

ACP-EU Development Minerals Programme  
Implemented in partnership with UNDP

Programme Partners:



Event Partners:



INTERNATIONAL CONFERENCE ON GEOLOGY, MINING, MINERAL AND  
GROUNDWATER RESOURCES OF THE SUB-SAHARAN AFRICA: OPPORTUNITIES AND  
CHALLENGES AHEAD

Chrismar Hotel, Livingstone (Zambia), 11-13 July, 2017

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## RETURN TO WORK PLANS (RWP)

*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.

<b>GENERAL INFORMATION</b>
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<b>Brief Description of the project:</b>
<p>The main objective is to devise means of getting information on development minerals to all the sub sector players by counterbalancing the challenges that block access to information. That is:</p>
<p><b>1. Lack of information:</b></p> <p>Geo-scientists generally have little time to identify who is interested in what they know, others fear that sharing their knowledge on development minerals may jeopardize their job security. There also some who are not aware of the value and benefit of the possessed knowledge? The project shall aim at creating awareness of information sharing and also building trust with staff to lure them to share their information and knowledge on development mineral which shall be collected together to avail to the operators. The project's strategy is to clearly communicate the benefits of sharing information to most top managers because once top managers understand these benefits, they can further emphasis the importance of information sharing in the organization culture, create a reward system to the sharers of information to eliminate the fear among members of losing their jobs.</p>
<p><b>2. Unable to access the available information on development minerals due to the cost involved, lack of technology to facilitate information sharing online or lack of geo-scientific software</b></p> <p>The project shall make hardcopies of the available information and provide it for free to the operators. The reproduced material shall be summarized for easy reading, shall have more pictures and shall have minimum geological terms since most operators are not geoscientists or not educated.</p>

**3. Limited space and infrastructure that supports harvesting and sharing of knowledge. That is; lack of resources**

For results, the projects should create a database to store all the information collected. It should form knowledge teams that harness the intellectuals to build and share knowledge (Virtual teams can also be supported because they defy time and location of members).

Workshops can also provide a common ground to discuss

**Expected Outcomes:**

- Improved mineral production due to condensed wasteful mining hence improved GDP for Uganda
- Enhanced understanding of development minerals sub-sector by both the facilitators and the recipients

**Expected Outputs:**

Information on development minerals accessed by operators.

**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)

1. Form comprehensive teams with common goals of acquisition and dissemination of information on development minerals.
2. Identify the available information on development minerals and harvest it.
3. Process the geological information into a desired format understood by users and disseminate it
4. Create awareness of availability of information on development minerals and its benefits to miners
5. Continuously build trust from holders of this knowledge and also **recipients** of the knowledge

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

Active participation of players in information sharing forums and queries raised by them

**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)

Forming virtual teams on condition that the same facilities are provided for all members

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

Training in communication skills and project planning and management skills

**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).

To acquire a postgraduate training in Information Systems Management

**ACTION PLAN**

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
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Activities							
Activity 1:	Form teams						
Activity 2:	Define content	Harvest information on development minerals	Process the acquired information into the desired format			Create a database	
Activity 3:				Acquire resources			
Activity 4:							Disseminate the information
Activity 5:							Evaluate project performance
Etc.							

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

The draft Return to Work plan should be sent to [lyapa.manza@undp.org](mailto:lyapa.manza@undp.org); [taonga.mshanga@undp.org](mailto:taonga.mshanga@undp.org)