

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
Name(s): Shafick Wamala
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Brief Description of the project: Collaborative mines. This project is the collaboration of the UNDP trainers of trainees and the community to enable both sides to benefit from the project. The community have the land with the resources but are blind to the amount of wealth and how to exploit it. This program notices this problem and seeks for ways of mitigating it. This project will need me to work with the community and find a substantial amount of land to mine and train there community on the best practices basing on the UNDP standards. The land will belong to the community and the project will belong to both the community and the UNDP, this is due to the collaboration taking place of which the community provides the land for us to implement our project. The project will be an operating mine/institutional mine where by the practices that we teach will be the practices that are used in the mine. The training will be a two week course per group of trainees. The fact that it is an operating mine, it give us ample time to train as many trainees as we can round up within that region in the duration of the mine. The net earnings from the mine will be split 50/50 between the owner and the UNDP. This will allow the program to save money and replicate itself after the key mine has closed. In a gap of 6 operational months this program could train over 240 participants in the region on the whole mining cycle. The curriculum will have the following topics: <ul style="list-style-type: none">• Exploration phase of development minerals.• Exploitation phase of development minerals.• Value addition, transport and processing of development minerals.• Site rehabilitation and closure.• OHSE practices, women in mining and other cross cutting issues. The curriculum will be simplified and translated for quick specific lessons on a particular mineral. These will be supplemented by the practical on-field training that will take place on the proposed site. The participants will

receive certificates of having basic mining knowledge and render them more suitable for jobs within the development minerals sector.

Expected Outcomes:

- Sensitized miners
- Empowered community groups
- Awareness of geographical wealth.
- Job creation
- Enhancement of community knowledge
- Model mine
- Creating an ecosystem for the community.

Expected Outputs:

- Sensitized mines/quarries.
- Community group formations.
- OHSE practices.
- Knowledge on development minerals .
- Knowledge on mining cycle.
- 30 to 40 trained individual's a month.

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)

Implementation of this project will need partnerships from the following groups that will benefit from the fruition of this program. The list of partnerships is as follows:

- ★ UNDP United Nations Development Programme.
- ★ NEMA National Environment Management Authority.
- ★ DGSM Department of Geological Surveys and Mines.
- ★ MEMD Ministry of Energy and Mineral Development.
- ★ ULGA Uganda Local Government Association.
- ★ ATEG SOLUTIONS Consultancy Company
- ★ The community of the proposed site.

Each of these groups will have a role to accomplish in this project to contribute to its fruition. Some are more useful than others but collectively all are as equally important.

At the beginning of this projects implementation, we'll need to find and map the land we intend to use, then with the help of the appropriate partners of the project, the land will need to be explored and a feasibility check needs to be done to see if it is worth the investment. Employ the project development flow sheet and ensure this phase is done accurately.

Upon reaching that agreement, then I use the resources available to register willing participants in the program around the region, these participants are: from other small mines, land owners of mineral rich land and

community residents seeking knowledge on their surrounding environment. At least a third or half of the participants need to be women and the notion of group formations with development as their motive will also be highlighted.

There's paperwork that goes with the opening of a mine like, exploration licence, mining licence, work plan and restoration plan. Those have to be in order before you can start mining, they have their respective times of submission, they aren't submitted at once. The building of access roads would also require a license from UNRA to allow the creation of another road linking to one of its already planned roads. I'll need some help at this stage from the appropriate partners.

Site planning and preparations. This will involve building of access roads, structures, washroom facilities and also waste management preparations. Site planning has to follow the work plan that was initially submitted, so as to not make mistakes by building structures in the wrong place. A mining order is also devised at this stage after you plan your site properly then you start planing on the way you aim to mine, in which order you aim to mine, the mining order has to support the work plan and the restoration plan that was submitted previously in the development of this project. This phase requires us to have everything that we need on site before operation and training can commence.

The training and mining then starts, the mining activities will have to coincide with the training and as well as having video recording of the training and pictures taken from the training for future reference purposes. The aim of this project is to practically train the participants for full impact reach. Most of the participants will be illiterate, to my knowledge the illiterate will understand practical lessons better than they will learn theoretical ones. Each practical lesson will have a theory session following it to allow for the participants to put words and names to the activities they have just learnt about or seen as well as the other theory sessions that will not have a practical experience to accompany it. Food will be provided for the participants and accomodation too if they'e coming from far. The training will be a 2 week programme.

Upon completion of the training, some trainees will be employed at the mine and all participants will be certified for their participation of the program and to acknowledge the skills they've just learnt.

Preparations for another batch of trainees then starts, the on going site will be making money and we will be training trainees until the proposed land is all mined. Then site closure begins and during and after this phase I will recall the participants to come and witness this phase in motion or I can create a channel on you tube and post a practical video tutoring on site closure methods and best practices and have the participants watch this video and recall the site in question.

After closing the mine, the project will review how much money it has made and wether or not the money is enough to replicate this project at another mine.

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

1. Every practical lesson will be followed by a theoretical session allowing me to see the success of the practical sessions.
2. The given curriculum will be reviewed at the end of the 2 week session to carefully assess the level of understanding that the participants have on these development minerals.
3. Participants from other mines will need to go back and try their best to implement the training they've learnt, so periodic visits to this mine will be put in place to be able to monitor their implementation.
4. I'll have a monitoring and evaluation officer to come and monitor my project's performance and the impact it has on the community and any other issues relating to the project's implementation.
5. The number of trainees in attendance will help in telling us how well our programme is received by the public.

6. The number of graduating trainees will tell us how successful or interesting this program is to the community.

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)

I have 2 ready sites that are willing to take this project on.

- ✓ Site 1 kigumba sand and quarry in kiryandongo district.(land is very large and has sand and aggregates on it.)
- ✓ Site 2 kyotera sand in rakai district (land is rich with sand and has a neighborhood of stone hills)

Site 1

- On this site one of our best opportunities is the Kiruma dam project that is projected to end some time next year (2018). This project is within a 60km distance from the proposed mine and if we start this project can help sustain our mine's production for a while.
- Second opportunity is the beginning of the kyenjojo to kigumba road project that is due to end in 2019. The road being constructed is about 200metres away from the proposed site, this is vital to the growth of this project because it will provide the project with a learning point of contracting big projects with the development mineral sector.
- Another opportunity is derived from the developing oil infrastructure which will mean a lot of construction taking place in the region surrounding this site and thus giving the site enough room to make money.
- Another opportunity is the impact of this project empowering the community with the basic knowledge that will allow them to take advantage of the upcoming oil infrastructure.

Site 2

- The first opportunity here is that this greater masaka region is poverty ridden and a project like this will create awareness on means on creating livelihoods for the community. This project will help in poverty eradication.
- The second strategic opportunity is that the masaka district have numerous road projects taking place right now and this project would have a chance to become a supplier to these projects.
- Another strategic opportunity is that this district is malnourished in terms of projects and jobs and that this project will receive a wide audience because not many projects take place in the area.

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

The aspects I find most useful in implementing my project are as follows:

- ★ Mine/Quarry exploitation and it's implications.

The trainees need this training because you can't change the mining industry for better when the people don't know how to correctly mine and the impact it has on the environment and community. The participants need to be taught about all possible ways of exploiting their key mineral and which is a good and which is the bad practice. Their impacts and mitigation methods also need to be highlighted in this phase.

- ★ Transportation, processing and marketing of development minerals.

This aspect is very important for the ASM and LSM because it trains on transporting of the mined products to the end user, processing the product for value addition purposes and marketing your goods to get a wider niche

market for your minerals. The participants need to learn how to carefully market their product to maximize their income sum.

★ Closure and rehabilitation of mining site.

The participants need to understand the importance of this stage, this is a crucial aspect to be addressed because it impacts the community quite a lot. The mine will be located in their community, so it'd be a topic in which I expect to hear many different ideas on how to rehabilitate the mine/quarry. The participants need to be taught on the link they can provide between rehabilitating the mine and their life after the mine. Many opportunities are available for the land owner to choose from in order to enable the building of their ecosystem. Each opportunity presented has to come with an environment, health and safety assessment to see it's practicality.

★ Cross cutting issues in development minerals.

I will train the trainees about the policies and regulations relating to their key development mineral so that they understand the laws in which they have to operate. Community relations and engendering issues also have to be addressed in this phase and make sure the participants understand their importance.

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).

My future plan is to have a project that accomplishes the ACP-EU group of states and the UNDP's Development minerals program. I hope that this project will provide the UNDP with the insight that they need into the development minerals of Uganda. With time I plan to be able to calculate the impact of these development minerals to the country's economy. I plan on being the UNDP anchor into the development minerals sector as this project can be applied to any geographical location where minerals are indigenous. I plan on exploring this sector of development minerals and seeing what it has to offer, and in doing so I also plan on finding the best ways of helping the community take advantage of the minerals that they have on their lands.

I plan to be great!

ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities	Exploration licence, exploring begins. Negotiate land terms.	Exploring continues. Feasibility study.	Decision to invest or not.				
Activity 1: Exploration & negotiations. (This phase would need							

between 16 to 25 million ugx per site)							
Activity 2: Site & workshop preparations (This phase would need between 100 to 160 million ugx, for 30 to 50 days)			Search for murram. Renting earthmoving machinery.	Appropriate road and other constructions works begin. Register workers and trainees. Workshop preparations	Mining and workshop begin.		
Activity 3: Mining and training (This phase will need roughly between 110 to 160 million ugx for a period of 1 month. Thereafter I am sure the project can sustain herself.)					Buying and renting machines. Workshop begins. Training and professional skills	Mining continues. Training closure, review and register then restart.	
Activity 4: Review (This would need roughly 3 million ugx)						Preparations for the review start, on site and off site. Review on site.	Workshop review Certificate of participation.

Activity 5:							
Etc.							

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