



Investment Phase: Progress update

Mozambique

July 2026

Systematic Observations
Financing Facility

**Weather
and climate
data for
resilience**



General Information

Country	Mozambique	
Implementing Entity	WFP	
Agreement effectiveness date	03 April 2024	
Duration	60 months	
Anticipated end date	03 April 2029	
Reporting Period	From: 01 January 2026	To: 30 June 2026
Approved amount	Total: USD 7,892,560 WFP: USD 7,479,919 WMO: USD 412,641.22	
Disbursed amount	Total: USD 5,373,476.62 WFP: USD 5,235,943.3 WMO: USD 137,533.32	

Summary

Between January and July 2026, the Instituto Nacional de Meteorologia, Instituto Público (INAM, IP), the South African Weather Service (SAWS), and the World Food Programme (WFP) continued the implementation of activities under the Systematic Observations Financing Facility (SOFF) initiative. This time frame covers the second half of Year 2 of the Implementation Phase.

From 11 to 12 June 2026, the National Institute of Meteorology (INAM) launched its campaign to raise awareness on the SOFF activities amongst communities of sites selected for land and upper-air station rehabilitation/installation. The main objective is to raise awareness, in the communities where SOFF's surface and altitude weather stations are to be refurbished or installed, of the importance of meteorological data-collection equipment in how this data helps to improve weather forecasts and the monitoring of climate events, which, in turn, improves livelihood planning and community safety. The aim is to enhance communities' understanding of how weather and climate affect their day-to-day lives. The importance of raising awareness is to strengthen the community's sense of ownership and reduce equipment theft, vandalism and damage to equipment caused by unauthorized use. In addition, the public was also made aware of the high-altitude radiosondes attached to weather balloons and what to do if one is found. The mission supported the joint commitment by the WFP and INAM to promote the SOFF Gender Action Plan, which sets out clear targets, such as achieving 50 per cent female participation in SOFF training, strengthening engagement with women-centred civil society organisations, and promoting greater representation of women in decision-making roles within climate services.

- **Example of a community sensitization mission – Community of Changalane, Maputo Province**

The mission began with a courtesy visit to the Administrative Entities of the Province and District where the sensitization mission was to take place. In this case, the administration of Maputo Province and Namaacha District. Then, the team met with the Head of the Changalane Administrative Post, who expressed her appreciation for the installation of weather stations. The Director of the Central Meteorological Forecasting Services (SCPM) gave a brief overview of the awareness-raising mission and the target groups for the campaign.

The director also clearly outlined the mission's programme and objectives in order to facilitate effective coordination with the local administration. During this meeting, promotional materials (banners, which can be seen attached to this summary) intended for public dissemination and the information board were formally handed over.

The team first visited Changalane Primary School, where they interacted with pupils in Years 1 to 5, in the presence of their teachers. An interactive session was held to explain how automated weather stations work and why they are important. The children showed great interest, asking insightful questions about the use of solar power to run the instruments and expressing curiosity about how the meteorological equipment works.

This was followed by a community awareness-raising session with neighbourhood leaders and organisations, which was a success, attracting participants from various age groups, including young people, the elderly, breastfeeding mothers and people with disabilities (PWD). The session was conducted in Ronga, the local language spoken in Changalane, ensuring inclusion and effective understanding for all those present.

On the final day of the awareness-raising visit, we went to Changalane Secondary School, where we interacted with pupils in Years 9 to 12, in the presence of the teachers and the headteacher. As with the primary school, the team also left some informative posters for them to use.

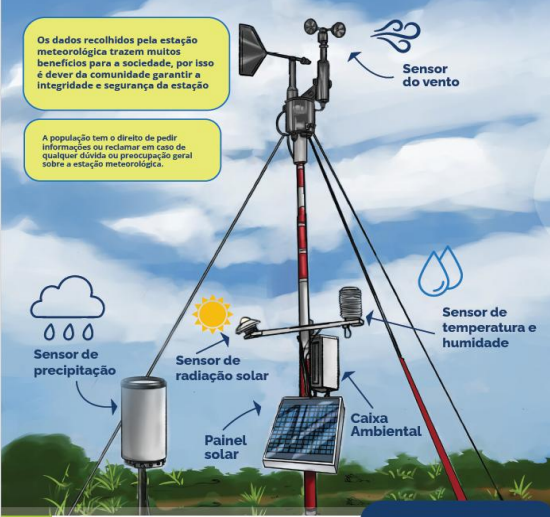


O QUE É UMA ESTAÇÃO METEOROLÓGICA?

Uma Estação Meteorológica é um conjunto de sensores e equipamentos que são instalados para coletar dados sobre as condições do tempo!

Os dados recolhidos pela estação meteorológica trazem muitos benefícios para a sociedade, por isso é dever da comunidade garantir a integridade e segurança da estação

A população tem o direito de pedir informações ou reclamar em caso de qualquer dúvida ou preocupação para a estação meteorológica.



Pode comunicar as suas dúvidas ou preocupações através da Linha Verde 1458. A ligação para o número 1458 é gratuita, disponível em várias línguas locais e acessível de segunda-feira a sábado, das 8h às 20h.



ESTAÇÃO AEROLÓGICA

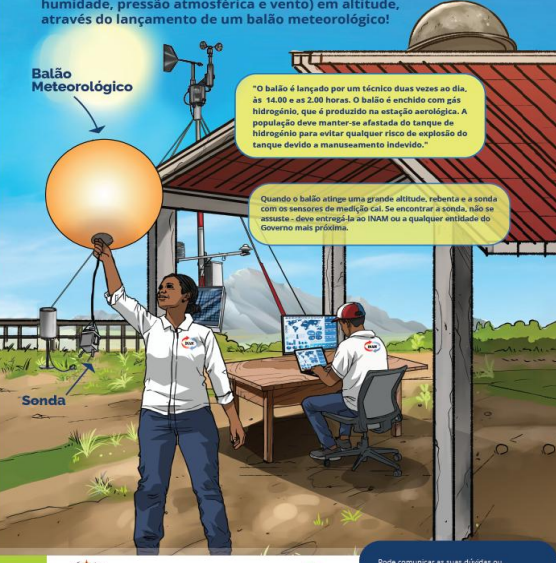
Uma Estação Aerológica é um conjunto de instrumentos e sensores de coleta de dados atmosféricos (temperatura, humidade, pressão atmosférica e vento) em altitude, através do lançamento de um balão meteorológico!

Balão Meteorológico

"O balão é lançado por um técnico duas vezes ao dia, às 14.00 e às 2.00 horas. O balão é encheido com gás hidrogénio, que é produzido na estação aerológica. A população deve manter-se afastada do tanque de hidrogénio para evitar qualquer risco de explosão do tanque devido a manuseamento indevido."

Quando o balão atinge uma grande altitude, rebenta e a sonda com os sensores de medição cai. Se encontrar a sonda, não se assuste - deve entregá-la ao INAM ou a qualquer entidade do Governo mais próxima.

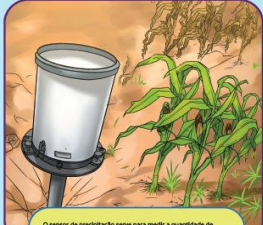
Sonda



Pode comunicar as suas dúvidas ou preocupações através da Linha Verde 1458. A ligação para o número 1458 é gratuita, disponível em várias línguas locais e acessível de segunda-feira a sábado, das 8h às 20h.



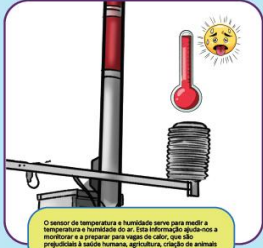
O QUE FAZ UMA ESTAÇÃO METEOROLÓGICA



O sensor de precipitação serve para medir a quantidade de chuva num determinado período de tempo. Esta informação é essencial para a planificação principalmente nas áreas agrícolas, da pesca, saúde, educação, transporte, entre outras.



O sensor do vento mede a direção e velocidade do vento. Esta informação serve para comunicar à comunidade sobre a aproximação e ocorrência de ventos fortes (como tempestades e ciclones) que podem causar infraestruturas, culturas agrícolas e provocar danos noutros setores.



O sensor de temperatura e humidade serve para medir a temperatura e humidade do ar. Esta informação é importante para monitorar e a preparar para vagas de calor, que são prejudiciais à saúde humana, agricultura, criação de animais de pequeno porte, entre outros.



Alguns de instrumentos meteorológicos.

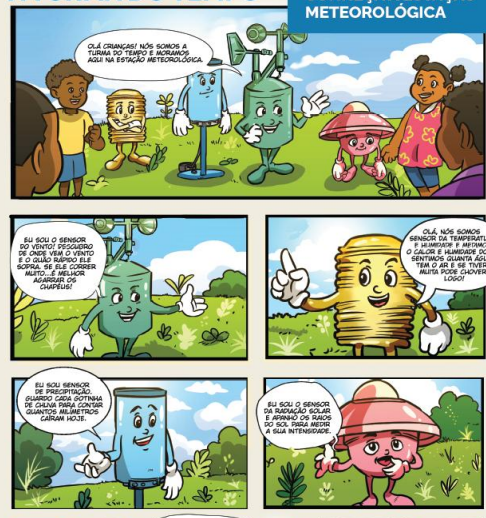
Uma boa medição de todos estes parâmetros vai permitir ao INAM uma boa previsão do tempo para melhor informar a comunidade, melhorando a sua tomada de decisão.

Pode comunicar as suas dúvidas ou preocupações através da Linha Verde 1458. A ligação para o número 1458 é gratuita, disponível em várias línguas locais e acessível de segunda-feira a sábado, das 8h às 20h.



A TURMA DO TEMPO

CONHEÇA A ESTAÇÃO METEOROLÓGICA



OLÁ CRIANÇAS! NÓS SOMOS A TURMA DO TEMPO E VAMOS AQUI NA ESTAÇÃO METEOROLÓGICA.

EU SOU O SENSOR DO VENTO. MEDO O VENTO E QUANTOS MILÍMETROS CAIBAM AQUI.

OLÁ! NÓS SOMOS MEDIDORES DA TEMPERATURA E HUMIDADE. E MEDIMOS O CALOR E HUMIDADE DO AR. ENTÃO, QUANTO MAIS TEM O AR E SE TIVER MAIS, PODE CAIBIR LOGO!

EU SOU O SENSOR DE PRECIPITAÇÃO. QUANTO MAIS CHOVIZ, QUANTOS MILÍMETROS CAIBAM AQUI.

EU SOU O SENSOR DA RADIAÇÃO SOLAR E PRESSÃO DO SOLO. PRESTA ATENÇÃO À SUA INTENSIDADE.

OLÁ! EU SOU O BALÃO METEOROLÓGICO! EU VOANDO ACIMA DO NÍVEL DO TEMPO NA ATMOSFERA A GRANDES ALTITUDES.

JUNTOS, AJUDAMOS A PREVER O TEMPO E AJUDAR SOBRE SUAS FORTES, SECAS OU CHUVAS. SÃO ASSIM A PLANEAR ATIVIDADES NAS ESCOLAS, PLANTANDO, PESCA E JÁ NAS FESTAS AO AR LIVRE.

Pode comunicar as suas dúvidas ou preocupações através da Linha Verde 1458. A ligação para o número 1458 é gratuita, disponível em várias línguas locais e acessível de segunda-feira a sábado, das 8h às 20h.



AWS procurement

The supplier has been identified as PULSONIC Lda. At this stage, all internal WFP documentation is being finalised to formalise the contract with this supplier. This

company will supply and install the AWS units and provide maintenance training for them to INAM. The estimated cost of this procurement will be USD 477,963.00.

Progress of implementation

Output	Indicator	Target					Actual					Status	Milestones achieved	Challenges and risks	
		Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5				
1. GBON institutional and human capacity developed															
1.1 National consultations , including with CSOs and other relevant stakeholders conducted	# consultation workshops with CSOs (1.1.13)	5	6	0	0	0	25	21				Achieved	National launch event + national consultation workshop (Aug 2024). Consultations with government and airport entities in Nampula, Tete and Beira (Aug/Sep 2024). 21 community and local government discussions were carried out during the AWS field assessment missions (Jan/Feb 2025). 21 community and school awareness sessions were conducted on the importance of weather stations and weather data (Jun/Jul 2026)		
	% women participants (<i>please also indicate the actual number in brackets</i>) (1.1.14)	50	50	0	0	0	At least 26%	At least 50%				Achieved	A Code of Conduct for fieldwork to ensure ethical and professional conduct in line with institutional values is being produced. Find back to office report from the inception workshop attached to the end of this report.	The very limited number of women working at INAM is a serious challenge. However, women participation and leadership are encouraged at all times and ensured during community consultations.	
1.2 NMHS institutional capacity required to operate the GBON network developed	% capacity strengthening activities successfully implemented (<i>please also</i>	30	30	20	10	10						On-track	Mapping of the capacity strengthening needs has	The bulk of training on system installation, basic and advanced maintenance will be carried out by the	

Output	Indicator	Target					Actual					Status	Milestones achieved	Challenges and risks
		Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5			
	<i>indicate the actual number in brackets) (1.2.10)</i>												been carried out in year 1.	awarded service providers during year 3. Required ICT courses have been identified and communicated to INAM for enrolment and attendance.
1.3 NMHS human capacity required to operate the GBON network developed	% training and capacity development for staff <i>(please also indicate the actual number in brackets) (1.2.10)</i>	50	80	100	0	0						On-track	Related to output 1.2	
	% women participants in training and capacity building activities <i>(please also indicate the actual number in brackets) (1.3.11)</i>	50	50	50	0	0	5	43				Delayed	There is one woman in a total of 17 INAM core staff at central level working on implementing SOFF. A Gender Equality and PSEA Awareness Workshop with INAM (43% female attendance) was conducted – please see back to office report at the end of this document.	Although women participation and leadership are encouraged at all times, the very limited number of women working at INAM remains a challenge. A strategy for INAM to encourage the hiring of more women in technical roles will be discussed.
	% female representation in decision-making and project management positions <i>(please also indicate the actual number in brackets) (1.3.12)</i>	50	50	50	0	0	0	0				Delayed		Although women participation and leadership are encouraged at all times, the very limited number of women working at INAM remains a challenge. A strategy for INAM to encourage the hiring of more women will be discussed. One academy-oriented awareness raising event is suggested to enhance interest in the meteorology

Output	Indicator	Target					Actual					Status	Milestones achieved	Challenges and risks
		Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5			
														science career path, with specific sessions targeting female students.
	% women representation of staff for operating and maintaining GBON stations (please also indicate the actual number in brackets) (1.3.13)	50	50	50	0	0	30	30				Delayed	A Gender Equality and PSEA Awareness Workshop with INAM (43% female attendance) was conducted – please see back to office report at the end of this document.	Although women participation and leadership are encouraged at all times, the very limited number of women working at INAM remains a challenge. A strategy for INAM to encourage the hiring of more women in technical roles will be discussed. Current government hiring freeze negatively impacts the achievement of this indicator.
2. GBON infrastructure in place														
2.1 New land-based stations and related equipment, ICT systems, data management systems and standard operating practices in place	# of new stations installed as per the GBON National Contribution Plan (2.1.1)	3	6	0	0	0	0	0				Delayed	Ongoing procurement processes.	Delayed onboarding of suppliers contemplated under the UNDP LTA which WFP leveraging.
2.2 Improved land-based stations and related equipment, ICT systems, data management systems and standard operating practices in place	# of stations improved as per the GBON National Contribution Plan (2.2.1)	0	15	0	0	0	0	0				Delayed	Ongoing procurement processes.	Delayed onboarding of suppliers contemplated under the UNDP LTA which WFP is leveraging.
2.3 New upper air stations and related equipment, ICT systems, data management systems and standard operating practices in place	# of new stations installed as per the GBON National Contribution Plan (2.3.1)	0	0	4	0	0	0	0				On-track	TORs for building design and construction supervision completed and ready to be launched.	

Output	Indicator	Target					Actual					Status	Milestones achieved	Challenges and risks
		Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5			
													TORs for Hydrogen Generation Systems completed. Request for Information to be launched soon to completed Bill of Quantities needed for tender launch.	
2.4 Improved upper air stations and related equipment, ICT systems, data management systems and standard operating practices in place	# of stations improved as per the GBON National Contribution Plan (2.4.1)	0	0	0	0	0	0	0				Select an item		
3. Sustained compliance with GBON														
3.1 GBON land-based stations' commissioning period completed , country-specific standard cost for operations and maintenance established, and data sharing verified by WMO Technical Authority	# of stations commissioned as per the GBON National Contribution Plan (3.1.1)	0	0	0	21	0	0	0				On-track		
3.2 GBON upper air stations' commissioning period completed , country-specific standard cost for operations and maintenance established, and data sharing verified by WMO Technical Authority	# of stations commissioned as per the GBON National Contribution Plan (3.2.1)	0	0	0	4	0	0	0				On-track		

BACK-TO-OFFICE REPORT

Gender Equality and PSEA Awareness Workshop with INAM – SOFF Project

Name(s): Lino Guirrungo, Melissa Ouya, Victoria Rubane BTOR drafted by Lino Guirrungo with inputs of Melissa Ouya	Number of Staff: 3	Date: 10/03/2026
Units: Gender, Protection, and Inclusion (GPI) Disaster Risk Financing (DRF)	Type of Mission: Training and development	Location of the event: Ponta D'Ouro, Maputo
Mission approved by: Benvindo Nhanchua Margherita Coco	Mission dates: 09 to 10 March 2026	

1. Mission context

From 09 to 10 March 2026, WFP Mozambique, through the Gender, Protection and Inclusion (GPI) Unit, conducted a capacity-building workshop with the National Institute of Meteorology (INAM) in Ponta do Ouro, Maputo Province, under the SOFF – Systematic Observations Financing Facility programme. The workshop supported the joint WFP–INAM commitment to advance the SOFF Gender Action Plan, which sets clear targets such as achieving 50% female participation in SOFF capacity-building, enhancing engagement with women-focused civil society organizations, and promoting greater representation of women in decision-making roles within climate services.

The mission responded to the operational need to strengthen INAM staff skills in conducting inclusive, participatory and gender-responsive community consultations for the installation of meteorological observation stations. Given INAM's frequent interaction with diverse and often vulnerable communities, building staff capacity on gender equality, disability inclusion, and PSEA is essential to ensure safe, respectful engagement of communities under SOFF.

The workshop brought together **40 INAM personnel (23 men 17 women)**. The training was facilitated by Lino Guirrungo (GPI), with support from Melissa Ouya (DRF), followed a fully participatory methodology aligned with the workshop agenda.

2. Mission Objectives

- Strengthen INAM staff awareness and understanding of gender equality, women's empowerment and inclusion.
- Provide space for discussion on how gender dynamics influence community engagement.
- Introduce practical tools to help participants integrate gender in community consultations.
- Equip staff with basic skills to identify, prevent sexual exploitation and abuse (PSEA).

3. Overview of the workshop

- The session opened with welcoming remarks from the INAM Director, followed by an interactive ice-breaker to encourage engagement among participants. A brief digital pre-test was then conducted to assess baseline knowledge on gender equality, inclusion, social norms, and protection. This helped set the stage for the main content of the training and allowed facilitators to tailor emphasis during the sessions.
- The core component of the workshop was the introduction to gender equality and inclusion session. This session combined conceptual inputs with practical reflection, including a role-play exercise simulating a community consultation meeting. Through this exercise, participants experienced how unequal power dynamics can silence certain voices, particularly women and persons with disabilities, and how this can lead to weak decisions. The activity helped participants recognize barriers such as norms, communication practices, delegation of authority and assumptions about who "should" speak in public.
- In the afternoon, the workshop shifted to a dedicated session on Prevention of Sexual Exploitation and Abuse (PSEA), with reference to the INGD Humanitarian Code of Conduct, focusing on professional conduct, safeguarding principles, accountability and reporting mechanisms. The facilitators provided guidance and institutional expectations for safe interaction with communities.
- The following day, the workshop mapped out what exists in terms of INAM's policies and regulations that look into gender, inclusion, PSEA, and community consultations.

3.1. Key Takeaways

- Participants demonstrated basic understanding of gender and inclusion concepts, with most already recognizing that vulnerability to disasters is influenced by gender, age and disability, and that effective consultations must involve all groups.
- Participants highlighted that one of their most important new learning was understanding that disability inclusion is not about individual limitations, but about removing physical, social, communication and/or other barriers that prevent full participation.
- Several participants reported that the role-play on community consultations clarified how gender norms shape participation, especially seeing how power dynamics can silence women and persons with disabilities during community consultations.
- Participants expressed that PSEA content was new and highly relevant, especially the practical guidance on identifying, preventing and reporting misconduct during field interactions.

3.2. Opportunities identified

- INAM currently lacks internal policies or guidelines on gender, inclusion, PSEA and inclusive community consultations, creating a clear opportunity to support the development of these foundational documents.
- Staff expressed strong openness and motivation to develop such guidance, noting that external technical support would be essential given the absence of a dedicated gender/inclusion unit and lack of internal financial resources.
- Most staff were not familiar with the INGD Humanitarian Code of Conduct, despite INAM's membership in INGD-led technical working group. Participants highlighted that this document could serve as a useful starting point for internal standards on staff roles, conduct and responsibilities during community engagement.
- Participants requested more dedicated PSEA sessions, expressing strong interest in deepening their understanding of SEA risks and strengthening safe, respectful interaction with communities.
- There questions on the use of Linha Verde 1458 and INAM asked clarification on how cases will be shared with INAM where relevant and asked on how Linha Verde operations will have information to respond to cases, which make it necessary to revise/develop the Communication with Communities (CwCs) for the SOFF activities.

3.3. Challenges

- Some participants noted that the time allocated to certain sessions was insufficient, largely due to delays at the start of the workshop, which limited the depth of discussion and practice they felt was needed.

Photos:

- To be shared (later)

BACK-TO-OFFICE REPORT

DRAFTING THE CODE OF CONDUCT Workshop with INAM – SOFF Project

Name(s): Melissa Achieng Ouya	Number of Staff: 1	Date: 03/07/2026
BTOR drafted by: Melissa Achieng Ouya		
Units: Disaster Risk Financing (DRF)	Type of Mission: Workshop and development	Location of the event: Ponta D'Ouro, Maputo
Mission approved by: Benvindo Nhanchua	Mission dates: 29 TH June to 03 rd July 2026	

1. Mission context

From 29th June to 3rd July, the Mozambique National Meteorological Institute (INAM) supported by WFP Mozambique conducted a workshop with a view of preparing a Code of Conduct for fieldwork to ensure ethical and professional conduct in line with institutional values.

This workshop was conducted in Ponta do Ouro, Maputo Province, under the SOFF – Systematic Observations Financing Facility programme. The workshop supported the joint WFP–INAM commitment to advance the SOFF Gender Action Plan, which sets clear targets such as achieving 50% female participation in SOFF capacity building, enhancing engagement with women focused civil society organizations, and promoting greater representation of women in decision making roles within climate services.

The mission responded to SOFF's operational objective to strengthen INAM's staff capacity to conduct inclusive, participatory, and gender-responsive community consultations for the installation of meteorological observation stations. As part of this effort, the mission also supported the development and reinforcement of a staff Code of Conduct to guide professional and ethical engagement with communities. These measures help ensure that all interactions under the SOFF programme are conducted in a safe, inclusive, ethical, and culturally sensitive manner, fostering trust and meaningful participation by affected communities.

2. Mission Objectives

- To identify ethical and behavioural challenges faced by technicians in the field
- Define principles and values that should guide the performance of technicians with communities.
- Draft the draft Code of Conduct with clear rules on personal conduct, equipment uses, safety, community relations, and integrity
- Define mechanisms for validating, disseminating, implementing and monitoring the Code.

3. Overview of the workshop

- The workshop commenced with an overview of its objectives and expected outcomes, emphasizing the importance of developing a Code of Conduct to promote professionalism, integrity, accountability, and ethical behaviour within the institution. Participants were also informed that the Code of Conduct would require approval from the Ministry, making it essential to understand the requirements and standards that must be incorporated into the document to facilitate ministerial approval.
- Following these discussions, participants began drafting the Code of Conduct, starting with the Purpose section to clearly define the intent and objectives of the document. The team also developed the Introduction, outlining the background and rationale for the Code of Conduct and its role in guiding conduct and professional standards within the institution.
- On the second day during the drafting process, participants comprehensively outlined the key principles that will form the foundation of the Code of Conduct and guide expected standards of behavior.
- The key principles include; legality, public interest, loyalty, service orientation, professionalism, excellence in service, integrity, transparency, accountability, meritocracy, confidentiality and discretion, proper use of funds and assets, teamwork, and exemplary private conduct outside the workplace
- On the third day, participants engaged in an in-depth review of the key principles to be incorporated into the Code of Conduct. The session provided a detailed examination of each principle, supported by practical examples, to illustrate their application in the workplace. Emphasis was placed on professionalism as a fundamental standard of behavior, highlighting the importance of respect, ethical conduct, competence, and accountability in all professional interactions.
- Special attention was given to the prevention of workplace misconduct, including the strict prohibition of sexual harassment. Participants examined examples of acceptable and unacceptable behaviour, reinforcing the responsibility of all employees to maintain a safe, respectful, and inclusive working environment. The session underscored that adherence to these principles is essential for fostering public trust, promoting ethical behaviour, and ensuring effective organizational performance.

- The fourth day focused on clarifying additional acts prohibited by INAM and participants' understanding of the applicable regulatory framework. The team provided clear guidance on compliance requirements and highlighted practices that institutions should avoid ensuring adherence to established standards. A detailed roadmap was also presented, outlining the next steps to be undertaken, including follow-up actions.
- A discussion was held on the importance of incorporating INAM's commitments to its staff within the Code of Conduct. Participants emphasized that the Code should not only outline the responsibilities and expected behaviour of employees but also clearly articulate INAM's commitments to creating a safe, respectful, and inclusive workplace. It was proposed that these commitments include areas such as gender equality and inclusion, non-discrimination, diversity, staff wellbeing, professional development, and the promotion of a work environment where all employees are treated with dignity and respect.
- Participants proposed the methodology and budget for implementing participatory consultations at the provincial and field levels regarding the Code of Conduct. To ensure broad stakeholder engagement, regional meetings will be conducted in the southern, central, and northern regions to present the draft Code of Conduct and collect inputs and feedback for its validation and further improvement.
- On the last day, participants worked on adapting the Code of Conduct into a practical Field Guide and Code of Conduct for field offices. They proposed tailoring the document to better reflect the unique priorities, realities, and challenges experienced in field operations, ensuring that field-specific issues are adequately captured and addressed.
- The workshop was officially closed by the Director of Human Resources, who thanked all participants for their commitment, dedication, and sacrifice in contributing to this important initiative. The Director also expressed appreciation for the collaborative efforts made during the workshop and looked forward to the next steps in finalizing and implementing the Code of Conduct.

3.1 Key Takeaways

- The development of a comprehensive national INAM Code of Conduct was identified as a priority, ensuring that it applies consistently to all INAM staff and is effectively cascaded to provincial and field offices.
- Participants demonstrated strong interest in understanding workplace misconduct, particularly sexual harassment, highlighting the need for clear definitions, reporting mechanisms, and preventive measures within the Code of Conduct.
- It was agreed that the Code should include a dedicated section on INAM's commitments, ensuring alignment with the SOFF Gender Action Plan and integrating gender-responsive principles into the design, delivery, and implementation of weather and climate information services.
- The review and approval process was thoroughly discussed, resulting in the development of a clear roadmap that follows institutional governance procedures and established guidelines for finalization and adoption of the Code of Conduct.

3.2 Opportunities identified

Share and present the Code of Conduct to INAM partners, including WFP, FAO, CVM, OCHA, and others, to support its dissemination and promote awareness and compliance among stakeholders.

3.3. Next Steps: ROAD MAP

1. To present the draft to the INAM Board of Directors
2. Regional seminars will be held in different regions (South, North and Central): Southern Region (Gaza Province), Central Zone (Manica Province) and North Zone (Zambezia province).
3. Conduct a retreat to harmonize the reviews and inputs of the regions
4. Presentation of the code of conduct to the Board of directors for final approval
5. Submission to the Ministry - for approval
6. Publication of the code of conduct.

List of Partners to be invited to the consultations

1. Local technicians from INAM, IP;
2. Attorney General's Office;
3. Government institutions; MTGAS, MJ, MAEFP
4. Partners of non-governmental organizations - PMA, FAO, CVM, OCHA, among others.
5. Partners of government organizations - INGD, HCB

Draft documents:

Links:

[Terms of commitment for field offices.docx](#)

[DRATF DO Código de Conduta DO INAM,IP \(1\) 1.docx](#)