



ACP-EU Development Minerals Programme Implemented in partnership with UNDP

RETURN TO WORK (RTW) PLAN

PROGRESS REPORT

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 were required to develop a return-to-work plan on a project you would undertake on your return, applying the knowledge and skills gained from workshop to influence change.

This follow-up on the progress of implementation of the return-to-work plan will be used to determine the most successful projects; and subsequently offer a number of selected participants the opportunity to attend future training events.

II. REPORTING STRUCTURE FOR RETURN-TO-WORK PLANS

To facilitate ease of reporting on the progress of your return to work project, the structure below outlines the key project elements that need to be covered. **Please submit the progress update on the Return to Work Project (RWP)** using the structure provided below.

GENERAL INFORMATION
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Brief description of the project: The training provided appropriate information to individual and communities concerned to consider their obstruction to success. The workshop focused on a broad range of issues, including risk, hazards assessments and management, health and safety, data management and reporting on illegal mining. The learning gained from ACP-EU Development mineral program was delivered to local administration, small scale and artisanal miners to enhance their capacities on environmental friendly mining. This was done through lectures in the workshop. The implementation and realization of this project will significantly upgrade their skill levels and also the development of new skills. Emphases were laid on gender and women empowerment. The participants acquired knowledge on gender issues in the mining sector for men, women and youths to work together.

The training was very important, as we worked on the social health issues associated with poverty. They include; frequent illegality of artisanal mining, relocations of individuals, poor infrastructures, loss of adults due to disease and accidents, breakdown of family structure, gender inequality, child labour, abuse of alcohol and other drugs, gambling, prostitution, violence and illnesses like malaria which causes premature death, HIV/AIDs, malnutrition, inadequate access to clean water and sanitation.

What were the expected outcomes and what outcomes did you achieve?

A better understanding to strengthening knowledge and how it can be applied within the two broad performance domains of routine and non-routine is then more probable.

Expected outcome	Expected outcome
- Behavioral change	encourage efficient mining practices
- Minimize or prevent risk in the communities	
- Adopting new technology	- promote the development of product standards
- Reduce environmental contamination	
- Spread the knowledge	- capacity build
- Reducing the stresses that mining families face, legal and financial as well as health	- understanding of legal framework and financial requirements
- understand the benefits of the proposed safety Standards	- increase productivity, respect safety measures and environment protection
- encourage ASM to commit to and remain engaged in the project to be realistic and achievable for results	- commitment of ASM to the project
- gender issues in mining , women empower and youths	- men, women and youth to work together

What were the expected outputs and what outputs did you achieve? Please be specific. For example, if you held a workshop or presentation to share the knowledge you gained during the training workshop: Where was the workshop held? When? How many people attended? What was the gender balance? Please also attach as an appendix any photos or other media.

The workshop took place in Muyuka town, Fako division in the south west region on 24 July 2017. Thirty (30) participants were in attendance. The gender balance was eight (8) women which one (1) is a quarry owner, two (2) petty traders, and five (5) food sellers. Ten (10) men which one (1) owned a quarry, three (3) canoe drivers, three(3) divers, and three(3) stone crackers. Twelve (12) youths which all of them are loaders. Attached is the attendance sheet and photos of the workshop.

Please describe the key partnerships and collaborations that you established in your country as well as any joint collaboration with other countries

The key partnerships that was established was with the participants, quarry owners, the council, the divisional delegates of environment, mines, lands and survey, women empowerment for Fako, Limbe.

What indicators of success have you achieved since the start of implementation? (Describe the indicators of success in relation to the expected outputs and outcomes)

I succeeded to enumerate a range of environmental, health and safety hazards associated with mining and the benefits of development minerals in Muyuka sub division, Fako division in particular and Cameroon in general. We made an overview of the present state, identify significant risk and impacts imposed by the sector, existing mitigation and management measures, and suggested alternative measures. I acquired and presented the Cameroon's environmental legal and policy framework of Laws, Decrees and Orders.

The collection of data on the potential forms of environmental damage resulting from geological reconnaissance, prospection and exploitation activities, source of potential impact and mitigation measures. The impacts of mining activities were identified for each of the thematic areas of training including the good and bad mitigation practices. We recall and recriminate bad mitigation practices currently employed to mitigate impacts.

What strategic opportunities have you acted upon that have contributed to the continued success of your project?(include linkages to sub-regional and regional agendas)

What opportunities opened up for you personally as a result of your RWP?

- As is generally known "if you want to work, go see how the ANTS work" by this guidance is found, the individual and the community at large, come together to appreciate the enormous opportunities that emerge from working together to create new wealth, cure poverty and improve living standards for the benefit of one and all.
- The transformation of the mining communities into a powerful and creative force by themselves towards increasing production, encouraging gender equality and women empowerment. Encourage the adoption of the crowd funding culture for the communities. As a way of creating new wealth and attaining financial autonomy for the artisanal and small scale miners and an environmental friendly mining sector.
- Opportunities opened up was to communicate to spread the knowledge I acquired from the training of trainers organized by ACP-EU development minerals program, also the discussion on

the development minerals forum with alumni from the region and sub region. Educate and investigate a lot of what we need to know and also searching with a purpose. Access to information and knowledge is a right especially, that which will open up and lead us to meaningful development.

- I am empowered to empower the mining communities, investigate together for development is a priority for today's Cameroon and the sub region. My support to the realization of this great vision is the mission to work together with the ACP-EU development minerals program, the artisanal and small scale miners with the government to bring lasting solutions to our quest for an environmental friendly mining sector.

Please explain any problems encountered during implementation of your project, highlighting any deviations from the project plans (Describe the solutions sought for the problems and corrective actions undertaken for the deviations)

- As a Sworn inspector of mines and with the administrative experience and technical knowhow I acquired while serving in various capacities and as a divisional delegate and regional controller of mines, I was up to the task morally. Financially I had to fuel my car to and from Muyuka where I organized the workshop to be at the reach of the participants. Also we had some snacks at the end of the workshop which sum with my fuel to Ninety-five thousand (95.000) francs CFA.

What specific actions have you undertaken to ensure sustainability of your project?

Based upon the assessment of available data and of identified gaps in those data, I developed a structuring strategy following consultation with the divisional delegates and other stakeholders in the communities. The support for an enabling environment, with regards to infrastructure, policy and the socio economic environment concerned. The sustainability of the project will be ensured through the development and implementation of a comprehensive strategy that will enhance its contribution to the sustainable development of the communities that own the resources through an effective promotion of economic interlink ages resulting in an equitable management of the global value chain.

- Encourage increased and efficient mining practice in the communities
- Promote the development of products standards
- Assist the development of sustainable mining regimes based on existing good practices and new innovative approaches
- Facilitate policy dialogue between the public and private sector and international
- Development institutions with the legal framework using the mining code with Laws and
- Decrees

The characteristic of a good coach which includes; patience, enthusiasm, honesty, friendliness, concern for others, self confidence, fairness, consistency, flexibility, resourcefulness and empathy. The ability to

motivate teaches and offer feedbacks is the essence of coaching and also a form of evaluation. Also the use of a collaborative interaction, an atmosphere where learners and instructors support each other in the process.

Please describe any future actions in the table below

ACTION PLAN							
Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1: Workshop to support ASM to legalized their activities	✓	✓	✓	✓	✓	✓	✓
Activity 2: Organized educative talks on gender issues in mining		✓	✓	✓	✓	✓	✓
Activity 3: Workshop to empower women and youths on new skills			✓	✓	✓	✓	✓
Activity 4: Organized information campaign in communities on environmental safety and health issues		✓	✓	✓	✓	✓	✓
Activity 5: Workshop to educate women to create sales point for minerals					✓	✓	✓

NB:

1. Please attach any evidence of commendation/award/certificate received as a result of implementing your return-to-work plan

III. SUBMISSION OF THE PROGRESS UPDATE OF THE RETURN-TO-WORK PLAN

The progress update of the Return to Work plan should be sent to: development.minerals@undp.org.

