

Programme Partners:



Implementing Partner



## **TRAINING WORKSHOP ON ENVIRONMENT, COMMUNITY, HEALTH AND SAFETY IN THE DEVELOPMENT MINERALS SECTOR**

Uganda, June 2017

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### **RETURN TO WORK (RTW) PLANS**

*An initiative of the African, Caribbean and Pacific Group of States, financed by the European Union and United Nations Development Programme, and implemented by UNDP.*

## I. RETURN-TO-WORK PLANS

Returns 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 workshop to influence change.

Periodic follow-up on the progress of implementation of the plan will be undertaken by UNDP.

## 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 Return to Work Project (RWP)** using the structure provided below.

GENERAL INFORMATION
<b>Name(s):</b> Mr. Akol Jonah, Ms. Kalenda Abigail, and Mr. Okiror Isaac
<b>Position:</b> ToTs
<b>Email:</b> <a href="mailto:jonahakol@gmail.com">jonahakol@gmail.com</a> <a href="mailto:abigailpek199@gmail.com">abigailpek199@gmail.com</a> <a href="mailto:isaacokiror22@gmail.com">isaacokiror22@gmail.com</a>
<b>Phone no (office + mob):</b> +256 702936562 and +256 772 680459, and +256 702 052007
<b>Brief Description of the project:</b> <p>This Return to Work Project is a master plan of three ToTs (i.e. Mr. Akol Jonah, Ms. Kalenda Abigail and Mr. Okiror Isaac) who, after undergoing a Tots' training at Wash and Wills Hotel in Mbale, sat together to develop it. The project focuses on providing practical solutions to the occupational health and safety challenges facing Artisanal and small scale Miners (ASMs) in Bukedea district. The project targets men, women and the youth (both boys and girls) miners working in three stone quarries in Bukedea district and seeks to empower them to be able to practically deal with challenges related to Occupational Health and Safety.</p> <p>The project therefore aims at promoting awareness not only on health and safety at the work place (quarry sites), but also on cross cutting concerns such as environmental management, Gender and HIV/AIDS. The target project beneficiaries will therefore include the miners on site and the surrounding communities. Empowerment of the above beneficiaries will be through sensitization, training and follow ups to monitor the adoption of the good practises.</p> <p>In summary, the project aims at reducing accidents (on and off-site), health related issues (acute and chronic) through sensitisation and training, follow ups and project reviews to adjust project implementation, as per on-ground situation.</p>
<b>Expected Outcomes:</b>

- 1.Reduced number of accidents**
- 2. A healthy human force (artisans)and safer work environment at quarry sites**
- 3. Positive behaviour among artisans in the face of cross-cutting challenges e.g. HIV/AIDS**
- 4. Increased production and productivity levels of artisans.**
- 5. Empowered communities able to support good practises, and deal with challenges related to or emanating from mining activities.**

**Expected Outputs:**

- 1. 300 (women, men, boys and girls) Artisans (ASMs) trained on OHS and related issues.**
- 2. PPE and simple tools for demonstration purchased for each site.**
- 3. Three (3) VIP latrines constructed.**
- 4. Three communities sensitized i.e. 1 per quarry or sand mining site**
- 5. Two training sessions (each session running for 3 days) conducted per site (3 sites).**
- 6. Review reports (2), activity progress and accountability reports (4), monitoring reports (4) prepared and sent to UNDP Kampala office.**

**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)**

- 1. An entry meeting will be held at the district to brief the district leadership (i.e. district executive and technical heads of departments) about this project and the supporting partners- EU, UNDP, and others. A similar meeting will be held at sub-county. Key partners involved will include district and sub-county leadership i.e. political, technical, civil and religious.**
- 2. We shall then mobilize communities around the project quarry sites for purpose of sensitizing them on occupational health and safety, environmental management. They will also be informed of who the targeted beneficiaries are, and how they are expected to benefit from the project. Mobilization will be through personal contacts and telephone calls.**
- 3. We shall then embark on training of the artisans engaged in mining at the selected sites. The raining will be conducted in two interspersed sessions for each site; each session comprising of 3 training days. Key partners include the district health officer, district environmental officer, the community development officer and plan international among other NGOs active in the district.**
- 4. A contractor already prequalified by the district will be procured to Construct 3 VIP pit latrines, one pit latrine for each of the 3 sites. Key partners include the district engineer, the district procurement and disposal unit, and the sub-county technical and planning committee.**
- 5. Reports to track progress of Return to Work Plan project implementation will be periodically prepared and disseminated to key project stakeholders. These reports shall include but not limited to: i) activity and accountability progress reports, ii) review, and iii) monitoring reports.**

6. We intend to roll out this Return to Work Plan to benefit another 1,000 artisans (i.e. women, men, boys and girls) in other quarry sites within and without Bukedea district with the blessing of further funding from EU and UNDP beyond this first seven (7) months.

What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation)

1. Number of artisans (disaggregated by gender, i.e. women, men, boys and girls) trained.
2. Number of trainings conducted.
3. Number of artisans/people adopting and practicing recommended occupational health and safety practises/measures such as proper use of safety gears at the mining sites.
4. Number of accidents occurring in a given period of time.
5. Number of open and or back filled pits.
6. Number of review, monitoring, and activity/accountability progress reports prepared and disseminated.
7. Number of people adopting safer sanitary practises such as use of pit latrines.

What other strategic opportunities have you identified that will contribute to the success and sustainability of your project? (include linkages to sub-regional and regional agenda)

1. Good political will from the district and the sub-county local governments.
2. Active involvement of central government through Ministry of Energy (MEMD) and Ministry of health (M.O.H).
3. Local partners' willingness to support the project such as religious leaders, Plan International, Action Aid, Transparency International Uganda and community.
4. Local Government support through district Health office, district production office, the community development office.

What aspects of the training will be most useful in implementing your project? Explain

1. Occupational Health and Safety.
2. Cross cutting concerns such as Environment and HIV/AIDS.

These are the most neglected areas of concern in the mining activities of artisanal and small scale miners. Moreover, failure to tackle the above named issues will lead to a big negative impact on quarrying operations and thus lowering productivity at the quarry and community.

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).

1. Get additional capacity building for the ToTs.
2. Roll out this project to benefit more artisans (target being 10,000 artisans, at least 30% of whom should be women or girls).
3. Organize Exchange visits to different sites in the region.
4. More study opportunities e.g. study tours for the members.

ACTION PLAN							
Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1: Mobilisation -2 inception meetings -mobilization of communities							
Activity 2: Sensitization of communities							
Activity 3: Training of Artisans							
Activity 4: Procurement of contractor to Construct 3 VIP pit latrines							
Activity 5: Monitoring							
Activity 6: Review meetings							
Activity 7: Report writing							

## Summarised budget proposal

ACTIVITY	UNIT COST	TOTAL COST
1 Mobilization (district entry and community)	Lump sum	4,008,000
2 Community sensitization (3 communities)	3,756,000	11,268,000
3 Monitoring x4	1,000,500	4,002,000
4 Training 18 days, 6 per site ; 65 pple	2,645,000	47,610,000
5 Purchase of demo kits and simple tools	1,200,000	3,600,000
6 Construction of 3 VIP pit latrines	18,000,000	54,000,000
7 Review meetings, 2	3,145,000	6,290,000
8 Reporting	Lump sum	1,800,000
Total		132,578,000

Note: Please detailed proposed budget below.

**Detailed proposed Budget**

S/No.	Activity	requirements	unit cost	number	amount	
1	<b>mobilization</b>					
	inception meetings	allowances (CAO, LCV, DISO, RDC)	100,000	5	500,000	
		Others	40,000	10	400,000	
		Transport allowance (ToTs)	20,000	3	60,000	
		facilitators(ToTs)	100,000	3	300,000	
		Refreshments	6000	18	108,000	
		<b>TOTAL</b>			0	<b>1,368,000</b>
	inception at s/county	allowances (SAS, LC3, GISO)	60,000	3	180,000	
		Transport allowance (ToTs)	20,000	3	60,000	
		Others	30,000	12	360,000	
		facilitators(ToTs)	100,000	3	300,000	
		Refreshments	6000	18	108,000	
		<b>TOTAL</b>			0	<b>1,008,000</b>
2	<b>community mobilization</b>	hire of 2 M/Cycles each at 30,000 for 2days	60,000	2	120,000	
		fuel	3,700	20	74,000	
		refreshments for ToTs (3 ToTs for 2 days)	10,000	6	60,000	
		mobilization allowance	40,000	6	240,000	
		Air time for telephone	50,000	1	50,000	
		Sub-total				544,000
		<b>TOTAL (X3 communities)</b>				<b>1,632,000</b>
3	<b>Sensitization of communities</b>	Hire of venue	100,000	1	100000	
		Hire of Chairs	500	108	54000	
		stationery, note books, markers, f.charts etc	350,000	1	350000	
		Break tea	5,000	108	540000	
		Lunch	8,000	108	864000	
		Transport refund	10,000	100	1000000	
		Fuel for 2 district cars, 20 litres each	3,700	40	148000	
		Opening and closing allowance	100,000	2	200000	
		facilitators allowance	100,000	5	500000	
		Sub-total				3,756,000
		<b>TOTAL (X3 communities)</b>				<b>11,268,000</b>

4	<b>Training of artisans (per day)</b>	hire of venue or tents	100,000	1	100000	
	(at least 10 women, 10 youth-boys and girls, and rest men)	Hire of Chairs	500	70	35000	
		stationery, note books, markers, f.charts etc	300,000	1	300000	
		Break tea	5,000	70	350000	
		Lunch	8,000	70	560000	
		Transport refund	10,000	70	700000	
		Opening and closing allowance	100,000	2	200000	
		facilitators allowance	100,000	4	400000	
		sub-total				2,645,000
		<b>TOTAL (6training days per site x 3 sites)</b>				<b>47,610,000</b>
5	purchase of demonstration PPEs and simple tools	lump sum	1,200,000	3	3600000	<b>3,600,000</b>
6	<b>Joint Monitoring</b>	Hire of vehicle	200,000	1	200000	
		note books	1000	7	7000	
		pens	500	7	3500	
		Refreshments	10000	8	80000	
		monitoring allowance	80,000	7	560000	
		reporting	150,000	1	150000	
		sub total				1,000,500
		<b>TOTAL (x 4 monitoring sessions)</b>				<b>4,002,000</b>
7	<b>Reporting</b>	Lump sum for the project				<b>1,800,000</b>
8	<b>Joint review meetings</b>	Flip charts	20,000	2	40000	
		markers	20,000	1	20000	
		Hire of venue	100,000	1	100000	
		Hire of chairs	500	70	35000	
		Break tea	5,000	70	350000	
		Lunch	8,000	70	560000	
		Water	1000	140	140000	
		Facilitation allowance	100,000	4	400000	
		T/refund	20,000	70	1400000	
		Report writing and photocopying	100,000	1	100000	

		Sub-total				3,145,000
		<b>TOTAL (2 Joint reviews)</b>				<b>6,290,000</b>
9	<b>construction of 3 VIP pit latrines</b>	construct VIP Pit latrines	18,000,000	3	54000000	<b>54,000,000</b>
	<b>GRAND TOTAL</b>					<b>132,578,000</b>

### III. SUBMISSION DATE OF THE DRAFT RETURN-TO-WORK PLAN

The draft Return to Work plan should be sent **by Monday 5 June 2017** to [hope.kyarisiima@undp.org](mailto:hope.kyarisiima@undp.org) and copy to [development.minerals@undp.org](mailto:development.minerals@undp.org)