

Programme Partners:

Implementing Partner



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

Revised

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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

Return to Work projects is 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: Increased unsustainable artisanal mining and quarrying across Wakiso and Mukono Districts is accelerating impacts on health of artisanal miners, their safety and leading to environmental depletion as well. The components of health, safety and environment (HSE) are not commonly practiced as best practices to safeguard the workers in these districts. This has also led to increasing human-driven exploitation of environmental resources, forcing environmental modification that has dominated small scale mining in the districts. The poor practices of HSE have severely diminished ecosystem functions such as services, which underpin sustainability and impact on human health and wellbeing. The problems are arguably most acute in Wakiso and Mukono, where critical artisanal mines collapse, are tipping points and loss of lives often coincide with rapidly increasing human needs. Across these districts there is especially an urgent need to motivate societal action to practice the health and safety of artisanal miners but also safeguard the environment for future generations. One of the problems commonly revealed is the negative impact of managing quality of minerals and HSE separately. This is because as businesses grow, HSE efficiency and consistent execution of operations often becomes the defining factor in sustaining growth and profitability. Today, most businesses and many companies implement HSE programmes designed to uncover inefficiencies for improved performance. Over the past years, artisanal miners have not extensively considered best practices of HSE which are growing environmental footprint around the selected districts for this project. Building an HSE knowledge base that has not been translated into action through artisanal mining in small scale extractive business, environmental management, contributions towards sustainable development and innovative mitigation practices are required. This calls for more drastic current poor practice changes that promote a more harmonious coexistence with environment. In this regard, the artisanal miners' knowledge provides only

part of the solution. After all, despite wealth of sound HSE practices, there has been little or no success in changing the artisanal miners' mind-set about impacts they cause and health problems arising from their work. There is also a problem of child labour existing in these mines. The most common form of child labour is the use of children in artisanal mining. In this sector, children are involved both directly and indirectly exposing them to toxicity which eventuates into unwanted health scenarios.

This Return To Work (RTW) is an effort to put in place a minimal programme to prevent ill health, safety and environment (HSE) arising from poor practices with particular focus on women, youth and children at work in artisanal mines setting. These mines in the Districts of Wakiso and Mukono are dominated by sand mining, stone quarries, etc. The RTW project focuses on: - developing an up-to-date information on artisanal mining by considering the dangerous processes and end point discharges; developing manpower among the artisanal workers, mine owners and the general public for the dissemination of safety measures in mine operations; and building a comprehensive public awareness and education on the alternatives to poor practices and careful use of HSE knowledge.

Training of Trainers in the target communities will be achieved by a multi-pronged approach. For example trained people will be empowered in communication for artisanal miners. At least each selected sub county will have a minimum of five miners trained to train other local artisanal miners in areas of Risk Assessment, Mining Occupational Health and Safety (OHS), relevant Uganda's enabling environment with artisanal mining, environmental management in quarries, sand mining, marrum borrow pits, clay mining etc., incident/emergency prediction, engagement & teamwork, design and establishment of site bye-laws and ordinances, product design under international standards organization (ISO) which will help in negative impact of managing quality environmental health and Safety in order to achieve operation excellence. These trained local artisanal miners will be the core personnel in an entity, of the development minerals in Wakiso, Mukono and Uganda as a whole. This institutionalisation is intended to provide sustainability for the capacity building in this area.

The strategy will have compatible elements that will be tied together in an integrated manner so that they are mutually supportive. Acceptability of the project means increased implementation of HSE tools which leads to increase in production - productivity and increased quality environment health and safety (QEHS) in sell out of developing mineral products. The key strategy is continuous empowerment in risk assessment, characterisation, risk reduction and general environmental management. Correspondingly, the main thrust of the effort is capacity building with a view to strengthen the horizontal and vertical structures inter-phases for the management of artisanal mines, livelihood and involvement of children in these operations. This will be done through coordination, awareness, advocacy, building capacity, and equipping the participating communities. Some of the listed activities may not be implemented during the seven months of RTW, but there are plans to continue beyond this proposed work plan. In particular;

- Mobilising the artisanal communities, the workers, the artisanal mine owners and the general public, through awareness campaigns, to promote the HSE sound best practices of involving women, youth and remove children from dangerous exposure of artisanal mines and create the necessary awareness and respect for such likely hazardous environment;
- Setting up HSE committees and mechanisms to enable all the artisanal miners and stakeholders effectively participate in elimination of poor practices that are hazardous;
- Providing training for artisanal miners and workers and mine owners plus their associations in relevant areas with a view to mobilise participation, capability and support in the implementation of site HSE activities;
- Developing a sound information base on artisanal mining by collecting, storing, processing and

disseminating information in Wakiso and Mukono Districts especially their interaction.

- Design district profiles on vulnerable groups e.g. children, youth, disabled and women in mining engagements;
- Increasing collaboration and communication within Uganda, Eastern Africa and strategic institutions such as Occupational Safety and Health (OSH) Department under Ministry of Labour, Gender and Social Development (MLGSD), National Environment Management (NEMA) in Uganda, Climate Action Network-Tanzania, and International Council on Mining and Metals (ICMM) among other agencies to establish working groups on issues of common interests, but also establish mining working groups or task forces as will be decided by the chosen project areas;
- Promote the enactment of domestic legislation to implement these along the international conventions in the targeted districts to ratify them appropriately besides relevant regional and international conventions and protocols such as Persistent Organic Pollutants (POPs) and as in the interest of UNDP, ACP & EU.

The RTW will address social and environmental challenges that ultimately ***“Enhance Sustainable Development Minerals Mining in Uganda”***. The proposed action focuses on the artisanal mining of development minerals in the mentioned districts, specifically common quarries and sand mines where possible murram borrow pits will be included. The local communities in these two districts are highly affected by poor and unsustainable artisanal mining practices that include Health, Safety and Environment (HSE) management. These are anticipated to have deeper and deleterious impacts both on habitat and key species of biodiversity if not addressed. Mainly, increasing impacts by human incursion and poorly controlled use of environmental resources. These key environment resources include, safeguarding critical components that support their wellbeing such as portable water from the surfaces in their areas of operation but mainly Lake Victoria (L. Victoria), wetlands, slopes in urban areas to mention a few. L. Victoria is a key development engine and major employer in the two Districts. Any inconsiderable development activity that relates to use of its resources poorly, may harmfully affect it.

Expected Outcomes:

There will be improved knowledge about HSE among the development of minerals/ miners/communities which will be designed to generate interactive and exposure that is locally rooted, but nationally relevant, covering numerous mining challenges.

Interlinking of on-going specific and related projects to widen both scope and outreach is envisaged to improve on HSE practices of the targeted communities. Normally communities working with district leaderships, mainly when they are involved in poor practice are very complex as there are worries. However, this work will enable these development mineral miners to understand the processes of district development plans where possible some practical way reasoning skills and strengthen collaboration and working relationships. Together this will sow the seeds of much-awaited change that will set the scene for a new generation of Best Mining Practices (BMPs), be better equipped, trained and empowered to address the complex health safety and environment linked issues resulting from exposures of poor practices.

Further, the established working groups or task forces per district will be organized for developing collective efforts on implementing HSE practices and thereby build a consensus in the ways to mitigate the impacts caused by the poor practices of HSE. The project shall use posters/publications/cartoons/animations/videos etc. on the latest improvements of implementation on HSE and the same would be used to enhance public awareness and to ensure advance understanding for people from all walks of life about poor practices or having none to improve overall Earth's habitability environment and its health.

This RTW will bring out why integrating quality and HSE is key to achieving operational excellence. The work will consider practical tips for using HSE practices to promote operational excellence objectives, plus a proven process for using an integrated Quality and Environmental Health and Safety (QEHS) System to support operational excellence as a modern of implementing mining businesses.

There will be increased visibility of this very project theme i.e. on Environment, Community, Health and Safety in the Development Minerals Sector in the project districts which will enhance on the entire project publicity.

Ultimately miners of development minerals at community levels in Wakiso and Mukono will be linked to related sectors and line ministries of MEMD and MLGSD.

Expected Outputs:

- The targeted 200 artisanal miners engaged in mining development minerals transformed from poor HSE practices to BMPs that promote sound healthy and environmentally friendly mining.
- The HSE mining activities established at least in 10 artisanal mining communities (as HSE certified products).
- At least two district artisanal miners' task teams established from Wakiso and Mukono first as voice of voiceless but secondly as representatives of the associations per district, thirdly the pathways and entry points of engagement with the miners in the district (the mining communities).
- One HSE committee per quarry/mine or development mineral in the selected sub counties of Wakiso and Mukono District established. These will be gender considerate in their design accordingly.
- At least eight HSE capacity building workshops i.e. for stakeholders conducted.
- Localized Community HSE Information Communication Materials (ICMs) designed and distributed into their responsible places in line with the International Council of Mining Minerals (ICMM).

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)

The following organisations will play an integral role in implementing this project, developing and overseeing/managing it, advising and assisting in the implementation, dissemination and communication of results and any follow up work. At least now there is already a representation of each member of each partner sits on the Project Management Unit which will meet every month upon the procuring of the funds with minutes circulated to all stakeholders and UNDP, ACP & EU and posted on the AUC website.

Local Government: A meeting with District Environment Officer was organised (representative since the passing on of the DEO) from Mukono Municipality. Some visits such as in Kimenyede Sub County were made with him to ascertain two proposed quarries in the same area and likely eventuating health safety environmental impacts caused by miners. No consultation done with Wakiso District so far but upon procuring funds this will be made high on the list. The Local Governments are the key project partners through local council leadership at every mining site. Two establishments have already been done and more will be consulted to foster the RTW programmes.

Department of Geological Surveys and Mines (DGSM): Instigated the UNDP, ACP & EU project and was consulted during the preparation of RTW. DGSM representative promised to provide information on

ongoing mining on minerals, artisanal and extensive mining in Wakiso and Mukono Districts and will also provide advice on working with exiting artisanal communities and preparation of restoration plans. This will be done through the lead applicant (Raymond Katebaka) who will oversee the HSE capacity building and raising awareness carried out by the project team and undertake the reconnaissance work and inception meetings related to project. This lead applicant will work closely with the team and elsewhere in the field. The applicant will also work closely with the overall Project Management Unit based at AUC.

National Environment Management Authority (NEMA): experts based in this authority were consulted during preparation of the reviewed RTW and contributed to discussions and agreed to provide the environmental information, advice and expertise required (particularly with respect to impact caused by quarries and artisanal mines) for HSE. These experts will work closely with the project team in AUC.

Ministry of Labour, Gender and Social Development (MLGSD): Mr. Asimwe Alex was consulted during the RTW review. He is very keen on the effects and impacts mining without use of safety (PPE) onto poor communities yet their products contribute significantly towards economic growth. The local market institutions on artisanal mineral productivity, technology adoption, and income in Uganda is key in sustainable development. Mr. Asimwe Alex, was involved in providing information and discussions and will provide the OHS knowledge and best practices required in several respects. First to enable the project team to relate OHS implementation and compare these fully to livelihood options by artisanal.

Climate Action Network Tanzania (CAN-T): Going beyond Uganda, AUC works with CAN-T in Tanzania to increase awareness in a wider “Women Involvement in Artisanal Mining and Poverty Reduction Strategies in the Era of HIV/AIDS in Tanzania: The case of Gold Mining in Geita, Biharamulo and Kahama Districts”. AUC and CAN-T are developing a cross border mining programme for Uganda and Tanzania on HSE of vulnerable groups in East Africa. This alliance will be important in dissemination of project results.

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

The indicators will form an integral part of the internal monitoring and evaluation (M&E) system that will provide the project team with timely input for efficient and effective implementation as well as a solid basis for results based reporting. The following indicators will be realized as:

- A total of two inception meetings (one per district) organised.
- One synthesised reconnaissance report containing how proposed activities, local stakeholders’ analysis, among other issues will be implemented.
- At least one report containing information from the consultations conducted with Department of Geological Survey Mines (DGSM) and Uganda Quarry Association.
- At least 200 artisanal miners will be trained to handle issues and incidence related to HSE in Wakiso and Mukono Districts and up to 2 women trained in children handling within each mines. At least 10 District Technical Planning Committee (DTPC) staffs attend two training workshops on HSE and risk assessment. Two working teams that link miners in the districts established for policy linkages and continuous raising of public awareness.
- At least a minimum of three Health Safety and Environment (HSE) communities trained, two worksh\ops on dissemination of Best Management Practices (BMPs) to DPTC in two districts of Wakiso and Mukono, one strategy for Local Government Associations (LGAs) per district, and one development minerals working group established and integrated into district development strategies.
- Copies of manual for HSE capacity building materials disseminated in the districts of Mukono and Wakiso.

- At least a minimum of two capacity building workshops organized per Sub County and district levels on HSE for the selected sub counties.
- The established one district artisanal miner task team per project district.

There will be established one HSE committee per quarry/mine to implement HSE safeguards.

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)

Severally, it has not been easy for AUC to interact in the UNDP, ACP & EU proposal write-up successfully. To-date, the interaction in ACP-EU Development Minerals Programme platform has given AUC an international image for its involvement in minerals development. This has also provided a window to continuously share information and views about best practices implemented in different countries and regions.

A step has been taken by the lead applicant and contacts made with EUDAT, in which discussions are ongoing to collaborate on capacity building, research and strengthening partnerships of north south programme in Africa. EUDAT is a network of 36 Pan-European trusted organisations -with data centres, HPC centres and research institutions-all closely connected across Europe to offer scientific communities and users' reliability, sustainability and confidence in the longevity of research and management services.

KARAGold a mining company in south Africa has also approached AUC for corporation in raising awareness among communities where it is mining in areas of Buhweju, Ibanda and Kamwenge Districts. In this partnership there will be replication of best HSE practices from central to western Uganda.

Corporation with government and non-government, opinion leaders, local institutions of artisanal miners, local governments from LC I, II, & III, DTPC, Resident District Commissioners (RDC), MEMD and MLGSD) will form an integrated partnership to establish project linkages and promote strong collaboration.

Nationally, AUC has identified capacity building needs and already a proposed partnership with College of Natural Sciences, Makerere University is being discussed. A simplified training manual for artisanal miners will be deliberated on and overseeing how further can be implemented among the miners in Uganda. The RTW increases the image of AUC in the districts where this programme is being implemented.

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

The RTW project will liaise closely with the miners of Development Minerals group(s) to identify training and capacity building needs and develop materials accordingly. Both Wakiso and Mukono District officials will work with AUC project team in identifying key areas and in what activities needed to train and raise awareness. Aspects of training will mainly focus on implementation of HSE. As part, HSE is necessary in packaging and branding of the mineral products using acquired skills will be the most useful in minerals development and sustainable market. Training activities should make these products operational, notably with regard to the international standards expected by customers.

However the project component of Training of Trainers (ToT) will be achieved by a multiple-pronged approach. For example trained people will be empowered in communicating mining basic requirements and processes to artisanal miners. At least each selected sub county will have a minimum of five miners trained to train other local artisanal miners in areas of best mining practices that include: Risk Assessment, Mining Occupational Health and Safety (OHS), relevant Uganda's enabling environment and interpretation by artisanal mining, environmental management in quarries, sand mining, marrum borrow pits, clay mining etc., incident/emergency prediction, engagement & teamwork, design and establishment of site bye-laws

and ordinances, product design under international standards organization (ISO) which will help in negative impact of managing Quality Environmental Health and Safety (QEHS) in order to achieve operation excellence. These trained local artisanal miners will be the core personnel in an entity, the development minerals in Wakiso, Mukono and Uganda as a whole. This institutionalisation is intended to provide sustainability for the capacity building in this area. Other aspects will include World Bank safeguards such as standard operation procedures (SoP), simplified Environmental Social Impact Assessments (ESIA) processes, mining processes, waste management, chemicals management in mining sites, ecosystem services and habitat management, biodiversity monitoring as indicators of environmental change and data generation and management. Some of the information to be used will be drawn from works done by NatureUganda, NEMA, Wetlands Management, Forest Conservation, International Union of Conservation of Nature (IUCN), and Wild Wide Fund for Nature (WWF) aspects.

The international recommended HSE implementation practices and techniques, skills and knowledge will be disseminated. Dissemination will be mainly through workshops in each selected sub-county, of which they will be selected by the DPTC and communities during the raising awareness events. All these will be augmented by the community working groups/task forces working with project team. It is anticipated that participants in the entire process to improve on operations during and beyond the project. Also the project proposes that communities and persons who will have been trained, shall continue to build capacity of fellow members of the local communities and persons, in order to assist miners and monitor themselves in artisanal mining operations. AUC has a related ongoing project on collaborative forest management that has successfully tested application of such proposed approach in the area. This has been realised in Districts of Masaka and Mpigi. The approach will be borrowed and employed as it empowers communities to lead themselves and deliver expected leadership and reliable outcomes and outputs. But it also helps in the implementation of modern conservation approaches of citizens' science programmes. That's why this project makes them to be in charge of monitoring the implementation of the HSE commitments made by artisanal miners. These local community-based liaison teams are trained, equipped with necessary skills where possible in lobbying and advocacy for those who will remain as links between the community, district and ministry as well.

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).

The future plans include undertaking a study focusing on "The potential impacts caused by poor practices of HSE and mining sector as a whole onto small scale miners and environment for wider application" under consideration in central region of Uganda. Participate in research to further understand impacts of quarry blasts on pregnant women and children in and around the quarry mines. This was raised during the training in Entebbe in April 2017, while making visits at different artisanal mining sites. Raise awareness among communities that depend on artisanal mines and their relationship with environment for their livelihoods in line with ecosystem services and promotion of sustainable development.

Developing a sound information and database on core sensitive community and pilots' in artisanal mining by collecting, storing, processing, visualising, and disseminating information in Wakiso and Mukono Districts especially on their interaction with developing minerals and Uganda as a whole. Ultimately make the information freely available and accessible by the public. This will be achieved through collaboration with EUDAT and other Ugandan institutions. Developing a regional project proposal that promotes safeguards among women and children in mines such as "Promoting Hazardous Safety for Women and Children in Mines of Africa".

ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1: Situational analysis about artisanal mining in two districts about key strategy on risk reduction, risk assessment, characterization and management. Putting project team in place for coordination and designing of awareness and advocacy approaches of this project. Inception meeting with the districts that will acquire information for needs assessment. Consultation with DGSM and quarry association of Uganda. Reconnaissance aimed at planning activities with local stakeholders.							
Activity 2: Identifying people for training and communities for raising awareness i.e. (horizontal and vertical structures inter-phase). Preparations of local community HSE capacity building materials.							
Activity 3: Capacity building Workshops organization at local and district levels & HSE capacity building workshops.							
Activity 4: Designing Community HSE Information Communication Materials (ICMs) designed.							
Activity 5: Establishment of district artisanal miners' task teams for two districts. Establishment of HSE committee per quarry/mine and Setting up HSE committees and mechanisms to enable all the artisanal miners.							
Etc. UNDP, ACP, EU RTW project close up final report prepared and submitted							

Monitoring and Evaluation

AUC secretariat has developing a coordinated work plan with clear milestones, objectives, and an associated monitoring and evaluation (M&E) framework. This framework will be collaborated with the UNDP, ACP, EU - RTW project M&E framework. The M&E will be carried out concurrently with the proposed activities. The internal M&E system of AUC is set up to provide timely information to the project team on the progress of the proposed activities. The M&E approach aims to improve the

understanding of the constraints and opportunities of artisanal miners and to provide them with basic information for evaluation purposes, including the documentation of HSE imbued in their socio-economic information, attitudes and awareness, gender-segregated knowledge level and awareness issues, options for small scale and medium mining enterprises, etc. This approach will help in subsequent designs which will include designing a risk assessment matrix if deemed necessary. AUC project staff will undertake the M&E survey and plan design, which will utilize existing M&E tools and data from ongoing projects. Therefore AUC project team will carry out M&E with all selected participating artisanal mining communities who will help in information collection and analysis. This is expected to reveal the extent to which the HSE project activities are having an impact on the artisanal mining communities and their livelihood. During the M&E campaign, key project strength weakness opportunities and threats will be identified, understood easily by the artisanal miners. As part of M&E the project team will consider impact caused by information communication materials consideration of local communities and future actions. The project financial review will be part of the AUC's in-depth financial regular reviews along other programmes to be in line with the financial obligations of the project.

Budget for the implementation of RTW

Budget	Cost in €	Quantity	Total in €
Meeting and events			
Workshop among District Leaders to provide guidance on sustainability	1136	2	2,272
Raising awareness in Development Minerals Miners	221	6	1,326
HSE capacity building & demonstration sites	657	6	3,942
Training on response to incidence & emergencies on site	811	7	5,677
Establishment & training of task teams/working groups	236	4	944
Lunches (meals, teas and refreshments)	2276	1	2,276
Management & Communications			
HSE learning materials designs, printing and distributions	1179	1	1,179
Project administration (including all modes of communications)	237	2	474
Transport			
Public transport and subsistence	30	12	360
Car Hire	38	14	532
Total			18,982

Budget notes

Drafting the local community HSE capacity building material will be part of reconnaissance. The PRA workshops will be organized for selected communities in selected Sub Counties that have ongoing quarrying or development mineral mining in Wakiso and Mukono (as two districts). The focus will be on BMPs integration in artisanal mining. Workshops have been budgeted for communities' involvement that was budgeted €2,272. This budget includes reconnaissance of the sites.

There are 6 workshops for raising awareness in Development Minerals Miners events proposed in both districts of Wakiso and Mukono. This item will ensure efficient trans-disciplinary efforts to further the sustainability of this project and beyond the UNDP, ACP EU programme in Uganda. This is budgeted for €1,326.

The HSE capacity building & demonstration sites component is the main project focus activity. This will involve some exercise on selected sites among the people who will be participating in this project. The budget is €3,942.

Training on response to incidences & emergencies on site: Building capacity in artisanal communities in response to miner incidences such as early warning and risk assessment within the operation areas, planning & establishment of response teams is important in furthering the sustainability of this project. This will be a benchmark for BMPs sustainability and implemented by mining community members themselves. This will be teased out during the reconnaissance/feasibility by the project team and believe that this UNDP, ACP, EU supported work is the best approach in Sustainable Artisanal Mining & Management (SAMM) hence safeguarding their health, life among others. The proposed budget is €5,677.

Establishment & training of task teams/working groups: This component is targeting to establish teams that will stay in place beyond after seven months of this RTW. They will involve an additional training that includes lobbying and advocacy within governance structures mainly between their districts' leadership and at policy level. This component is critical for success of this work. The proposed budget for this component is €944.

Lunches (meals, teas and refreshments): In a number of events and meetings where participants will be brought together along with other stakeholders from around the two districts of Wakiso and Mukono. These will be provided with teas and lunch during break off and venue hiring as well. The proposed estimated budget is €2,276 and will procure a venue, meals and refreshments.

The project will prepare and distribute publications and educational items, such as posters, fliers to be used by mining communities and working teams that will be put in place to keep encourage HSE best practices of HSE. This is budgeted for €1,179.

Project administration (including all modes of communications): The project will be managed by a team that will not be staff at AUC secretariat. These will be brought on board that will include young people to empower them with new knowledge. This team will be motivated with a simple stipend that will be decided upon by the Project Management Team (PMT) and the proposed budget is €474. This budget will also incentivize the works of the established working teams/task forces in the district.

Transport and subsistence facilitation: The team plans to use public transport for project activities. The project will support these important activities with a daily subsistence as well. The total requirement throughout the seven months is estimated €892. This will include where possible the car hire, for example where the team may need to travel together along with perhaps trained community representatives for knowledge and information exchange experimentation.

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