

Programme Partners:



Implementing Partner



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

Uganda, April 2017

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

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 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

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Brief Description of the project:

IMPROVING OCCUPATIONAL HEALTH AND SAFETY TO REDUCE ENGENDERMENT AND ENVIROMENTAL IMPACTS IN ARTISANAL MINING OF DEVELOPMENT MINERALS

Most of the problems facing artisanal miners in the development minerals sector are a result of poor HSE standards or policies and also because the artisanal miners are actually not aware of the good safe work practices. I believe that once occupational Health and safety standards are realised and practiced we shall realise a very positive results solving problems of engenderment, environment associated problems, and also other short and long term hazards associated with unsafe work practices, poor hygiene etc.

Expected Outcomes:

1. Proper safe work practices
2. Artisanals will embrace PPE and actually use PPE
3. Elimination of engenderment issues i.e. sex abuse/harassment, early pregnancies,
4. Mine closure plans to ensure environment is catered for before, during and after when the mining ends.
5. Proper waste management
6. Address individual and community grievances to solve conflicts and provide lasting solutions.
7. Elimination of child labour
8. Formulation of Safety groups i.e. Emergency response teams, safety team leader etc.

Expected Outputs:

1. More output
2. Improved livelihoods
3. Good working relations
4. Added value to the output
5. Proper walk ways
6. Limited or no early marriages
7. Women economic empowerment
8. Appropriate division of labour for the weak or weaker sex.
9. Trade markets
10. SACCO's
11. Use of PPE
12. Environmental conservation practices
13. Less or no school drop outs
14. Community Child centres
15. Good relations with Landlords
16. Registration of mines and other bodies formulated
etc.

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. In order to carry out the HSE training, assessments, drawing of safe work plans and provision of PPE I will work with Bakawa & Sons Holdings Ltd
2. To derive best approaches on how to approach and effect any training I will first carry out some extensive research about their expectation, learning patterns, free time, etc. and here I will work with Bakawa and Sons Holdings Ltd and also Psychology specialists or consultants
3. In order to find and isolate the mines to effect or extend this training I will collaborate with the ministry of Energy and mineral development plus also the journals and internet to find out the most ideal sites to start with
4. I will also seek support from NEMA in order to see that I don't divert from the advised NEMA practices
5. I will seek some support from Save the Children in order to see that the children in the mines are made a priority and especially the first sites so that others can learn and appreciate from
6. I will contract Images media to video document and cover all the activities done or carried out right from the start to the end. Etc. photography
7. I will contract Bukedde Tv to broadcast the whole activity during the 10 o'clock news bulletin. This will help spread the message further and also help with issues of transparency and realisation of the general public of such existing problems a certain population is facing
8. I will work with the local governments' in understanding the community etc.
9. I will contract Images media to also do the printery of all booklets, flyers etc. to be used
10. I will collaborate with UNDP, ACP and the European Union to seek funding to effect this training or return to work and also see that I realise there efforts to this cause.

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

1. Safety audits
2. Behavioural
3. Attitude surveys
4. Inspections
5. Lost time per incident
6. Absence data recording
7. Property damage
8. Environmental sustainability
9. Develop a global partnership for development
10. Minor accidents
11. Combat HIV/AIDS, malaria etc
12. Gender equality and women empowerment
13. Sacco's
14. Safety teams/groups
15. Eradicate extreme poverty
16. Community Child centres
17. Accountability

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)

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

1. Identification of key development minerals in the country
2. Exploration and extraction of development minerals and implications.
3. Potential implications in the transportation, processing and marketing ie environmental risks, health hazards, inhalation hazards etc.
4. Closure and rehabilitation of mining and query sites
5. Gender and development minerals.

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. Further studies in Occupational health and safety
2. Acquire certification in specialist OSH courses
3. Formulation of Association to implement ACP, EU, UNDP and MEMD policies to artisanals mining development minerals
4. Seek a special Monetary Vote for the Alumni to monitor projects and also help develop new ideas

ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1:	Identify two quarry's	Video Documentary/ Photography	Video Documentary/ Photography	Video Documentary / Photography	Video Documentary / Photography	Video Documenta ry/ Photograph y	Video Documentary/ Photography
STUDY	Video Documentary/ photography Interviews Study behavioural patterns	On work study and understanding of their challenges and ways of work Derive best ways to effect trainings	Interviews Study behavioural patterns Assess current attitude	Interviews Study behavioural patterns Assess current attitude	Interviews Study behavioural patterns Assess current attitude	Interviews Study behavioural patterns Assess current attitude	Interviews Study behavioural patterns Assess current attitude
Activity 2:	Prepare workshops Invite the landlords and community leaders	Formulation of groups Visit model sites	Arrange gender based workshops Address gender issues Sensitization about dangers of child labour	Family or community based workshops or sensitisation HIV/AIDS, malaria etc.	Formulation of women' and children monitoring group Child centres and play grounds.	Monitor child centres and gender based groups	Appraisal and monitoring tools or ways derived to ensure continuity of formulated groups and structures
Activity 3:	Contract Bukkedde TV	Provision of reading material	Carry out workshops According to the different groups	Make a model to demonstrate the process or result	Implement OSHE safe practices Visit model site	Inspections and supervision	Appraisal and monitoring of the new changes
Delivering the trainings							

Activity 4: PROVISION OF PPE / Health Facilities	Identify potential or all hazards associated with the mine and the miners	Identify which solutions are necessary identify individual's PPE sizes etc.	Provision of PPE and teaching them on how to use it. Construction of Resting places and Latrines/ washrooms	implementati on of Safe work practices Formation of safety groups e.g. emergency response team etc.	Implement the incident board Provision of some tools Implementati on of PPE fund/ to help saving to purchase PPE	Inspections and supervision	Appraisal and monitoring of the PPE, incident board etc
Activity 5: REGISTRATION, LEGISLATION & COMPLIANCE	Identify issues surrounding registration i.e. Land ownership, etc.	Sensitisation about the benefits of registration and the limitations for un registered mines, Sacco's, and gender based groups etc.	NEMA MEMD UNDP	Actual registration of mines, formed associations or Sacco's etc. Trade markets	Check issues faced after registration, teach on how to operate within the law. Evaluate prototype/mo del site Project evaluation	UNDP Project appraisal	Project Closure. Handover of certain tools and prototype site to the miners
Etc.							

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

The draft Return to Work plan should be sent **by Monday 1 May 2017** to hope.kyarisiima@undp.org and copy to development.minerals@undp.org