

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 the workshop to influence change.

Periodic follow-up on the progress of implementation of the plan will be undertaken using M4DLink.

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.

REPORTING STRUCTURE

GENERAL INFORMATION	
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Brief Description of the project:	<p>The government of Rwanda through her Ministry of Natural Resources (MINIRENA) intends to develop a strategy that will result in the enactment of standards in small scale mining. The standards can also be referred to as the Code of Practice in mining and the main objective will be to enhance safety in the mineral extraction process as well as to bring efficiency in mining and mineral recovery process.</p> <p>However, the standards that were developed only focus on the highly tradable minerals (3Ts) excluding the most important development minerals. As a result, the producers of development minerals are rarely monitored and assessed because of their contribution in terms of money and rarely their Occupational health, safety and environmental safeguards are catered about. With the standards implemented, they form part of the interventions by MINIRENA in the efforts aimed at increasing the contribution of mining and quarrying to the national wealth, through increased number of well-paying jobs, increased export earnings and overall higher GDP contribution. This project therefore aims at reviewing the ASM code of practice under development and incorporates the Development Mineral producers and mapping the existing and new producers in the sector, considering their safety health implications. This will be achieved in a safe and sustainable manner.</p>

Expected Outcomes:	<ul style="list-style-type: none"> • Code of practice developed will include the neglected development minerals • Easy monitoring and facilitation of NDMs across the country • Value addition especially gem cutting and polishing through partnerships (Long term)
Expected Outputs:	<ul style="list-style-type: none"> • Training and workshops with relevant quarry and small scale mining companies • Cooperation with Experienced professionals in the sector • Collaboration with all stakeholders like Rwanda Mining Association, Trade Union of Rwanda, Rwanda standards Board, relevant ministries.
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)	<ul style="list-style-type: none"> • The plan will be done under the guidance of geology and mines department through regulation and inspection unit. • The first week of March will be the review of ASM standards that is soon to be validated. • The training for the inspection and regulation unit will be done soon after the validation by all relevant stakeholders • Training for other actors especially ASM Operators will be done soon after the validation of code of practice for OHSE.
What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation)	<ul style="list-style-type: none"> • The OHS of workers in mines and quarries will improve • The mine accidents including injuries and near misses will be reduced • The production will increase the target we have will be achieved because workers will be operating in good condictions • Regulation and monitoring will be easy due to a guiding tool in place
What other strategic opportunities have you identified that will contribute to the success and sustainability of your project? (include opportunities linked to national level policy, strategies and programmes as well as linkage to sub-regional and regional agenda)	<ul style="list-style-type: none"> • It is a national priority and the government has high hopes out of it and huge investment was done to have a standardized OHS Code of practice • The institution is very supportive and encouraging as of now. • I participated fully in the development of Code of practice and the assigned expert. • It is still a draft and no multi-stakeholder validation has taken place so far, so changes are very welcome especially if they address critical areas of intervention that was not thought about during the introduction

	<p>phase.</p> <ul style="list-style-type: none"> •
<p>What leadership skills will you apply in conducting this project? (include critical conversations, potential barriers and how you will overcome them)</p>	<ul style="list-style-type: none"> • Dialogue and collaboration are key tools that I will always use in addressing issues especially those in ASM 3Ts and development minerals that we deal with everyday. • ASM and the NDMs are the potential drivers for economic development especially during downturn, despite the challenges related to environmental damage, collaborative approach and problem solving skills (wicked, complex or simple) I gained through ELAM 2016 will be used. • We want a stable and formalized ASM in mining and quarrying sectors across the entire value chain.
<p>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).</p>	<ul style="list-style-type: none"> • My future plans is to see the development minerals value addition through polishing and cutting of gemstones • This will be done by using the Technical Experts in lapidary and gem development that I have already met in ELAM and Indaba 2016