

Programme Partners:



Implementing Partner



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.

Karamoja Women Umbrella Organization (KAWUO) Return to work plan, *"An Empowered, Dignified and Informed Women of Karamoja in Sustainable Development"*

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
<p>Name(s):Odelok Thomas Position: Programme Development Coordinator Email: thomasodelok@gmail.com Phone no (office + mob):+256775197194/+256700299491</p>
<p>Brief Description of the project: Executive summary: <i>“Women participation in environmental conservation and Natural resource management in Rupa and Tapac sub counties of Moroto District”</i>. Is a 6 month project that seeks to unpack profile and leverage the contextual and social dynamics that would accelerate the prevention of Environmental degradation, which is heavily affecting the eco system of Rupa and Tapac sub counties of Moroto District.</p> <p>Background Karamoja Women Umbrella (KAWUO) is a regional women’s network that was formed in 2007 to build and promote the local women’s participation in peace building conflict transformation and security, GBV, HIV/AIDs, Governance and Leadership, Art , culture and sports , Women health and reproductive rights through capacity building, coordination Lobby and Advocacy in order to achieve sustainable development in the region.</p> <p>Governance in KAWUO The supreme organ of the organization is the Annual General Meeting (AGM), following the amendment of KAWUO constitution, the AGM will be electing the Board of directors composed of eleven (11) members every three years .KAWUO is currently governed by the Board of Directors. The Board is composed of eleven (11) members, nine of whom are women. The board provides strategic support for policy formulation and oversees the duties and the functions of the secretariat in the execution of their duties. The Board appoints the senior staff in the organization. The secretariat is composed of the Executive</p>

director and the programme staff, is the planning and implementation unit of the network responsible for the implementation the programmes

The Board are drawn from community, development partners, private sectors, district networks and educational institution. The Board has an operational manual spelling out their roles and mandates driving KAWUO to greater heights.

Problem Statement:

The illiteracy rate, ethnic conflict and social, economic and political marginalization of the region by the Colonial Government has had a severe negative impact especially on the poor rural women in Karamoja. Although the Uganda Constitution of 1995 provides for the right to participation with affirmative provision for women and other disadvantaged marginalized groups, women in Karamoja don't equally participate in decision making since they are not allowed to give their own opinion on issues that affect them. The general perception and belief in the Karamojong society is that women are of a low status and cannot make decisions that bring development to the society. As a result, they are often excluded from decision making circles. It is believed that the best thing women can do is to stay at home to fend for the family. A woman would not therefore be respected or listened to in any public fora.

The patriarchal and male-dominated society of Karamoja has marginalized women and placed them in a hopeless and powerless position that the women themselves believe they are second class citizens to men without having the right to political participation and representation.

Objectives:

1. To promote environment, community, health and safty priorities in the development mineral sites of Rupa and Tapac sub counties in Moroto through trainings for sustainable development.
2. To strengthen the institution capacity of Karamoja Women Umbrella Organization (KAWUO) for collective coordination in the development mineral sites

Activities under objective: 1

1. Training of women and men at the mining site of Rupa and Tapac on environment, community ,health and safty issues
2. Support the formation of the mining groups at the development mineral site, this will provide a critical means by which young men and women can save and begin accessing credit in order to continue investing in their group or individual enterprise
3. Support the construction for pit latrine and tippy taps at the mining site of Rupa and Tapac

4. Support the sub-county and district planning processes as a means of linking community action plans with the sub-county and district development planning

Activities under objective2

1. Training of on environment , community, health and safty at the mining sector

Explanation of activities

Activity 1 : Training of women and men at the mining site of Rupa and Tapac on environment, community ,health and safty issues

KAWUO will identify and train 120 community members as change makers in their communities. The change agents will be selected mostly from women and youth, and a total of 120 community change agents (80 women, 40 men; 60 from Rupa and 60 from Tapac) will be trained. The three-day on site training will be conducted by staff from KAWUO together with environment officer of Moroto district that are knowledgeable about Environment, community, health and safty issues.

Activity2: Support the formation of the mining groups at the development mineral site, this will provide a critical means by which young men and women can save and begin accessing credit in order to continue investing in their group or individual enterprise. Its anticipated that two association will be formed one per sub county, this association will be tasked to overseas all the activities of artisan miner in respective mining site ,this will strengthen their ability to negotiate with investors at the development mineral sites of Rupa and Tapac in Moroto district hence promoting demand creation and access to services including accountability.

Activity 3: Support the construction for pit latrines at the mining site of Rupa and Tapac. There will be two pit latrines constructed per sub county its anticipated that two Pit latrines will be constructed in mining site of Rupa and Tapac to help curb business of open defecation which is rampant in the mining sites

Activity 4:Support the sub-county and district planning processes as a means of linking community action plans with the sub-county and district development planning
KAWUO will also ensure that the communities participate in making decisions on issues affecting their wellbeing, especially environment, healthy and safty at the mining site. For instance, the local government planning cycle begins at the community level. As part of harmonizing the activities with the government programs, KAWUO will ensure that development plans developed at community level are integrated in the parish, sub-county and district development plans. This will ensure that environment issues are not merely mainstreamed but form the core of the district development plans.

Activity 5: Training of KAWUO staff on environment , community, health and safty at the mining sector

For purpose of sustainability of the project, there is need to train the staffs of Karamoja Women Umbrella Organization on Environment, community, health and safty at the mining sites, this will help in continuous implementation of the project even after the funded 6 months.

Expected Outcomes:

1. Communities strengthen on how to manage environment and natural resources
2. Community action plans implemented by sub county and district leadership
3. Percentage of community utilise the constructed pit latrines and tippy taps
4. Number of change makers with adequate knowledge on Environment health and safty
5. Empowered KAWUO to coordinate women issues at the mining site

Expected Outputs:

1. 120 community member trained on environment, community ,health and safty in the mining site
2. 2 Trainings conducted on environment, community ,health and safty
3. Community action plans supported by the sub county and district leadership
4. 2 community pit latrines and tippy taps constructed
5. 1 Training conducted for KAWUO staffs

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 project will work closely with environment and natural resource officers, District Community Development Officer (DCDO) at the district level, and sub county leadership for both sub counties.

For the purpose of sustainability the project will work closely with government rolled out programmes like youth livelihood programme(YLP), Women Economic Empowerment, Social Action Grant for Elderly (SAGE)

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

Open defecation in the mining reduced

Increase number of pit latrines at the house hold level near the mining site

Both men and women work jointly in mining sites this can be seen when both men and women take part of activities in the development mineral sites of Rupa and Tapac

Accident at mining site reduced as the result of community awareness on the bad mining practices

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)

The project will to orient the already existing community focal persons of Karamoja Women Umbrella Organization (KAWUO) at the community level, this include the SASA activist and the volunteer case managers, they will continue with the implementation of the project even after the funded period hence ownership.

The project will also be integrated in all activities of the organization being implemented in the respective mining sites

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

Gender based violence associated with development minerals – In the mining site, women are exposed to various forms of violence ; physical, psychological , sexual, economic , and intimate violence which comes as the result of men undermining and not recorganizing the efforts of women in world of development hence hindering their participation in decision making for gender equality, so in regards to the above , KAWUO aims at addressing the power imbalance between women and men in mining site of Rupa and Tapac by using behaviour change approaches to counter power inequities between genders by breaking-down traditional norms about the limited role of women in private and public spaces, by fostering individual and community reflection and action on issues of power imbalance and violence against women and girls and this will be spearheaded by the SASA activist for sustainability

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)

Gender budgeting
Resource mobilization
Policy review and formulation

work Plan

	J	A	S	C	N	D
Activities						
Activity 1: Training of women and men at the mining site of Rupa and Tapac on environment, community ,health and safty issues	*		*			
Activity 2: Support the formation for the mining groups at the mining site				*		
Activity 3: Support the construction for pit latrine and tippy taps at the mining site of Rupa and Tapac		*				

Activity 4: Support the sub-county and district planning processes as a means of linking community action plans with the sub-county and district development planning				*	*
Activity 5: Training of KAWUO staff on environment , community, health and safty at the mining sector					

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

The draft Return to Work plan should be sent **by Monday 5 June 2017** to hope.kyarisiima@undp.org and copy to development.minerals@undp.org