

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:	
LEGAL ASSISTANCE TO ARTISANAL MINERS PROJECT (LAAMP)	
1. Introduction	
The Legal Assistance to Artisanal Miners Project (LAAMP) (the Project) is aimed at helping artisanal miners in the four regions of Uganda including Central, Western, Eastern and Northern Regions, form one legally registered association/organisation per region in selected development mineral mining and stone quarrying sites making a total of four registered pilot associations/organisations.	
The selection of the development mineral mining and quarrying sites in each region in Uganda shall be based on-	
<ul style="list-style-type: none">(a) a district where the most popular mining or quarrying activity is carried out;(b) a site or mine engaging the most number of artisanal miners working at that site or mine in the district;(c) the working conditions of artisanal miners in the selected site or mine in the district; and(d) where applicable, register an association/organisation in each region engaging in mining different type of development mineral from another region.	

The registered association/organisation per region shall act as a model in that region where other artisanal miners will copy the example and practice from to form associations/organisations with better management structures to increase association productivity, develop marketing strategy, bargaining power, sales, profitability, finance sourcing opportunities, adopt better measures for safety, health and environment protection and safeguards, project sustainability, access to information, training opportunities and above all improve the standard of living of the association members and communities in Uganda.

2. Project Goal

The goal of LAAMP is to provide legal assistance to artisanal miners engaged in the mining of development minerals by helping them form legally registered mining associations/organisations to substantially improve on their management structures, increase productivity, develop marketing strategy, bargaining power, sales, profitability, finance sourcing opportunities, adopt better measures for safety, health and environment protection and safeguards and mining and project sustainability to improve the standard of living of artisanal miners and communities in Uganda.

3. Objectives of the Project

The overall objective of LAAMP is to improve the management, productivity, safety, health and environment protection and standard of living of artisan miners in Uganda through registering mining associations that will increase the bargaining power of artisanal miners in Uganda.

The specific objectives of LAAMP include-

- (a) researching and identifying the most popular types of development minerals existing in a particular region and employing a large population of artisanal miners;
- (b) identifying artisanal mining and quarrying sites of development minerals in each of the four regions of Uganda for purposes of registering artisanal miners into associations/organisations;
- (c) identifying, sensitising and educating artisanal miners engaged in mining and quarrying of development minerals on the laws regulating mining activities in Uganda, their rights and obligations and the advantages of forming and registering a mining association in the identified sites in (a);
- (d) identifying the legal registration requirements and documents for the most relevant artisanal mining association/organisation;
- (e) registering one artisanal mining association in each region of Uganda;
- (f) encouraging and helping artisanal miners open bank accounts for each of the four associations registered;
- (g) encouraging and helping each of the four registered associations develop a marketing strategy;
- (h) sensitising the associations on safety, health and environment protection and safeguards;
- (i) improving the management, mining methods and productivity of artisanal mining for sustainable economic development and better standard of living of artisanal miners and communities in Uganda;
- (j) monitoring and evaluating project successes and weakness and providing measures for improvements;
- (k) Continuously identifying, providing information on, developing strategies and taking full advantage of the opportunities available through sourcing for funding and grants from other sources outside UNDP for the Project sustainability and growth;

- (l) encouraging value addition to development minerals by artisanal miners associations (AMA); and
- (m) identifying and utilising alternative sources of income to mining for artisanal miners including petty trade, goat and pig rearing among other alternative sources of income to mining.

4. Expected Outcomes:

The LAAMP expected outcomes are-

- (a) research and identification of the most popular types of development minerals existing in a particular region and employing a large population of artisanal miners are done;
- (b) artisanal mining and quarrying sites of development minerals are identified for potential registration of one artisanal mining association in each of the four regions of Uganda.
- (c) artisanal miners in the identified mining and quarrying sites are identified;
- (d) artisanal miners identified are registered in each of the four sites/mines selected for the Project;
- (e) artisanal miners registered are organised, sensitised, educated and informed on the mining policy, legal and regulatory framework regulating mining activities, their rights and obligations and advantages of forming and registering an artisanal mining association/organisation at their respective sites;
- (f) the legal requirements for the registration of artisanal mining associations are identified, necessary documents developed and put together;
- (g) one artisanal mining association/organisation is registered in each of the four regions of Uganda;
- (h) artisanal mining association management team is put in place for each of the four associations registered;
- (i) artisanal mining association bank accounts are opened for each of the four associations registered;
- (j) artisanal mining association marketing strategy is developed for each of the four associations;
- (k) artisanal mining association members are sensitised and informed on their rights and obligations on safety, health and environment protection and safeguards and requirements;
- (l) artisanal mining association management, mining methods, productivity, profitability, savings, economic growth and standard of living of artisanal miners and communities in Uganda improved substantially;
- (m) monitoring and evaluation mechanism of the Project is developed to measure the Project successes and identify areas for improvement;
- (n) strategies and other funding sources are identified for the Project sustainability and growth;
- (o) value addition to development minerals by artisanal miners associations (AMA);
- (p) alternative sources of income to mining for artisanal miners are identified.

5. Expected Outputs:

The Project expected outputs are-

- (a) legal documents necessary for registration of each artisanal miners association are developed;
- (b) four artisanal mining associations are registered, one in each region of Uganda;
- (c) artisanal mining association management team for each of the four associations registered are operational;
- (d) four artisanal mining association bank accounts are operational;
- (e) artisanal mining association marketing strategies for the four associations are operational and implemented;
- (f) registered artisanal mining association productivity, sales, profits and savings increased;
- (g) safety, health and environment protection, safeguards and requirements are observed and adhered to including use of protected gears at mining and quarrying sites;
- (h) registered artisanal mining associations acquired better mining equipment and tools, profitability, savings, economic growth and standard of living of artisanal miners and communities in Uganda are improved;
- (i) monitoring and evaluation mechanism for the Project is tested and implemented;
- (j) Strategies and other funding sources are utilised;
- (k) artisanal miners associations are adding value to development minerals they mined;
- (l) artisan miners are engaged in and utilising alternative sources of income to mining including retail trade, goat rearing, piggery, fish farming, agribusiness and savings; and
- (m) the Project is greatly grown and sustained.

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)

6. Project Implementation

The Project shall be implemented as follows-

1. Project Implementation Team

The project shall employ three technical officers with degree qualifications and experience in the fields of business administration, economics, finance and accounting, environment, health and safety and project design and implementation and legal and one Project Assistant with at least a diploma and experience in secretarial studies, marketing or tourism and hospitality with computer skills.

2. Collaboration and partnership with the Government

Collaborate and work in partnership with relevant Government Ministries, Departments and Agencies to assist artisanal miners through registration, licensing, regulation, grants, sensitisations, trainings, safety, health and environment, availing information on minerals and mining and alternative sources of income and support to artisanal miners for sustainable artisanal mining and improved standard of living of artisanal miners and communities and in Uganda.

3. Collaboration with Local Governments

The Project Implementation Team shall collaborate and work in partnership with the local government authorities in the districts and sub-counties where the four artisanal mining associations are registered in each region to mobilise for technical assistance, support and grants for the district administration for the sustainability of the Project.

4. Collaborations and partnerships with associations/organisations with similar objectives as LAAMP

Collaborate and partner with UNDP and other organisations and associations with similar objectives as LAAMP to support artisanal mining associations through sensitisation, training on safety, health and environment, savings and financial management and alternative sources of income, providing grants and protected gears.

5. Develop marketing strategy and monitoring and evaluation mechanism

Develop marketing strategy and monitoring and evaluation mechanism for registered artisanal mining associations to market their commodities to increase sales and periodically monitor and evaluate their mining projects.

6. Value Addition to Minerals

Artisanal miners associations (AMA) adding value to minerals for better value, growth and sustainability of the Project.

7. Identifying alternative sources of income

In collaboration and partnership with UNDP and other stakeholders, identify, train and provide opportunities on alternative sources of income to mining for artisanal miners including retail trade, goat rearing, piggery, fish farming, agribusiness and savings to sustain their livelihoods beyond the live of LAAMP.

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

8. Indicators of success for LAAMP

The Project indicators of success shall derive from the successful achievement of the specific objectives of the Project provided in section 3 as follows-

- (a) researching on and identifying development minerals commonly mined by artisanal miners in each of the four regions;
- (b) one artisanal mining site is identified in each region and artisanal miners in those sites are identified and registered;
- (c) artisanal miners identified and registered in each of the four regions are organised, sensitised, trained on the legal and regulatory framework governing the mining sector, their rights and

- obligations, safety, health and environment protection and safeguards and advantages of registering an artisanal mining association or organisation;
- (d) necessary legal documents for registration of each artisanal miners association are developed;
 - (e) four artisanal miners associations/Organisations are registered, one in each of the four regions;
 - (f) each artisanal miners association (AMA) electing management team for each of their four registered associations;
 - (g) marketing strategy for each of the four artisanal mining associations are developed and implemented;
 - (h) monitoring and evaluation mechanism is developed and implemented by the AMA;
 - (i) members of the artisanal miners associations are trained on savings and financial management;
 - (j) each AMA acquires better mining equipment and tools;
 - (k) AMA productivity, sales and finances increased and tremendously improved;
 - (l) AMA access other sources of funding;
 - (m) AMA are adding value to development minerals for better monetary value and economic growth;
 - (n) artisanal miners engaged in alternative sources of income to mining including retail trade, goat rearing, piggery, fish farming, agribusiness and savings sustainability of the Project and having better standard of living.

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)

9. Other Strategic Opportunities for Sustainability of LAAMP

I have identified other strategic opportunities for sustainability of LAAMP as follows:

- (a) in collaboration and partnership with Government and local Government, identify and provide grants to artisanal miners associations (AMA);
- (b) in partnership with UNDP and development patterns and organisations identify and inform artisanal miners associations to apply for the available sources of funding for the sustainability of the Project;
- (c) encourage artisanal miners to add value to development minerals and look for sources of funding to support value addition;
- (d) periodic monitoring and evaluation of the Project;
- (e) encourage artisanal miners to diversify and engage in alternative sources of income outside mining including retail trade, goat rearing, piggery, fish farming, agribusiness and savings to supplement and sustain the Project for the economic growth and better standard of living;
- (f) engaging communities in mining areas; and
- (g) providing the information on successes of the project.

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

10. Most Useful Training Aspects to Implement LAAMP

The most useful training aspects I gained to help in the implementation of LAAMP include:

- (a) What development minerals are, where are they found in districts and regions of Uganda;
- (b) how development minerals are explored and extracted, their uses, contribution to communities and development worldwide and how development minerals employ a large percentage of the population in Uganda;
- (c) transportation methods of development minerals;
- (d) how value is added to development minerals;
- (e) safety, health, environment and community engagement;
- (f) use of protected gears;
- (g) policy, legal and regulatory frameworks governing the mineral industry;
- (h) stakeholders in mining of development minerals; and
- (i) return to work programme/plan.

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).

11. Future Plans

My future plans include:

- (a) on successful implementation of LAAMP, to expand registration of artisanal miners associations at least to four per region;
- (b) to have further training on mineral law and policy and community engage in mining activities; and
- (c) to involve in training of artisanal miners on policy, legal and regulatory framework governing the mining industry, their rights and obligations, safety, health and environment protection, safeguards and standards, international industry best practice, project design and implementation, funds and financial sourcing, value addition to minerals, mineral marketing and among other areas.

12. Project Action Plan

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
<p>Activities</p> <p>Activity 1:</p> <p>(a) research and identify the most popular types of development minerals existing in a particular region and employing a large population of artisanal miners; and</p> <p>(b) Identifying artisanal mining and quarrying sites of development minerals for potential registration of one artisanal mining association in each of the four regions of Uganda.</p>	Activity 1	Activity 2	Activities 2(e) and 3	Activity 4	Activity 5	Activities 3, 4	Activity 5
<p>Activity 2:</p> <p>(a) register, organise, sensitise and train artisanal miners identified in each of the four regions on the legal and regulatory framework governing the mining industry, their rights and obligations, safety, health and environment protection and safeguards and advantages of registering an artisanal mining association or organisation;</p> <p>(b) developing necessary legal documents for registration of artisanal miners association (AMA);</p>							

<p>(c) registering four artisanal miners associations/ Organisations, one for each of the four regions;</p> <p>(d) facilitating AMA electing their management team for each of the four registered associations; and</p> <p>(e) developing and implementing marketing strategy for each of the registered four artisanal mining associations.</p>							
<p>Activity 3:</p> <p>(a) sensitising and training members of the four registered artisanal miners associations on savings, financial management and identifying and utilising other sources of funding and adding value to minerals; and</p> <p>(b) monitoring and evaluation mechanism is developed;</p>							
<p>Activity 4:</p> <p>Sensitising and training artisanal miners to engage in alternative sources of income to mining including retail trade, goat rearing, piggery, fish farming, agribusiness and savings for sustainability of the Project for better standard of living.</p>							

Activity 5: Monitoring and valuating the Project							

13. Project Proposed Budget

Activity	Time Period (Days)	Number of Personnel	Estimated Unit Cost (USD)	Estimated Cost (USD)	Total Cost USD
<p>Activity 1:</p> <p>(a) research and identify the most popular types of development minerals existing in a particular region and employing a large population of artisanal miners;</p> <p>(b) Identifying artisanal mining and quarrying sites of</p>	4	2	200 x 4 x 2	1,600	

development minerals for potential registration of one artisanal mining association in each of the four regions of Uganda.	6	4	200 x 6 x 4	4,800	
				Subtotal	6,400

Activity 2:					
(a) register, organise, sensitise and train artisanal miners identified in each of the four regions on the legal and regulatory framework governing the mining industry, their rights and obligations, safety, health and environment protection and safeguards and advantages of registering an artisanal mining association or organisation;	14	4	200 x 14 x 4	11,200	
(b) developing necessary legal documents for registration of artisanal miners association (AMA);	8	2	150 x 8 x 2	2,400	
(c) registering four artisanal miners	5	2	1,200 x 4	4,800	

associations/ Organisations, one for each of the four regions;					
(d) facilitating AMA electing their management team for each of the four registered associations; and	2	4	200 x 2 x 4	1,600	
(e) developing and implementing marketing strategy for each of the registered four artisanal mining associations.	16	2	100 x 16 x 2	3,200	
				Subtotal	23,200

<p>Activity 3:</p> <p>(a) sensitising and training members of the four registered artisanal miners associations on savings, financial management and identifying and utilising other sources of funding and adding value to minerals; and</p> <p>(b) Developing monitoring and evaluation mechanism.</p>	<p>8</p> <p>16</p>	<p>2</p> <p>2</p>	<p>200 x 8 x 2 + 1,500 x 8 (Venue, Lunch and Refreshments)</p> <p>100 x 16 x 2</p>	<p>15,200</p> <p>3,200</p>	
				Subtotal	18,200
<p>Activity 4:</p> <p>Sensitising and training artisanal miners to engage in alternative sources of income to mining including retail</p>	<p>8</p>	<p>2</p>	<p>200 x 8 x 2 + 1,500 x 8 (Venue, Lunch and Refreshments)</p>	<p>15,200</p>	

trade, goat rearing, piggery, fish farming, agribusiness and savings for sustainability of the Project for better standard of living.					
				Subtotal	15,200
Activity 5:					
Monitoring and valuating the Project.	28	2	200 x 28 x 2	11,200	
				Subtotal	11,200
				Grand Total	74,200

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