

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: INITIATIVE TO EMPOWER "WOMEN IN MINING UGANDA CHAPTER" TO ACTIVELY EMBRACE AND SUSTAINABLY BENEFIT FROM THE MINERAL SECTOR. The project is aimed at creating an empowering network to inspire, support and develop the progression of women working in Uganda's mineral sector through mentorship, specific-capacity building initiatives for skills development, education on women's rights and their responsibilities in the sector. The Project will coordinate activities of grassroots organizations to establish a vibrant and broad-based network of regional women organizations concerned with the challenges encountered by women in Uganda's mineral sector. PLANNED ACTIVITIES FOR 2017/2018 <ol style="list-style-type: none">1. Scoping studies and reconnaissance visits to introduce women in Mining at regional levels and initiate formation of women groups that we are going to be working with. This will spearhead the initial formalization of regional sub committees to coordinate with the National chapter.2. Sensitization exercises of mineral stakeholders at the district and sub county level. The aim of these exercises is to sensitize local government officials, local leaders, politicians and

women on matters pertaining to licensing, linkage of mineral wealth to social and economic development

3. Capacity building and training in mineral beneficiation technologies, best mining practices and mineral exploration techniques
4. Sensitization and capacity building of artisanal mining communities of Moroto, Abim-Karamoja sub region), Wakiso, Mubende, Namayingo in central Uganda, and Isingiro and Buhweju in western Uganda to address environmental, social, gender issues and adopt best mining practices.
5. Training and sensitization in Health, Safety Environment (HSE) as well as the legal and regulatory framework for the Mineral sector in Uganda. This will include sensitization on mineral rights and surface rights holders.
6. Distribution of Personal Protective Equipment (PPE) to women groups and distribution of Mining Act, 2003 and Mining Regulations 2004 to group leaders.
7. Organize an awards show to recognize women entrepreneurs and players in the mineral sector. This will motivate and encourage more women to embrace Uganda's mineral sector.
8. Organize a National chapter forum with all Mineral Stakeholders i.e., key Government institutions (Ministry of Gender, Department of Geological Survey and Mines, National Environment Management Authority, Uganda Revenue Authority, Uganda Investment Authority, Prime Minister's office, President's office among others), Development partners, Private sector players, Civil society activists. The purpose of this Forum will be to address challenges hindering the growth of Uganda's Mineral Sector as a whole, come up with recommendations and forge a way forward to promote the growth of the mineral sector.

Expected Outcomes:

1. Formation of Women in Mining sub committees with leaders to coordinate grass root activities with the National Chapter.
2. Women groups formed to start; saving schemes, registering formally as Small scale and Artisanal Miners, acquiring small-holder mineral concessions, acquiring Mineral Dealer's licenses and being able to purchase their own small scale operations mining equipment.
3. More women involved in the mineral sector. After this empowerment and awareness programme the number of women holding mineral and prospecting concessions should increase and this in turn should create more gainful employment for both men and women.
4. More Artisanal and small scale operations associations and formal registrations.

Expected Outputs:

1. Six women groups formed to start saving schemes, registering for small holder concessions for mining(Location License)
2. Three (3) regional subcommittees formed to coordinate grassroots activities with the national committee
3. 80% of women and men in artisanal mining communities trained in HSE, mineral beneficiation schemes, human rights mineral sector legal framework.
4. A 50% increase in the number of women actively involved and gainfully employed in the mineral sector.
5. 80% reduction in illegal mining and environmental degradation in Karamoja, Mubende, Namayingo districts.

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)

- **Working with the department of Geological survey and mines under Inspections and sensitization projects.**
- **Seeking donor support from entities like Australia Aid, Irish Embassy, Demographic governance facility under their respective gender empowerment programmes.**
- **Working with ACP-EU,UNDP development minerals project.**
- **Partnering with Uganda Chamber of Mines and Petroleum members especially in sensitization and training activities.**
- **Working with Africa Women in Mining (AWIMA) and Africa Union Commission(AUC) Mineral sector department.**

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

- **Training and empowering Women to embrace the mining sector, acquire mineral concessions**
- **Formation of groups and associations for better bargaining powers, access to market linkages.(cut out middle men)**
- **Starting saving schemes to improve revenues, purchase better mining equipment(move from use of rudimentary and unsafe equipment)**

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)

- **Having regional/district and local sub-committees in our areas of implementation to coordinate grassroots activities and to work with the National committee.**
- **Identifying leaders at mining sites empower and equip them so that they can in turn train and supervise their workers or members of the group.**

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

1. Gender sensitization of mineral stakeholders. The aim of these exercises is to sensitize local government officials, local leaders, politicians, women and Men on gender equality and importance of women actively engaging in the mineral sector.
2. Capacity building and training in mineral beneficiation technologies, best mining practices and mineral exploration techniques
3. Training and sensitization in Health, Safety Environment (HSE) as well as the legal and regulatory framework for the Mineral sector in Uganda. This will include sensitization on mineral rights, surface rights holders, licensing, and linkage of mineral wealth to social and economic development.
4. Demonstration of/and distribution of Personal Protective Equipment (PPE) to active women groups

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).

Our future plan is reach out the entire country in terms of capacity building and sensitization in Basic OHSE best practices, (emphasis on the need for Environmental protection), Gender sensitization.

Organise an international Women in Mining Conference where Women from all over the world get a platform to share success stories to motivate others, have networking, partnership and mentorship opportunities.

Our overall plan is to contribute to the transformation and growth of Uganda's mineral sector,(with better and working conditions, gainful employment) with Women as DRIVERS

ACTION PLAN (see attached)

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1:							
Scoping and reconnaissance field visits							
Activity 2:							
Activity 3:							

Activity 4:							
Activity 5:							
Etc.							

WORKPLAN

WORKPLAN

ACTIVITY	INPUT	TIMELINE	OUTPUT	KEY PERFOMANCE INDICATOR
Pre 2017 Mineral wealth conference training and awards ceremony	Venue Public relations management Materials and supplies Out of pocket and other incidentals.	Two months	Women players in the sector recognized and appreciated. Conference delegates introduced to gender, OHSE issues, and challenges in mining.	At least 20 women in mining appreciated and recognized Gender aspect discussed during the conference

National Chapter forum	Public relations management Guest speakers Venue Materials and supplies	Two months	Government, politicians, development partners, international agencies made aware of key issues affecting Uganda's Mineral sector, issues such illegal mining and unregulated mineral extraction especially sand, clay and stone quarrying; gender disparities in the sector.	More Government representatives and politicians embrace and address key issues affecting the mineral sector. Expedite formulation of policies to regulate mineral extraction especially sand mining, stone quarrying and clay extraction
Scoping studies and field reconnaissance visits	1. Transport 2. Out of pocket & other incidentals 3. Accommodation 4. Public relations management.	Three weeks	1. project and project team introduced to the local leaders and security operatives	1. Women group leaders identified 2. sub committees formed
Gender sensitization workshops in	1. Public relations management 2. Transport 3. Materials and supplies 4. accommodation 5. venue & meals for participants	Two weeks	local leaders, artisanal mining communities sensitized	1. Districts support of the project 2. increase in the number of women joining the sector
capacity building & training workshops in; Mineral sector legal framework (surface rights, mineral rights), basic Human rights, mineral beneficiation techniques, HSE best Practices, saving skills/SACCOS in	1. Transport 2. Out of pocket & other incidentals 3. Accommodation 4. Public relations management. 5. Materials & supplies. 6. Trainers allowances. 7. Venue (inclusive of meals & refreshments for participants	3 weeks	1. Women groups formed and trained and empowered.	1. More women involved in the Mineral sector. 2. Women groups saving schemes opened. 3. Women groups holding Mineral permits. 4. more women groups registered as formal artisanal miners

Distribution of Personal Protective Equipment (PPE) to women groups	1. PPE. 2. Transport. 3. Accommodation. 4. Out of pocket & other incidentals. 5. Public relations management.	One month		
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BUDGET "WOMEN IN MINING UGANDA CHAPTER INITIATIVE"						
ITEM	COST PER ITEM (\$)	NUMBER OF ITEMS	TOTAL COST (\$)	UCMP CONTRIBUTION(\$)	CONTRIBUTION FROM OTHER DONORS	CONTRIBUTION NEEDED(\$)
PRE 2017 MWC AWARD CEREMONY			0		N/A	
Hotel	45.0	25.0	1,125.0	168.8	N/A	956.3
Travel	1,750.0	2.0	3,500.0	525.0	N/A	2,975.0
Accommodation	660.0	2.0	1,320.0	198.0	N/A	1,122.0
Materials and Supplies	150.0	1.0	150.0	22.5	N/A	127.5
Public Relations Management	1,000.0	1.0	1,000.0	150.0	N/A	850.0
Out of Pocket & Other Incidentals	25.0	25.0	625.0	93.8	N/A	531.3
					N/A	
NATIONAL CHAPTER FORUM					N/A	
Hotel	45.0	70.0	3,150.0	472.5	N/A	2,677.5
Materials and Supplies	200.0	1.0	200.0	30.0	N/A	170.0
Accommodation	220.0	10.0	2,200.0	330.0	N/A	1,870.0
Public Relations Management	1,000.0	1.0	1,000.0	150.0	N/A	850.0
Out of Pocket & Other Incidentals	25.0	40.0	1,000.0	150.0	N/A	850.0

					N/A	
REGIONAL CAPACITY BUILDING SEMINARS					N/A	
Field Visits	2,500.0	2.0	5,000.0	750.0	N/A	4,250.0
PPE for Distribution	5,000.0	2.0	10,000.0	1,500.0	N/A	8,500.0
Public Relations Management	1,000.0	1.0	1,000.0	150.0	N/A	850.0
Accommodation	80.0	15.0	1,200.0	180.0	N/A	1,020.0
Materials and Supplies	350.0	3.0	1,050.0	157.5	N/A	892.5
Out of Pocket & Other Incidentals	25.0	120.0	3,000.0	450.0	N/A	2,550.0
				-	N/A	-
PROJECT REVIEW & EVALUATION			-	-	N/A	-
Hotel	55.0	20.0	1,100.0	165.0	N/A	935.0
Materials & Supplies	100.0	1.0	100.0	15.0	N/A	85.0
				-	N/A	-
SUB TOTAL				5658		32062

PS. Implementation of the work plan is dependent on resource availability. The Initiative is still at resource mobilization phase.

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