

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	
Name(s):	Lucy Githaiga
Details: Position: Email: Phone no (office + mob):	Country Manager, Diakonia Sweden Lucy.githaiga@diakonia.se +254 721755453 or +254 734 727892
Brief Description of the project:	The project aims to raise awareness on the importance of the Neglected Development minerals. This awareness will focus on two key stakeholders during 2016. The key stakeholders targeted with this awareness are Civil Society organizations involved in extractives work in Kenya and the Government. In the case of Government, this shall include the Ministry of Mining at the national level as well as selected County Governments where Neglected Development minerals are located.
Expected Outcomes:	<ol style="list-style-type: none">1. Civil society will take interest in the Neglected Development Minerals and develop programming interventions aimed at supporting the Neglected Development Minerals2. National Government and the target County Governments will appreciate the value of Neglected Development Minerals and demonstrate actionable commitment to support the Neglected development Minerals

<p>Expected Outputs:</p>	<ol style="list-style-type: none"> 1. At least 3 meetings held with Civil society organizations in which the Neglected Development Minerals is discussed 2. One research is carried out by at least one CSO on an aspect of Neglected Development Minerals 3. The research is disseminated to Civil Society and relevant Government ministries and target County Government where the Research is carried out. 4. At least one follow up meeting carried out with the Ministry of Mining to establish dialogue opportunities for further support to the Neglected Development minerals
<p>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)</p>	<p>This plan shall be implemented with the Haki Madini Coalition partners in particular and the Ministry of Mining will also be involved. To begin with, a presentation will be made to Haki Madini coalition partners as a first step in a meeting to be held between 15th to 18th February. Given that this is the coalition's meeting in which the plans for the year are being developed, the NDM agenda will be incorporated in the planning process. As a starting point, my organization will commit to support one of the partners to carry out a research on at least one aspect of NDM. Once the research is carried out, the coalition partners will have a meeting in which the results of the research are disseminated and discussed. Once the coalition partners are apprised of the issues arising from the research, a round table bringing the Ministry of mining and the CSOs will be organized and the research disseminated to the wider CSO networks and the ministry of mining. This roundtable shall come up with key recommendations for consideration by the ministry of mining with some timeframes for follow up. Based on the timeframes agreed, a follow up meeting will be carried out with the ministry. These are the actions that constitute a 2016 plan but it is envisaged that deeper program work will be rolled out during 2017. I should point out that I have already started speaking to the ministry officials who are part of the Indaba on the need to pay attention to the NDM. I will encourage the partner that will have the responsibility of carrying out the research to reach out to the Strathmore center on extractives and I will support the partner to frame the conversation with the Center. I will reach out to Majala specifically as an ELAM alumni but also as someone who has been engaged with the ASM agenda. During 2016, I do not envisage collaboration with other countries but this will come in the future, and especially in respect of the other countries where Diakonia is working, with a view to share lessons and learnings.</p>

<p>What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation)</p>	<ol style="list-style-type: none"> 1. Number of CSOs in Haki Madini who have carried out at least one intervention in at least one aspect related to Neglected Development minerals 2. Demonstrated commitment by the Ministry of mining to support NDM. This could be in the form of a dedicated officer who is proactively engaged in NDM. 3. Greater collaboration between Haki Madini Coalition and the Ministry mining on the NDM agenda
<p>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)</p>	<p>The new Mining Bill 2014 has articles on ASM issues and has also identified different ranges of NDM's in the 2nd schedule. The Mining Bill 2014 has envisaged a regulatory framework for ASM for example. Once the Bill is enacted into law, there will be opportunity to contribute to the regulations. There is also a draft policy and even if this has not become a public document, it still remains a significant opportunity. There is opportunity to continue with the Country Mining Vision and the NDM agenda is one that fits well within the vision especially in respect to ASM. Fortunately, I sit on the National Steering Committee on the development of the Country Mining Vision and I will be a strong proponent of the NDM agenda especially as more evidence becomes available through research.</p>
<p>What leadership skills will you apply in conducting this project? (include critical conversations, potential barriers and how you will overcome them)</p>	<p>I will employ influence and dialogue in implementing this plan. I will also use listening skills and be clear about facilitating the process of setting direction in the coalition, building alignment and deepening commitment among the coalition members. With Government, I will use persuasion backed with good evidence from the Research data that will be generated. I foresee some resistance from Government given the frosty relationship between Civil society and Government. However, to deal with this, I will ensure that the Ministry of mining is involved in the process including sharing the Terms of Reference for the Research and the entire research plan. If possible, I will attempt to fashion this as a joint venture between Haki Madini and the Ministry as part of building trust.</p>
<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>	<p>I would like to use my position in Diakonia to develop a strong program on ASM. As a matter of fact, in December 2015, I wrote a proposal that is aimed at supporting women in ASM. If this goes through, then it will be a good building block for future work in NDM.</p> <p>My professional capacity development area would be in resource mobilization. The whole architecture of raising resources in a sector that is experiencing a down turn remains my greatest professional challenge right now if I am going remain a true leader in African Mining.</p> <p>I also would like to continue deepening my capacity in NDM issues for me to be a true champion. I would benefit a lot from regular information sharing and opportunity to participate in conversations around NDM</p>