting company's owners for don't pay employees cash, rather to pay the in the banks/micro finance accounts to help them saving and avoid the mismanagement, therefore, it was for me opportunity on what acted upon to achieve my success.
- 3) Again, The Government on Rwanda gas set up a 7 years of development program/Economic Development and Poverty Reduction Strategy(EDPRS II), VISION 2020, so that was proper opportunity to act upon in training miners on how to be financially fit for their better life etc.

What opportunities opened up for you personally as a result of your RWP?

- 1) It was a success for me to achieve what I committed in Maputo the last day of workshop, and what I planned in my RWP, achieving what you committed is always a strong and positive aspect to any person, therefore, that was my first opportunity;
- 2) I got to concentrate, view and review the documents to be used in the training, that was another opportunity for me to polish my skills/knowledge;
- 3) It was a great opportunity and exposure to train field miners operators in ASM, knowing more about the challenges that they face, and seeking together solutions.

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)

The problems were mainly a limited time of training because we had not budget for it, we could not transfer the skills/knowledge gained during the Maputo workshop in entirety.

Solutions undertaken:

- 1) Organize another field workshop in order to try maximizing the time,
- 2) Looking for funds to deepen and upgrade the training in the future.

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

- 1) we agreed with the company that will be inviting me any time the needs arise so that can train them on mining policy, law and financial fitness;
- 2) Some miners set the goals to save and investing in other small projects in order to generate more income from the money gained from mining activities and avoiding mismanagement.
- 3) Field miners committed to organize periodic discussions on the knowledge and skills gained from the workshop;
- 4) The channel was built to continuing to share practical experiences on Development Minerals Program with the key partners who have been consulted, and disseminating its provisions etc.

Please describe any future actions in the table below

ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1:	Gatherin g the last field training materials						
Activity 2:		-last field training & Consul tations with partners					
Activity 3:			Last report on my RWP				
Activity 4:							
Activity 5:							

NB:



1. Please attach any evidence of commendation/award/certificate received as a result of implementing your return-to-work plan

III. SUBMISSION OF THE PROGRESS UPDATE OF THE RETURN-TO-WORK PLAN

The progress update of the Return to Work plan should be sent to: development.minerals@undp.org.

