

## 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 the workshop to influence change.

Periodic follow-up on the progress of implementation of the plan will be undertaken using M4DLink.

## 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 draft Return to Work Project (RWP)** using the structure provided below.

### REPORTING STRUCTURE

GENERAL INFORMATION	
<b>Name(s):</b>	<b>Raymond Kudzawu-D'Pherdd</b>
<b>Details:</b> Position: Email: Phone no (office + mob):	General Secretary <a href="mailto:raymond@accramining.net">raymond@accramining.net</a> , <a href="mailto:eforay@hotmail.com">eforay@hotmail.com</a> +233244213496, +233266211660
<b>Brief Description of the project:</b>	<p><b>Project Title: Re-assessing Ghana's Neglected Development Minerals for Sustainable Development.</b></p> <p>Neglected Development Minerals (NDM) have a direct link to the local economy: a fact that is known but is neglected. These minerals and materials are used for domestic development, in construction of infrastructure, and in local consumption, but mining or production of these minerals and materials are unfortunately dominated by artisanal, small and medium scale business enterprises operating under unsafe conditions without regard to the environment. Also, the skill and knowledge to effectively mine these minerals and materials have not improved over the decades. The fact that these minerals and materials need huge volumes to be financially significant, exacerbates the status quo and make them unattractive and hence neglected.</p> <p>This is a pilot LVMM and NDMs research project in the Greater Accra Region of Ghana, with the intention of estimating current contribution of LVMM and NDMs to the local economy, and juxtapose the findings with the projected role and the projected contribution they can make in the future, and then use this as a vehicle to create awareness, by educating the public, and eventually galvanize momentum to influence policy regarding LVMM and NDMs favourably.</p>

<p><b>Expected Outcomes:</b></p>	<ul style="list-style-type: none"> <li>• To generate a thematic map of current locations of LVMM and NDMs in the Greater Accra Region.</li> <li>• To evaluate the current state of affairs, the people engaged in the mining of LVMM and NDMs, and bringing their contribution to the Economy into the limelight.</li> <li>• To create awareness via the media and publications.</li> <li>• To meet policy makers to consider ways to make more people aware of LVMM and NDMs.</li> </ul>
<p><b>Expected Outputs:</b></p>	<p><b>SHORT TERM</b></p> <ul style="list-style-type: none"> <li>• Liaise with the Minerals Commission and the Geological Survey on available data on LVMM and NDMs.</li> <li>• Dispatch research officers into the field to locate, interview and map out all locations of LVMM and NDM activities</li> <li>• Analyze data and interpret data</li> <li>• Hold sensitization workshops and discuss findings with primary stakeholders (Government and Industry players, entrepreneurs, estate developers, etc)</li> <li>• Publish findings</li> </ul> <p><b>MEDIUM TERM</b></p> <ul style="list-style-type: none"> <li>• Engage regulators for policy direction that would improve the use of NDMs and LVMMs as alternative to creating jobs and simultaneously contributing to the local economy.</li> <li>• Capacity building sessions for identified operators in the area of project management, health-safety and environmental standards, as well as available knowledge, skill and technology for optimum production.</li> </ul> <p><b>LONG TERM</b></p> <ul style="list-style-type: none"> <li>• The progressive success of this model would be applied to the rest of the nine regions in Ghana, using most of those who have already received the training as trainers, and their establishments as canters of training, as much as possible.</li> </ul>
<p><b>Please describe how you plan to implement the return to work project:</b>(outline key partnerships and collaborations across sectors in your country as well as any joint collaboration with other countries)</p>	<ol style="list-style-type: none"> <li>1. Basic data would be sought from the Minerals Commission and The Geological Survey Department regarding the presence of LVMM and NDMs. AMN would engage a research officer to update this information with current locations of prominent places where artisanal activities, if any, regarding LVMM and or NDMs exists. Their respective GPS locations and areas of extent would be document with brief description and terse interview/survey.</li> <li>2. Data collected would be analyzed and and interpreted to generated cogent statistics. And with this data and understanding, workshops would be held to discuss findings with primary stakeholders (Government and Industry players, entrepreneurs, estate developers, community members, etc.)</li> <li>3. Depending on the momentum, the findings would be made available to the public at this stage.</li> <li>4. Capacity building sessions for identified selected operators would be administered in the area of project management, health-safety and environmental, as well as available knowledge, skill and technology for optimum production.</li> <li>5. This model would be administered to the rest of the nine regions in Ghana.</li> </ol>

<p><b>What indicators of success will you employ?</b> (include indicators of success that go beyond activity-level implementation)</p>	<p>Currently, very few people are aware of LVMM and NDMs. As a result they haven't considered the contribution of LVMM and NDMs to the economy. Also, urbanization in the future would even call for more use of LVMM and NDMs.</p> <p>This awareness, if created, would serve as an initial indicator of success of this project. Secondly, to influence more people to take the next step, and to consider the potential of LVMM and NDMs as equally important to the local economy and as a commodity that impacts the livelihood of the citizenry is also a measure of success on its own. If more people begin to see the potential of LVMM and NDMs for national development, the project is successful.</p> <p>However, the next level of success of the project would be if capacity building is administered to some of the current operators in the catchment area of the pilot project. It is expected that, they after training, would practice what they have been exposed to and thereafter see results and benefits, in terms of increased productivity, ability to practice basic in book keeping of their business dealings, and are able to observe standard Health, Safety and Environmental precautions, and this is a measure of success.</p>
<p><b>What other strategic opportunities have you identified that will contribute to the success and sustainability of your project?</b> (include opportunities linked to national level policy, strategies and programmes as well as linkage to sub-regional and regional agenda)</p>	<p>Partnering with other organizations, eg, Friends of the Earth, for example in scaling a successful pilot project to other regions</p> <p>Liaising with UNDP and ACP-EU would be a strategies opportunity for success of this project as it is in line with their initiatives.</p> <p>Ghana's economy was strengthened by a quarter century of relatively sound management, a competitive business environment, and sustained reductions in poverty levels. This is currently translating into an increase in number of middle class, and upper middle class workers, which has generated a simultaneous acceleration of both rural-urban-migration and rural-urbanization. A situation that would call for sudden increases in the demand for LVMM and NDMs in the future. The overall understanding of this situation by the citizenry and policy makers, as well as the preparation for it, serve as strategic contributions to the success and sustainability of this project.</p>
<p><b>What leadership skills will you apply in conducting this project?</b> (include critical conversations, potential barriers and how you will overcome them)</p>	<p>Dialoguing to influence  Commitment and consensus  Listening and relational dialoguing  The scarcity principle of persuasion</p> <p>Dialoguing with the current artisanal operators and miners of LVMM and NDMs would open a communication channel for them to discuss problems they face, and thereafter involving the regulators would allow for the creation of a platform for the two who hitherto could not communicate, to now have a dialogue.</p>

<p><b>What are your future plans?</b> (include any additional capacity building needs for your professional development that you have identified during the course of the workshop).</p>	<ol style="list-style-type: none"><li>1. I hope to participate in the Regional Training workshop on environment, community, health &amp; Safety in the neglected development mineral sector in Accra and equip myself with the requisite training and expertise to execute this project with ease.</li><li>2. I also believe I need some professional assistance and training in the area of fundraising for the successful execution.</li></ol>
--	--