



ACP-EU Development Minerals Programme
Implemented in partnership with UNDP

RETURN TO WORK (RTW) PLAN

PROGRESS REPORT

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 were required to develop a return-to-work plan on a project you would undertake on your return, applying the knowledge and skills gained from workshop to influence change.

This follow-up on the progress of implementation of the return-to-work plan will be used to determine the most successful projects; and subsequently offer a number of selected participants the opportunity to attend future training events.

II. REPORTING STRUCTURE FOR RETURN-TO-WORK PLANS

To facilitate ease of reporting on the progress of your return to work project, the structure below outlines the key project elements that need to be covered. **Please submit the progress update on the Return to Work Project (RWP)** using the structure provided below.

GENERAL INFORMATION

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Brief description of the project:

PROJECT TITLE: ENVIRONMENT HEALTH AND SAFETY PROJECT IN MANAFWA DISTRICT, UGANDA

Internationally, Environmental Conservation and Occupational Health and Safety Management (OSH) is mandatory to all Companies involved in mineral development. The origins of the environmental conservation lay in the response to increasing levels of air pollution in the atmosphere during the Industrial operations. The emergence of great factories and the concomitant immense growth in coal and other fuels consumption giving rise to an unprecedented level of air pollution in industrial centers and in mineral rich places.



After 1900 the large volume of industrial chemical, dust and gaseous discharges added to the growing load of untreated human waste on The first large-scale, modern environmental laws came in the form of Britain's Alkali Acts, passed in 1863, to regulate the deleterious air pollution

Uganda's implementation on OSH is a new area enacted and very little has been registered. Although policies are in place, there is very little enforcement. This has left the entire industrial sector to govern its operation which is very risky to the economy. Of late National Environment Management Authority (NEMA) mandated with control of pollution and enforcing standards on environmental restoration to a small extent is extending policy enforcement with numerous violations seen in Uganda's wetlands encroachment, waste water disposal on the environment and industrial pollution.

Critical environmental exposures behind this profile include air pollution, poor water and sanitation management, poor waste management (Poor sanitation and hygiene), unplanned urban agriculture, environmental degradation, and, increasingly, climate change. Water is the most important factor in the environmental burden of disease with only 67% of Ugandan households having access to safe water. Although the Constitution of the Republic of Uganda (1995) defines access to water and sanitation services as a fundamental right of all Ugandans, the legal framework for environmental regulation faces challenges in meeting the development goals and addressing specific current environmental concerns.

Communities have very little say and contribution to industrial anomalies yet they shoulder the burden of waste production and very poor hygiene ,Workers too, face day to day production challenge and the need for OSH is key to their wellbeing and society.

However, I therefore seek address these issues faced in the mineral sector by applying knowledge from training of trainers workshop and my professional experience as a mining engineer in the following three(3) objective ways;

- To Create awareness on environmental safety and health
- To Improve on Environmental friendly workplace (occupational), health and Hygiene (OSH)
- To Provide of community Water Sanitation and Hygiene (WASH)



What were the expected outcomes and what outcomes did you achieve?

The project has three (3) expected outcomes as follows:

- Awareness creation on environmental safety and health
- Improved Environmental friendly workplace (occupation), health and Hygiene (OSH)
- Provision of community Water Sanitation and Hygiene (WASH)

Achievements of outcome.

Achieved outcome 1- Awareness creation on environmental safety and health:

- The causes and spread mechanism of Diseases and viruses known
- Sensitizing on the dangers of poor hygiene and doctor visits are improved personal hygiene. Cleanliness is now improving as cleaners being provided.

Achieved outcome 2- Improved Environmental friendly workplace (occupational), health and Hygiene (OSH)

- The major root cause of worker accidents identified
- Understanding of the OHS and Adherence to PPEs usage realized
- Sanitation and hygiene of the workers at the mine has improved. Individual responsibilities for personal hygiene at home and at workplace with daily cleaners of toilets and urinal places are now in place.
- However on the use of rubbish bins and pits all around the work place and Cleaners, community sensitization on sanitation matters is ongoing.
- Accident and injury incidence report investigation introduced to workers
- Accident and injury monthly statistics are being released with zero fatal accident known.

Achieved outcome3 - Provision of community Water Sanitation and Hygiene (WASH)

- National water and sewage Cooperation (NWSC) has come up with an extension plan to boost water supply for extension purposes to reach out to already identified zones
- Through preliminary investigations very badly hygienic homes, schools and densely populated areas are known.

What were the expected outputs and what outputs did you achieve? Please be specific. For example, if you held a workshop or

Presentation to share the knowledge you gained during the training workshop: Where was the workshop held? When?

How many people attended? What was the gender balance? Please also attach as an appendix any photos or other media.

EXPECTED OUTPUTS

Expected output under outcome 1- Awareness creation on environmental safety and health:

- 52 Morning meetings (40 at workplace and 12 with community leaders)
- 20 Community outreach
- 15 Doctor's visits



- 7 Health talk
- 5 Radio talk show

Expected output under outcome 2- Improved Environmental friendly workplace (occupation), health and Hygiene (OSH)

- 50 Morning meetings
- Pollution reduction using water sprinkling techniques
- 2 Exploration field visits
- 1 Training and mine design safety works

Expected output under outcome 3 - Provision of community Water Sanitation and Hygiene (WASH)

- Extension water provision through piping to at least 50 Households
- Borehole drilling to enhance water supply
- ½ km Barricading mined out pit
- 20 Pit latrine construction

Achievement of outputs under outcome 1

Achieved output 1- 52 Morning meetings (42 at workplace and 10 with community leaders) under outcome 1-- Awareness creation on environmental safety and health:

- 32 morning meeting at work place have been held with workers in different work department with 3 meeting with different community leaders
- The causes of these viruses and diseases (yellow fever, Hepatitis B, Malaria, Typhoid, Cholera, HIV/AIDS, Blood Pressure, cancer etc) have been dealt with as a continuous series with workers being tested and Treated against Various Viruses and diseases.

Achieved output 2- 15 Community outreach under outcome 1-- Awareness creation on environmental safety and health.

- Managed 5 community outreach's on environmental related aspects in trading center and villages
- Two (2) of community outreaches done with village women saving group entirely for women for 30 minutes and 15 minutes free sharing and questions (95 % women and 5 % youthful ladies in manafwa district).
- One(1) community outreach at the trading center where I targeted small group of people of at least three (3) people in their business(35% were women,50% were men and 15% idle youths) for about 10-15 minutes talking in maganbo trading center in manafwa district.
- Two (2) community outreaches with four(5) villages(namekhala, maganbo, buwesa, busumbu and makuto villages) each with at least two(2) representatives but brief prior talks done with respective local chairpersons (20minutes) with 70% men and 20% youthful boys and 10% women for 30 minutes talk all in manafwa district



Achieved output 3- 15 Doctor's visits under outcome 1- Awareness creation on environmental safety and health:

- Observed and registered 7 doctor's visits with various diseases and viruses testing, medication carried out to different workers and some community members
- Visiting doctor who carries out general health body checkups using various instruments like checking for blood pressure and other body health complications in conjunction with the company nurses then he(Doctor) prescribes for medication(this is now done at company clinic) if not available, the patients are often referred to bigger hospitals for treatment
- Visiting doctor does no health talks with the workers but medically does tests on occupational health related problems, worker's hygiene and he prescribes medication, advice on preventive measures (safety) in relation to test carried out.
- All workers and their families (70%) including managers, supervisors (30%) have benefited from doctor's visits since its free for them and a few community members (due to financial limitation, according to the company).
- No materials delivered.
- Doctor's visits is different from health talks

Achieved output 4- 7 Health talk under outcome 1-- Awareness creation on environmental safety and health:

- Health talks are done based on sickness and test result frequencies from the clinic done by the visiting doctor and the company nurses, therefore we schedule health talk by tackling different diseases with their spread mechanism, control measures (safety) in relations to workers occupational health and hygiene.
- 3 health talk programs held with workers on occupational health and hygiene management at workplace and homes
- Health talks are mainly done with assistance of the company nurses on weekends(Saturday's morning hours) and week day during tea- break time(with the workers) on the identified common disease and hygiene problems
- 2 health talks out the three (3) done were on the malaria and typhoid (as diseases) with the workers on the causes, spread mechanisms, control measures (safety) of typhoid and malaria and other occupational health related diseases and complication
- One (1) health talk done hygiene with the workers that included cleanness, proper handling of hygiene places, dangers of poor hygiene and goodness of proper hygiene.
- All workers have been encouraged to extend what is discussed in health talks to their respective homes
- Additional health talk is done in the clinic with patients from the communities on causes, spread and controls of certain disease of interest and proper hygiene management.
- Generally health talk is done with the assistance of the nurses on health and hygiene related issues (occupational and non-occupational health problems and hygiene) with their respective controls (safety measures).



- No materials were delivered to worker apart from the printed leaflet used by sharing person during the exercise.
- All workers (70%) benefited from health talks, patients and the families the worker's took their initiative to share ideas with the (30% bosses, managers and supervisors)

Achieved output 5- 5 Radio talk show under outcome 1-- Awareness creation on environmental safety and health

- No radio talk show held so due financial constraint

Achieved output under outcome 2

Achieved output 1- 50 Morning meetings under outcome 2- Improved Environmental friendly workplace (occupation), health and Hygiene (OSH)

- 32 morning meeting held occupational health and safety at work place
- Daily cleaners of the work place, toilets have been employed.
- Confined space work permit introduced and enforced
- Enforced the safety standards at work with increased levels of safety compliance at work through PPEs usage

Achieved output 2- Pollution reduction using wet processing techniques under outcome 2- Improved Environmental friendly workplace (occupation), health and Hygiene (OSH)

- The water usage in the processing unit to reduce dust emissions(pollution) to the atmosphere at work
- Worker's employed in every shift to observe the dust absorbing equipment to regulate dust emission to the community
- Rubbish bins, soap and showers built at workplace hygiene enhanced
- Workers are freely provided with morning tea and safe drinking at work

Achieved output 3- 5 Exploration field visits under outcome 2- Improved Environmental friendly workplace (occupation), health and Hygiene (OSH)

- Accomplished 4 field visits where I confronted the exploration drilling crew on environment and OSH at work
- 2 exploration visits held at Tororo cement limited, Uganda at ram hill. In Tororo district
- 2 exploration field visits done at Namekara mining company, Uganda manafwa district

Achieved output 4- 3 Training and mine design safety works under outcome 2- Improved Environmental friendly workplace (occupation), health and Hygiene (OSH)

- Managed to train and talk to field workers on the environmental safety and health at work especially those during exploration mining and processing
- During exploration works like drilling generates dust and smoke(fumes) that pollute the environment, I talked about ensured usage of water during drilling curb the dust escape to minimal levels(environmental conservation).
- Exploration noise from drilling machine and rotary drill bits dealt with by emphasizing the ear plug usage. (Occupational health and safety, OSH).
- Briefed the field workers on the proper PPEs usage reduce badly injuries and accidents at exploration workplace (OSH).



- More than 80% listened to the talk about environment and OSH so benefited.
- Quarry design investigation and assessment on rock strength in relation to safety of the workers at work place in Tororo district solely done to cater for any falling debris, boulders and rocks from up the slope to workplace areas on the ground(OSH)
- Joined Field visiting group to reach out in greenstone mining company in Uganda in regards to safety and health of the workers where artisanal and small scale miners are based and they widely exposed to the dangers of mercury usage in the gold recovery process(OSH)
- More than 80% of Artisanal and small scale miners had opportunity to listen hence benefited in relation to environment and OSH.
- No materials delivered.

Achieved output under outcome 3

Achieved output 1- Extension water provision through piping to 50 Households under outcome 3- Provision of community Water Sanitation and Hygiene (WASH)

- Through consultation NSWC has extended main water pipe line along various communities in manafwa district
- Preliminary investigation done at least 50 households are with critical need for further water extension service

Achieved output 2- 2 Borehole drilling to enhance water supply under outcome 3- Provision of community Water Sanitation and Hygiene (WASH)

- With consultation with the local leader I identified two(2) village with urgent need for drilled bore hole water
- 7 bore hole needed repairs which are broken down
- Boosting the maintenance of community well in one village though it can't meet the community demand

Achieved output 3- ½ km Barricading mined out pit under outcome 3- Provision of community Water Sanitation and Hygiene (WASH)

- Preliminary investigation ½ kilometer long mined out inhabits wild animals that are dangerous to the busumbu area and the surrounding neighborhood calls out for barricading
- Additional investigation on the pit calls for bush clearing and spraying insecticide to kill mosquitoes that cause malaria to the people

Achieved output 4- 20 Pit latrine construction under outcome 3- Provision of community Water Sanitation and Hygiene (WASH)

- Preliminary assessment and investigation done on densely populated areas shows;
- 7 nursery/primary have urgent need for pit latrine construction
- 5 trading center as well need pit latrines
- 8 households also are in urgent need for pit latrines



Please describe the key partnerships and collaborations that you established in your country as well as any joint collaboration with other countries

I have personally established partnership with and collaboration with the various district environmentalist, district engineers, municipality leaders, mining companies (Tororo cement, Greenstone resources limited and Elgon minerals on exploration works and impact of mercury usage in gold ASM health and environmental impacts), community leaders, workers and colleagues in Uganda during confrontation, consultation and sanitization on health and sanitation in the many areas.

District environmental officers, national environmental management authority (NEMA) acts , health,safety,sanitation and hygiene in partnership and Collaboration with government hospital(butiru hospital) ,company nurses and visiting doctor.

Major partners and collaboration was with UNDP, EU, DGSM and other program partners,

What indicators of success have you achieved since the start of implementation? (Describe the indicators of success in relation to the expected outputs and outcomes)

Indicators of success in relation to expected output.

- 32 morning meeting at work place with 3 meeting with different community leaders out the 52 planned
- 5 community outreach's on environmental related aspects in trading centers and villages out of the planed 15
- 7 doctor's visits with various diseases and viruses testing out the planed 15 visits
- 3 health talk program held with the workers and on their hygiene and on malaria and cancer out of the planed 7 health talks
- 32 morning meeting held occupational health and safety at work place out the planned 50 meetings
- The water usage in the processing unit to reduce dust emissions(pollution) to the atmosphere at work
- Accomplished 4 field visits where I confronted the exploration drilling crew on environment and OSH at work
- Preliminary investigation done at least 50 households are with critical need for further water extension service
- Additional investigation on the pit calls for bush clearing and spraying insecticide to kill mosquitoes that cause malaria to the people
- Preliminary assessment and investigation done on (20) densely populated areas shows

Indicators of success in relation to expected outcomes

- The causes and spread mechanism of Diseases and viruses known
- The major root cause of worker accidents identified
- Understanding of the OHS and Adherence to PPEs usage realized



- Sanitation and hygiene of the workers at the mine has improved. Individual responsibilities for personal hygiene at home and at workplace with daily cleaners of toilets and urinal places are now in place.
- Accident and injury incidence report investigation introduced to workers
- Accident and injury monthly statistics are being released with zero fatal accident known
- National water and sewage Cooperation (NWSC) has come up with an extension plan to boost water supply for extension purposes to reach out to already identified zones
- Through preliminary investigations very badly hygienic homes, schools and densely populated areas are known.

What strategic opportunities have you acted upon that have contributed to the continued success of your project? (include linkages to sub-regional and regional agendas)

- Undp training in funding
- Policy making, reviewing and enforcing

What opportunities opened up for you personally as a result of your RWP?

- Opportunities to meeting different classes of peoples ;
- Knowledge
- More Focus on community and workers health and safety
- Undp and development programme partners
- Department of geological surveys and mines
- District leaders, principal and my fellow engineers and local leaders

The companies that included;

- Namekara mining company
- Tororo cement limited ,kamapla cement and simba cement (national cement industry in uganda)
- Elgon minerals and greenstone resources limited
- Busumbu phosphate mine and osukulu phosphate mine

Please explain any problems encountered during implementation of your project, highlighting any deviations from the project plans (Describe the solutions sought for the problems and corrective actions undertaken for the deviations)

Problems encountered(community based);

- Cultural and tribal differences, Traditional beliefs and ignorance in different areas

- Bad weather conditions and mountainous hard to reach places
- Language barrier and people illiteracy
- Access to busumbu phosphate mined out pits highly restricted by the locals
- Community and workers rigidity during my sensitization on hygiene and sanitation

Problems encountered (project head);

- Transportation difficulty during my confrontation with different people on project.
- Field travels to the quarry to carry out design safety standards.
- Preliminary investigation stages on viable project areas were costly for project under investigation
- Inadequate field equipment during my preliminary investigations

Solutions sought;

- It rallies out for project funding for (extension safe drinking water, pit latrine construction barricading mined out pits and boosting(Communal well) since preliminary investigation is underway and target places already Identified.
- Continued sensitization and training on OHS, Hygiene and sanitation (WASH), conserving the environment and
- Frequent inspections And site visits ensure safety compliance and work place standard are ok.
- My continued time deduction and effort to carry out all these activities properly and effectively
- Field travels and visits PPEs to be provides and other necessities

Corrective actions;

- Through my continuous confrontation, sensitization, community and site visits community resistance reduced for I through the community leaders, district leader and colleagues to gain access and information
- Through sharing and interactions with different people language barrier challenge was solved

What specific actions have you undertaken to ensure sustainability of your project?

ACTIONS TAKEN;

- Continued partnership and collaboration with other concerned parties
- Continued personal involvement in the implementation practice
- Continued training and sensitization with inspection and monitoring of the site and field visits
- Community leaders, colleagues and other companies involvement during the implementation

Please describe any future actions in the table below



ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activity 1: Morning meeting on OHS for the workers	Sensitization of the workers on OHS. (continuous)	Worker's training (continuous)	Implementation Various Diseases and viruses handled in meeting (doctor visits)	Outcomes Yellow fever, HIV, Hapatites B diagnosed	Output Zero fatal accidents, PPE compliance Increased. (Continuous)	Reviewing PPE usage, Workers diagnosed. continuous	Success reported Repeat From month 1-7
Activity 2: Friendly environment and exploration works	Identification of areas and Sanitization (Continuous)	Knowledge applied to conserve environment during operation	Implementation Preliminary investigation done and parameters known	Outcomes Air pollution and noise reduced (continuous)	Outputs Exploration and design crew met investigation (continuous)	Reviewing Environment And exploration are done friendly	Success on dust Others Continuous
Activity 3: Hygiene, sanitation and Barricading	Sensitization Target places identified (Continuous)	Training workers on dangers of poor hygiene	Implementation Poor hygienic and sanitation known and action taken (continuous)	Outcomes Cleaners, Soap showers, rubbish bins provided (continuous)	Output Preliminary works done. wild animals, mosquitos in the pits (continuous)	Reviewing Hygiene and sanitation levels increased	Success on hygiene and sanitation barricading underway
Activity 4: Extension safe drinking water supply	Sensitization Key target point identified	Preliminary investigation done ,needy Place known	Implementation Water committee formulation underway	Outcomes Preliminary works on extension ongoing	Output Investigation and assessment ongoing	Reviewing the outcomes and outputs	Success Is visible And shall Be reported
Activity 5: Construction of pit latrines	Identification and sensitization carried out	Preliminary investigation done and target point known	Implementation Pit construction crew formulation underway	Outcomes Preliminary investigation Done	Outputs Preliminary works ongoing and its promising	Reviewing the outcomes and outputs	Success Indicators Are visible And shall Be reported

APPENDICES FOR PHOTOS AND MEDIA



NB:

1. Please attach any evidence of commendation/award/certificate received as a result of implementing your return-to-work plan



Awarded travel document during yellow fever treatment.



Exploring workers at Namekara pit in safety wears after sensitization and field visits



Pit layout at Namekara mine (workers in PPEs)



safety sign initiated at work



One the local leaders asking me question after Speaking to them on WASH



A community leader translating to locals during my hygiene and sanitation meeting



Namekara workers copying up occupational health and safety(OSH) after morning meeting



Dust-water trapping mechanism

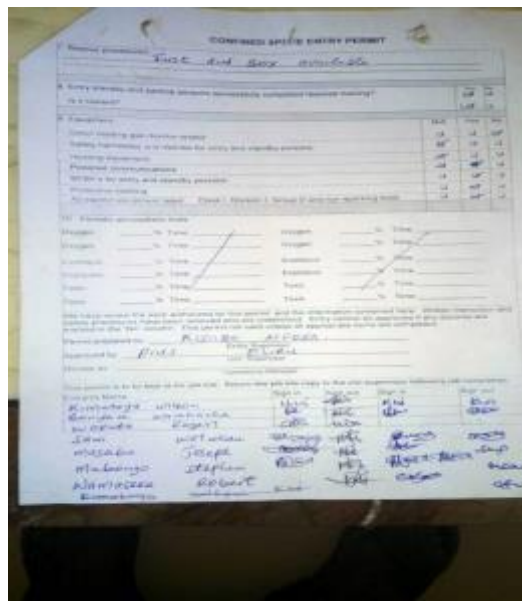


relatively dust free atmosphere during processing



Zero fatality accident registered and (OSH) Program for the month of August

dust moistened by water and falls down through cyclone as mud



Introduction of confined space entry permit to enforce in places with limited oxygen at workplace





Field visit at Tororo cement during Exploration drilling in regards to OSH



safety inspection at workplace for operations above 2meters



Slope and ground stability assessment in the Field



excavator sank into non-consolidated surface Namekara mine



Quarry slope design safety assessment and investigation in Tororo cement limited



**Aquifer water pumped for plant operation
Usage(environmental conservation)**



**conserved green environment at Namekara
mine due to water usage in operations**



Not full PPE compliance before during my section workplace section visit



Demonstrating Full PPE compliance during my section visits at workplace



A worker in a section coping up with Safety but without other PPEs



After my section visits at workplace in regards to PPE usage



A Worker in engineering section repairing the kiln full PPEs (full compliance to safety)

III. SUBMISSION OF THE PROGRESS UPDATE OF THE RETURN-TO-WORK PLAN

The progress update of the Return to Work plan should be sent to:

development.minerals@undp.org.