

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>Title: Empowering Women Involved on NDM through Advocacy and development activities (EWIN – DMA)</p> <p>Around 1 million of Population are involved in NDM in Madagascar, especially on Artisanal and small-scale mining in informal way. Most of them are women head of households working on, especially precious and semi-precious stones. Benefits from those minerals are not significant for local communities' development, not only for women working on that issue but to the whole communities.</p> <p>This project will aim to empower local communities particularly women involved on NDM through advocacy for more consideration and stakeholders commitment for the eventual issues. For that, (1) networking will be extended through CSO platforms, AVG (Alliance Voahary Gasy) aiming to the natural resources governance and ROHY, which is the huge movement of CSO in Madagascar. Skills and knowledge gained during this course will be shared for a better access to information, capacity building then an advocacy for a more impacts. (2) Data about ASM in Madagascar will be updated with the support of EITI national committee. Integrating ASM in the process is part of the EITI Madagascar's annual plan for this year 2016. Through those activities, more stakeholders, mainly donors, international NGOs and CSO members working on rural development will be involved on NDM and will advocate into the issues of this sector (legal framework fitted to ASM, more capacity building to support the community into transformation and local administration for the ASM's governance and added-value into the local development). Women involved on NDM will be more considered during the eventual project's design to improve livelihoods and to empower local communities.</p>

Expected Outcomes:	<p>Data collection on ASM will be updated through EITI national committee in Madagascar</p> <p>CSO members mainly SAF/FJKM's networking (Alliance Voahary Gasy and ROHY: social and economic commissions) are more informed about the opportunities of NDM development and oriented their activities into this issue</p>
Expected Outputs:	<ul style="list-style-type: none"> - 1 document about the situation of ASM will be available - 1 internal workshop realized for better understanding of leadership development (SAF/FJKM and its networking) - 1 advocacy strategy will be available
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>Skills and knowledge gained during the ELAM program will be used:</p> <ul style="list-style-type: none"> - Sharing information into colleagues members of senior staff of SAF/FJKM, AVG and ROHY firstly by giving direction for having alignment and commitment - Engaging dialogue with other stakeholders such as GIZ (German international aid agency) which has a huge program on ASM in partnership with the Australian Government and others international NGOs for more consideration of women working on ASM in terms of improving livelihoods, health consideration, water and natural resources management, ...
What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation)	<ul style="list-style-type: none"> - 1 data about ASM available - At least 1 workshop realized (i) to share information about ASM, knowledge and skills gained during this program (engaging stakeholders into ASM issues: more projects developed to help local communities mainly women into their own livelihoods 'improvement); then (ii) to have stakeholders commitment especially CSO to advocacy for better consideration of ASM by local authorities, donors and CSO working on rural development
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"> - data about ASM will be collected through EITI Madagascar as a member of National Committee, - GIZ Madagascar is involved in ASM in Madagascar and this opportunity will be used - Networking through ROHY (a huge movement of CSO) will be used for advocacy

<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"> - Principles of Leadership development (dominance – influence – dialogue) - Setting directions, creating Alignment and building commitment - Influencing without authority - Enhancing self-awareness and trust
<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"> - Building a strong and recognized CSO, able to make change by stakeholders commitment for human development; - Enhancing capacities of CSO in terms of resources and human developments and how to strengthen those linkages; and for a good governance of natural resources. In this way, skills and knowledge about how to do a better advocacy and how civil society can monitor the existing activities will be needed; - Empowering local communities especially women head of households involved in NDM by designing projects linked to food security and nutrition, WASH, environmental management issues