



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

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### RETURN TO WORK (RTW) PLAN

### PROGRESS REPORT

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#### **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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<b>Brief description of the project:</b> The government of Rwanda through her Ministry of Natural Resources (MINIRENA) developed strategies that will standardize the extractive sector through small scale mining standards or code of practice which will serve as a basis for the improvement of health and safety, increasing recovery rates and development of quarries sector. The development of mining standards only focused on the 3Ts and Gold and rarely focusing on the development minerals. This project therefore aims at aligning the developed code of practice into quarries and other development minerals that have been neglected for some time in order to improve the occupational health and safety as well as environmental safeguards to boost national economic development. The first phase of reviewing the standards was completed and quarry guidelines were developed and validated. Dissemination was carried out all over the country and the remaining part was translation of the already developed mining and quarry standards which is still under development.

**What were the expected outcomes and what outcomes did you achieve?** The following were expected in my Return to work

- The mining and quarries code of practice/safety standards document is in place
- Quarry guidelines were developed and transferred to end users
- Gemstone and dimension stones development and value addition is now happening and the Expert was hired to assist the sector
- Dissemination and monitoring the improvement of the sector operations
- Mapping of state quarries and investment promotion strategies

**From above stated outcomes, almost every aspect was achieved to a certain degree and the mining safety standards translated into Kinyarwanda and French are being printed.**

**The Capacity Development and Employment Services Board (CESB) accepted to fund the dissemination plan to all users in the country.**

**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.

The following number of people went through the training in the following provinces.

Eastern Province	– 51 of which 11 were women
Western Province	- 93 of which 16 were women
Northern Province	- 31 of which 7 were women
Southern Province	- 48 of which 15 were women
Kigali	- 48 of which 19 were women

Making a total of 271 operators involved in this sector both public and private. The training also included civil society platform, government officials and media. This workshop took place across all over the country and in Kigali (Classic Hotel). The total number of women who participated in the workshop is 68 making 25.1 % women.

Today, the gemstone development expert is in place to assist identifying potential development minerals available in Rwanda (mapping and capacity building).

Dissemination (second phase) is expected to start on 21<sup>st</sup> August all over the country and the already translated document will be given to miners for use.

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

Today, there is a strong collaboration between Rwanda extractive workers Union (REWU) that was created to work with people involved in mining.

Rwanda Quarry Association was created and it involves all the people involved in quarrying activities in Rwanda and elected members are actively working together.

As of now, Rwanda Mines, Petroleum and Gas Board was established by the Cabinet on 3<sup>rd</sup> February 2017 to boost the mining and quarrying sector.

**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) :**

The adoption of revised developed standards by the mining operators is a sign that this will yield a significant impact, to me it is a success. Secondary, translating the document into a didactic material ready to be used by all stakeholders is a sign of success because all users will be able to transfer the skills to their working environment.

Formation of Rwanda Quarry Association and gemstone development strategy by the institution all show that, development minerals have been thought about and my contribution to this is commendable.

**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)**

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

I was able to participate in Natural Resource Governance Institute's Regional Course on natural resources governance that was held in Ghana from 5<sup>th</sup> to 16<sup>th</sup> September 2016. This opened my mind and gave me much confidence in what I was doing especially the training.

Having worked with the expert while developing mining and quarrying code of practice, I remained as the focal person for implementation even when the expert/Consultant had left. This was an opportunity for me to apply the skills gained especially leadership skills.

I was nominated to participate in the ACP-EU Development Minerals training on Environment, Community, health and safety of the development minerals that was held in Maputo, Mozambique from 3<sup>rd</sup> to 6<sup>th</sup> April 2017. This is as a result of my RWP implementation.

**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)**

One of the most challenging issue was the institutional reforms/restructuring process that still continues to exist. The former Rwanda natural resources which was an implementing agency for Ministry of natural resources was divided into three other institutions namely Rwanda Mines, Petroleum and Gas Board, The Rwanda Water and Forestry Authority and Rwanda Land Management and Use

Authority, all the responsibilities of mining and quarries were transferred to Rwanda Mining Board with new leadership and structure. This led to slow implementation process but as of now, the activities are moving forward.

Funding remained a challenge which made the plan try to adjust in the already planned activities of the institution.

Engaging people who already have busy schedules during consultation was a challenge, however some people gave their views through online and were incorporated into the standards.

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

We have concluded the dissemination of mining standards and due to institutional reforms, every district will be given 2 to 3 field officers to assist in the follow up of the implementation of mining safety standards.

Translating the Mining and quarrying code of practice is a way forward towards sustainability because more than 90 % of actors are Rwandans and rarely understand English, translating the document into local language will be a factor for sustainability.

Rwanda Quarries association created will be a useful platform in sharing information.

Please describe any future actions in the table below

ACTION PLAN							
Period	March	April	May	June	July	August	September
Activities							
Activity 1: Translating OHS Code of practice	X	X					
Activity 2: Distribution and monitoring			X	X			

of standards implementation							
Activity 3: Mapping quarries in Rwanda					X	X	X
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 DATE OF THE PROGRESS UPDATE OF THE RETURN-TO-WORK PLAN**

The progress update of the Return to Work plan is due **by Monday 20<sup>th</sup> March 2017** and should be sent to: [development.minerals@undp.org](mailto:development.minerals@undp.org).