

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):	HARIMALALA TSIVERISOA Herizo
Details: Position: Email: Phone no (office + mob):	Trainer zoharimalala@yahoo.fr 00261331142639
Brief Description of the project:	Madagascar has a huge potential in LVMM: precious stones, construction materials, dimension stones, and so on... but this potential is still under evaluated and hidden by large scale mining interest. Due to the lack of incentive interest in NDM, graduated from the university are looking for position at LSM firms without considering the missed opportunities from NDM. But In Madagascar, finding his first job is a challenge for inexperienced graduates and besides NDM may be an alternative to start business enterprise. In my vision, change can be made to reverse the tendency with skilled and educated targets. My goal is to enlighten the potential and role of LVMM with academic staff; I would like to raise the position of NDM as an opportunity of self employment especially for women who have to handle family life and carriers. Therefore, domain concerning NDM has to be more considered and theme about NDM has to be treated apart not included or just noted as "other substances".
Expected Outcomes:	More graduated interested in NDM especially women who cannot tackle labor conditions in remote mining area as first experience. Development of NDM sector led by skilled and educated staff
Expected Outputs:	Raise of the position of LVMM Use the NDM as an alternative of LSM employment Vision of the NDM changed from neglected to alternative for job creation.

<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>Firstly: meet and expose the situation with the head of geology and define the key persons and profile to be involved in it; Secondly: organize a one day workshop at the university to talk about neglected minerals, the AMV and CMV and share experiences from ELAM.</p>
<p>What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation)</p>	<p>Number of graduated investing in LVMM and developing the industry around NDM; NDM as an option at the university program</p>
<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>International context and national context in term of mining economy (decreasing price of metal), strategy (priorities issues, gender sensitivity) can be used to focus on NDM as alternative to metal ore industry.</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>Leadership skills: Influence without authorities Main potential challenges: motivation of the stakeholders, Fund Lack of experience in NDM from the university staff</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>Needs in capacity building: Resources management and good governance and sustainable development from NDM resources Advocacy: Widen partnership with private society and other stakeholders for a larger impact (NGO, CSO, GOV, international cooperation)</p>