

Programme Partners:
Partner

Implementing

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

Uganda, 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

Returns to Work projects are a valuable mechanism for workshop participants' personal and professional development. As part of your sponsorship, you are required to develop a return-to-work plan on a project you will undertake on your return, applying the knowledge and skills gained from workshop to influence change.

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

II. REPORTING STRUCTURE FOR RETURN-TO-WORK PLANS

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

GENERAL INFORMATION

Name(s): ANGUZU ROBERT

Position: DISTRICT PHYSICAL PLANNER-ARUA DISTRICT LOCAL GOVERNMENT

Email: rbmakokha@gmail.com

Phone no (office + mob): +256772384609, +256706583509, +256778248586

Brief Description of the project:**TRANSFORMING livelihoods THROUGH ARTISANAL AND SMALL SCALE MINING SECTOR
A CASE OF WOMEN IN ARUA DISTRICT**

Although both women and men in Uganda rely on artisanal and small scale mining (ASM) sector for livelihood, women's economic roles essential to ASM have not been fully recognised. There is little reliable data on women's economic activities and the conditions that structure them. Policies aimed at legalization and regularization of ASM is unfolding without sufficient analysis of how women, and the barriers they face in ASM, will be impacted (Development Research and Social Policy Centre, 2015).

In Arua women are present in large numbers in ASM zones, yet little is known about their livelihood practices. These women are also not being supported in their ASM activities. This project focuses on ASM as an economically important sector in Arua (Uganda) and that has potential to increase women's economic empowerment to transform household livelihoods. The outcomes of this project will have implications for both women and mining in national contexts and appreciate women's economic empowerment in other informal sectors.

1. General Objective:

- 1 The general objective of the project is to economically empower women in Artisanal and small scale mining sector in Arua District.

2 Specific Objectives

The specific objectives of this project include;

- 2.1 To advance the knowledge of women's economic activities in ASM sector and the power relations that condition women's livelihood strategies.
- 2.2 To deepen the understanding of the barriers to enhancing women's economic empowerment in ASM Sector
- 2.3 To train one hundred twenty (120) women in ASM on livelihood and entrepreneurship skills
- 2.4 To advocate for financial support for women in ASM from financial institutions
- 2.5 To mainstream gender concerns in ASM sector in Arua District Development Plan
- 2.6 To contribute to policy recommendations to improve the conditions for women's ASM

3 Expected Outcomes:

The expected outcomes of the project include;

- 3.1 Women economic activities in ASM sector formally organised with effective functional powers in Arua District
- 3.2 Improved capacity to remove barriers to women's economic empowerment in ASM sector
- 3.3 Opportunities created for women's economic empowerment in ASM sector
- 3.4 Financial institutions recognise credit worthiness of women engaged in ASM in Arua District
- 3.5 Local Governments responsive to gender concerns in development minerals in Arua District
- 3.6 Policy recommendations approved and implemented in support of women engaged in development minerals in Arua District

4 Expected Outputs:

The expected outputs include;

- 4.1 Increased awareness of the conditions and importance of women's ASM participation and economic Empowerment
- 4.2 Enhanced capacity of One Hundred Twenty (120) women in livelihood and entrepreneurship skills in development mineral exploitation, transportation and procession in Arua District
- 4.3 Increased opportunities for economic empowerment in ASM in Arua District
- 4.4 Improved financial Institutional support for economic empowerment of women in ASM in Arua District
- 4.5 Gender concerns in ASM sector are mainstreamed in Local Government planning processes in Arua District
- 4.6 Actions/policy recommendations in place for improving women capacity in Development Mineral management in Arua District

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)

5 Implementation Plan

This project will be implemented using the proposed return to work plan approved by UNDP and the Ministry of Energy and Mineral Development. The lead implementer is the Project Officer, in collaboration with the District Natural Resources Officer (DNO), the representatives of the women in ASM, the Lower Local Governments of the zones, and one local community based organization for the advocacy component.

The oversight responsibility will be done by the Chief Executive (Chief Administrative Officer) to whom the project officer shall report the progress of the project implementation in the District. On the other hand, the advocacy shall be through partnership with a local community based organization that shall drum support for economic empowerment of women in ASM sector in the district even after the project period expires through informal and formal discussions in steering group or management meetings.

Participatory monitoring, compliance and quality assurance of the project deliveries and activities shall be done by the UNDP and the Ministry of Energy and Mineral Development. This will be by using a designed comprehensive Monitoring and Evaluation framework that goes beyond counting outputs, working to track changes closely, paying attention to often neglected elements of strategies and project management. At the end of the project, there shall be a participatory evaluation of the project objectives, assess the outcomes and impacts of the project on women in ASM in Arua District.

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

6 Indicators

- 6.1 Number of awareness trainings conducted for Women economic empowerment in ASM sector in Arua District.
- 6.2 Number of women in ASM sector trained on livelihood and entrepreneurship skills in Arua District.
- 6.3 Number of women groups in ASM sector formally registered and functional in Arua District
- 6.4 Number of women economically active participating in ASM in Arua District
- 6.5 Number of physical progress reports prepared and submitted to UNDP and Ministry of Energy and Mineral Development
- 6.6 Number of “Stories of Change” from women in ASM sector as a result of the project in Arua District
- 6.7 The degree of inclusiveness and transparency of decision making mechanisms and governance structures of women in ASM sector in Arua District
- 6.8 Change in capacity of women in ASM to exploit, process, transport and market their products for socioeconomic development
- 6.9 Number of monitoring exercises carried out by the Chief Executive, UNDP and Ministry of Energy and Mineral Development
- 6.10 Number of key stakeholders’ meetings held to discuss the women economic empowerment in ASM sector in Arua District
- 6.11 Number of women in ASM sector accessing financial assistance (credit) facilities in Arua District
- 6.12 Number of financial institutions offering financial assistance to women in ASM sector in Arua District
- 6.13 Number of Lower Local Governments mainstreaming issues of gender in ASM sector in their 5 year Development plans in Arua district
- 6.14 The quantity and quality of products by women in ASM sector in Arua District

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)

7 Strategic Opportunities

- 7.1 **Ready market:** The district is strategically located at boarder with South Sudan and the Democratic Republic of Congo. There is demand for development minerals in these neighbouring countries. The demand has been increased by the recent surge in the influx of the refugees in the district where humanitarian organizations are providing assistances to the refuges and services like schools, health facilities, roads and housing which use development minerals.
- 7.2 **Enabling Policy environment:** There exist good policy frameworks, laws and regulations for women participation, empowerment and recognition in Artisanal and small scale mining sector. The 5 Year National Plan, the Gender Policy, the open economic policy, the land Act, the mining Act and etc. all promote women economic empowerment directly or indirectly.
- 7.3 **Advocacy and leadership:** There are many organizations that support the cause for women economic empowerment and leadership in community through gainful activities such as mining. Even the District Council supports women economic empowerment programs and are already implementing economic empowerment programs like Uganda women Entrepreneurship Program (UWEP), Youth Livelihood Program (YLP).
- 7.4 **National and locally based researchers:** There are institutions and individuals have done/willing/able to undertake research in the potentials of mineral deposits in Arua district, offer opportunities for enhancing training, promotion, publication and collaboration for Artisanal and small scale mining in Arua District
- 7.5 **Knowledge sharing:** There exists good lessons to learn from other people/women in ASM in other parts of the Country. This could be explored for learning purpose through exchange visits, trainings, consultancies and support from intentional and national organizations such as UNDP
- 7.6 **Good Community Relationships:** There exist cordial relationships between and amongst the local communities in Arua district at large. Though there are some pockets of land disputes, they do not significantly affect the activities of the Artisanal and small scale mining sector. For this reason many communities have taken up the

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

8 Aspects useful in implementing the project

The most useful aspects of this project include; political, economic, social, technological, ecological and legal aspects as discussed below;

- 8.1 **Political Aspect:** Politically, the project will address the plight of women under local governance (decentralization) and the services they deserve. As such, the political leaders will be interested to articulate issues of policy, regulations and guidelines in relation to Artisanal and small scale mining sector in Arua District.
- 8.2 **Economic Aspect:** Economically, the project will articulate the contribution of women in ASM sector to local economic development in Arua District. More than often, the contributions of women in ASM sector have largely remained unrecognised if any at a small scale. This project will not only highlight the importance of women in ASM sector but also underscore their contributions to national/ local economic development not forgetting the household livelihoods.
- 8.3 **Social Aspect:** Socially, the project will under pin the importance of accepting and recognizing the role women play mining sector. This will address issues of gender equality; roles and responsibilities of both men and women in ASM sector and promote respect for each other. It will also look into the community relations, dialogues and rights in the ASM sector with gender specific objective on women relations, power dynamics and the factors that affect women economic empowerment in ASM sector and livelihoods.
- 8.4 **Technological Aspect:** Technologically, the project will look into the tools used by women in ASM sector. It will suggest technologically affordable tools women can use in ASM sector to improve on the quality and quantity of their products and fetch better income that can impact positively on their livelihoods.
- 8.5 **Ecological Aspect:** Ecologically, the project will address the issues concerning the impact of mining/quarry on the environment, the communities, their health and safety. This is important to enhance the knowledge of women on mitigation measures that should be employed to mitigate the negative impacts of mining their health, safety and the environment at large.
- 8.6 **Legal Aspect:** Legally, the project will look into policy, legal and regulatory frameworks governing the mining. This is intended to enhance their understanding of the laws related to mining sector like The Constitution of the Republic of Uganda, 1995, The Mining Act, 2003, The National Environment Act, Cap 153, The Water Act, Cap 154, The

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).

9 Future Plans

- 9.1 To provide evidence based facts on women's' participation in Artisanal and small scale mining sector in Arua District.
- 9.2 To be Champion of women's rights, economic empowerment and gender equality in Artisanal Small Scale Mining Sector in Arua District.
- 9.3 To disseminate widely the policy briefs to key stakeholders (Policy makers, community leaders and women groups) issues relating to gender mainstreaming, women's roles in ASM sector and local economic development in Arua District.
- 9.4 To participate in developing and strengthening local capacity for development minerals; and
- 9.5 To be participate in capacity building programs for women in ASM to add value to mineral ores and increase their marketability.
- 9.6 To acquire professional knowledge on mining through further course in the mining sector

ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1: Contact baseline survey on ASM activities in Arua District	6,537,500						

Activity 2: Carry out needs assessment of women in ASM sector in Arua District		5,570,000					
Activity 3: Hold four consultative meetings with key stakeholders on economic empowerment of women in ASM sector in Arua District			7,100,000				
Activity 4: Train 120 Women in ASM sector on economic empowerment				11,012,500			
Activity 5: Hold advocacy and feedback meetings one (1) with District Council Sector Committee of natural resources and One(1) District Council on women's economic empowerment in ASM sector in Arua District					3,000,000	3,000,000	3,000,000

Activity 6: Monitor and report on the progress of women economic activity in ASM sector in Arua District					3,130,000		3,130,000
Activity 7: Technical Support in training by UNDP& Ministry			8,146,000				
Grand Total	Fifty Three Million, Six Hundred Twenty Six Thousand Five Hundred Only (53, 626,500)						

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

The draft Return to Work plan should be sent **by Monday 3 July 2017** to hope.kyarisiima@undp.org and copy to development.minerals@undp.org