

# **Integrated Country Strategy**

# Mozambique

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# 1. Chief of Mission Priorities

Mozambique stands at a crossroads in its national development trajectory. Long thought of as a post-conflict success story, Mozambique had been one of the fastest growing economies in the world prior to 2015. Since that time, however, a number of factors , including simmering political tensions, persistent armed conflict, seasonal droughts and flooding, entrenched government corruption, creeping inflation, mounting public debt, an overburdened public health sector, and the recent manifestation of violent extremism in the northernmost province, have dramatically curtailed economic growth and fomented instability. While Mozambique is already an important minerals exporter (coal, rubies, graphite, titanium, and tantalum) and is poised to become one of the world's leading exporters of liquefied natural gas by 2025, the only way to ensure that its extractive industry windfall translates into higher levels of human development for all Mozambicans is to address the key drivers of political, social, and economic instability through equitable economic growth, enhanced democratization, and the responsible use of public revenues.

Significant American corporate investment in Mozambique's liquefied natural gas industry coupled with the country's geographically important position on Indian Ocean trade routes justifies immediate U.S. investment to improve the country's fragile state of human and institutional capital. U.S. investments in health and education seek to ensure the sustainable development of host-country institutions and capabilities. Investment in transparent governance will be key to ensuring future resources are used to benefit the country's development. Investment in strengthening democracy and supporting pluralism in advance of municipal elections slated for 2018 and national presidential, parliamentary, and provincial elections in 2019 will help address a persistent source of instability and violence. Investment in Mozambique's capacity to counter violent extremists and combat transnational criminal networks will protect American citizens and investments and build Mozambican capacity to contribute to global efforts to disrupt violent extremist, narcotics, wildlife trafficking, and human trafficking networks.

To achieve these objectives U.S. Mission Maputo has set the following goals:

Goal 1: Strengthen democratic institutions at the national and provincial levels to attain responsible, inclusive, and transparent governance accountable to the constitution, rule of law, and citizens.

Goal 2: Foster an environment to support more inclusive, sustainable economic growth, trade, and investment.

Goal 3: Improve quality of life of Mozambicans by supporting increased access to and quality of health and education services in Mozambique.

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Goal 4: Effectively counter violent extremism and transnational crimes, including the trafficking of persons, narcotics, and wildlife.

Strengthen democratic institutions at the national and provincial levels to attain responsible, inclusive, and transparent governance accountable to the constitution, rule of law, and citizens.

Strengthening democratic governance is essential to building a more peaceful, and prosperous Mozambique. Mozambique's post-war economic gains have not been well distributed, thus extreme poverty remains pervasive. Political inclusion and the rule of law remain weak undermining the country's long-term prospects for peace and stability. The continued convergence between the state and the ruling party has constrained democratic debate and led to endemic corruption at all levels of government. Local civilian capacity to press and advocate for reforms will require continued donor technical assistance and funding.

Using a whole-of-U.S. Government approach, we will work to improve accountable, transparent, and effective democratic governance across all sectors.

# Foster an environment to support more inclusive, sustainable economic growth, trade, and investment.

Supporting and advocating for business-enabling policies and laws, as well as transparency will improve the business climate, particularly in agriculture and tourism. It will also enhance Mozambique's ability to trade across borders and improve the nation's financial stability and the government's service delivery capacity. An enabling regulatory and legal framework will accelerate the exploration, production, and export of natural resources that will allow U.S. companies to participate in and contribute to the expansion of the Mozambican economy. The U.S. Department of Commerce presence in Maputo supports the expansion of U.S. business opportunities. The technology, quality, and expertise of U.S. companies will benefit Mozambique, promoting sustainable, environmentally sound, and transparent economic growth. Establishing and strengthening a local bilateral chamber of commerce will assist U.S. companies working in Mozambique and provide an additional voice when advocating for policies and reforms to improve the business environment.

The U.S. will help develop businesses run by women and youth in order to ensure that economic opportunities are inclusive and equitable. We will do this through targeted engagements involving youth and women entrepreneurs in our business development activities and by supporting the local chapters of associations and initiatives for young and women entrepreneurs.

Improve quality of life of Mozambicans by supporting increased access and quality of health and education services in Mozambique.

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Because education and health are foundational to the development of any nation state, the U.S. Mission will work closely with the Government of the Republic of Mozambique (GRM) to implement activities that build sustainable education and public health services throughout Mozambique.

According to current data, nearly half of Mozambique's population is illiterate, undereducated, and untrained. U.S. Government supported educational activities will improve early grade reading skills, enhance local institutional capacity, augment community and civil society involvement, and build a safer educational environment for vulnerable children, especially girls. Peace Corps volunteers (PCVs) will work on education programs to magnify the impact of U.S. assistance through community-level engagement. U.S. Department of Agriculture (USDA)-funded school feeding and early grade reading activities will complement Mission activities. USAID aims to improve reading outcomes for a broad range of students and strengthen school management to elevate the quality and quantity of instruction children receive. Public diplomacy programs will offer training to teachers and students, alike, especially related to English language teaching. In addition, focused assistance to orphans and vulnerable children will focus on developing skills and support necessary to keep them in school.

The U.S. mission is committed to working with the Government and people of Mozambique to address leading causes of morbidity and mortality. This includes achieving epidemic control for HIV/AIDS and malaria, preventing child and maternal deaths, and improving nutritional status. Activities will focus on evidence-based interventions, which build local capacity and sustainable systems to deliver health, nutrition, and social services. Given that HIV/AIDS and malaria are leading causes of death in Mozambique, the President's Emergency Plan for AIDS Relief (PEPFAR) and the President's Malaria Initiative (PMI) will target epidemic-burdened areas to ensure the best use of USG resources in reducing mortality and morbidity related to HIV/AIDS and malaria.

# Effectively counter violent extremism and transnational crimes, including the trafficking of persons, narcotics, and wildlife.

Recognizing the relationship between effective democratic governance and domestic and transnational security, the U.S. Government will continue to collaborate with the GRM to counter violent extremism and transnational crimes, including trafficking in people, narcotics, and wildlife products. We will seek to strengthen Mozambique's capacity to control its borders, enhance its security service's investigative and tactical capabilities to counter transnational criminal threats and violent extremism, and increase the accountability of domestic law enforcement and security services. The Mission will also assist Mozambique to develop a constructive approach to countering the long-term risk factors that enable the recruitment of vulnerable populations into violent extremism.

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#### **Enabling Environment and Management Platform**

Our programs will not succeed without the proper enabling environment. Post has increased from 45 U.S. Direct Hire (USDH) employees in 2006 to 123 USDH positions, 32 Eligible Family Member (EFM) positions and 412 Locally Employed (LE) staff in 2018, due to growth in our assistance budget, expanding economic interests, and Mozambique's importance in the region. The Mission is slowly recovering from the negative consequences of the hiring freeze, which prevented us from hiring EFMs to support services positions. Expansion of our budget and staff to operate and maintain a New Embassy Compound (NEC) is required for FY19. Additional support staff, which have not increased in proportional measure with other positions, will be required to meet our diplomatic, management, and security priorities in country and in the region.

#### Conclusion

With the expected boom in extractive industries, the USG has a unique opportunity to support good governance, strong and independent institutions, improvements in education and public health, and a robust civil society to ensure that resource-derived revenues are used for the public good, rather than the betterment of the ruling elite. In order to realize these goals, the GRM must commit to fighting corruption, strengthening democracy, creating jobs, and improving living standards for the burgeoning youth population. Our long-term strategy must include a focus on interventions that achieve a normative impact that will create the conditions for growth, prosperity, democracy, and stability to flourish. Our robust and targeted engagement now will strengthen Mozambique as an effective partner for the United States in advancing our mutual interests in the future.

### 2. Mission Strategic Framework

**Mission Goal 1:** Strengthen democratic institutions at the national, provincial, and local levels to attain responsible, inclusive, and transparent governance accountable to the constitution, rule of law, and citizens.

**Mission Objective 1.1:** Democratic governance of Mozambican institutions strengthened. (USAID Country Development Cooperation Strategy (CDCS) Development Objective (DO) 1)

**Mission Objective 1.2:** Improved justice sector to reduce societal discrimination of vulnerable populations.

**Mission Goal 2:** Foster an environment to support more inclusive, sustainable economic growth, trade, and investment.

**Mission Objective 2.1:** Resilient, broad-based, economic growth accelerated. (USAID CDCS DO 2)

**Mission Objective 2.2:** Strengthened and broader bilateral trade and investment.

**Mission Goal 3:** Improve quality of life of Mozambicans by supporting increased access to and quality of health and education services in Mozambique.

Mission Objective 3.1: Education quality improved. (USAID CDCS DO 3)

**Mission Objective 3.2:** Improved health status of targeted population groups. (USAID CDCS DO 4)

**Mission Objective 3.3:** Increased capacity of health systems in Mozambique to respond to emerging disease threats.

**Mission Objective 3.4:** HIV epidemic is controlled through the use of appropriate and evidence based program interventions accessible to all those in need without discrimination or stigma.

**Mission Goal 4:** Effectively counter violent extremism and transnational crimes, including the trafficking of persons, narcotics, and wildlife.

**Mission Objective 4.1:** Strengthened capacity of host nation willing partners to better address transnational criminal threats and to provide accountable domestic law enforcement and security.

**Mission Objective 4.2:** Facilitate a constructive approach to countering violent extremism that strengthens security force capacity and addresses the long-term risk factors that drive radicalization.

**Management Objective 1:** Maintain consistently high level of customer service satisfaction for the International Cooperative Administrative Support Services (ICASS) services.

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Management Objective 2: Improve the Mission's operational effectiveness.

**Management Objective 3:** Improve the capacity and skills of the workforce by providing training, coaching, and effective performance measurement; hire at the appropriate levels to meet growing Mission demands.

Management Objective 4: Ensure successful execution and delivery of the NEC.

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## 3. Mission Goals and Objectives

- **Mission Goal 1** Strengthen democratic institutions at the national and provincial levels to attain responsible, inclusive, and transparent governance accountable to the constitution, rule of law, and citizens.
  - **Description and Linkages:** This goal reflects Pillar 4 of the 2017 National Security Strategy (NSS). It also supports the Department of State- USAID 2018-2022 Joint Strategic Plan (JSP), Goal 1, Objective 1.3 and Goal 3, Objective 3.3 and 2.3 and Goals 1 and 3 of the Bureau of African Affairs (AF) Joint Regional Strategy (JRS), and the goals concerning democracy, human rights and international religious freedom of the State Department's Bureau of Democracy, Human Rights, and Labor Affairs (DRL) Strategy. Consistent with the NSS, the Mission will assist Mozambique to hold institutions accountable and eliminate the corruption that facilitates destabilizing activities (see Goal 4), which threaten United States security interests and impede mutually beneficial trade with, and investment in, Mozambique. We will support the dignity of individuals, and promote respect for freedoms of religion and expression, adherence to the rule of law, and an environment in which democracy can thrive.

**Mission Objective 1.1** Democratic governance of Mozambican institutions strengthened. (USAID CDCS DO 1)

**Justification:** Justification: Good governance is a prerequisite in the near-term to ensure long-term development and enable Mozambican institutions to manage equitably and transparently the opportunities before them. Increased democratic participation and improved oversight of elections and governance promote longterm social stability. Access to more and better information and a diversity of viewpoints also promotes long-term stability by expanding the possibility for political and social participation to a wider range of Mozambicans.

Securing a sustainable peace between the ruling and main opposition parties is vital to fostering a political atmosphere in which debate of the issues involving all voices, including those critical of the government, occurs and is respected. The Mission will support the ongoing peace process, while continuing to engage all political parties. Failure to implement agreements on decentralization and demilitarization risks a return to armed conflict with significant detrimental political and economic consequences

**Mission Objective 1.2** Improved justice sector to reduce societal discrimination of vulnerable populations.

- Justification: Preventing societal discrimination and prosecuting those suspected of committing crimes against vulnerable populations promote an environment in which all citizens are able to exercise their constitutional rights and fundamental liberties. The Mission will facilitate the training of Mozambican legal and judicial professionals, advocate on behalf of at-risk individuals, and conduct public outreach to encourage greater understanding and tolerance within society.
- **Mission Goal 2** Foster an environment to support more inclusive, sustainable economic growth, trade, and investment.
  - **Description and Linkages:** This goal reflects Pillars 2, 3 and 4 of the 2017 NSS. It also supports the State-USAID 2018-2022 JSP, Goal 2, Objectives 2.1 and 2.3 and Goal 3, Objective 3.4, as well as Goals 2 and 4 of the AF JRS. This goal also supports the strategies of a number of interagency partners, including the Department of Commerce's goal to increase U.S. exports, USAID/Mozambique's' CDCS DO 2 Resilient Broad-based Economic Growth Accelerated, and Department of Treasury Goal 1, Objective 1.4 to advance free and fair trade for U.S. businesses. Consistent with the NSS, the Mission will advocate for trade and investment policies that facilitate U.S. investment in Mozambique, while creating opportunities for Mozambican companies to expand their domestic, regional, and global trade, including through the African Growth and Opportunity Act (AGOA). We will ensure fair trade through enforcement of U.S. trade laws and advocacy for U.S. companies.

**Mission Objective 2.1** Resilient, broad-based economic growth accelerated. (USAID CDCS DO 2)

Justification: Economic growth will create employment and improve livelihoods for Mozambicans. Increasing productivity in the agricultural sector will improve food security for the majority of the population that relies on agriculture for their livelihoods. USAID's agricultural and climate resilience programs will work together by addressing higher agriculture productivity and the effects of extreme weather patterns that threaten the yield of temperature-sensitive crops such as maize. Broad-based economic growth will provide more jobs needed to employ more of the country's people than employment generated directly from the extractive industries. Growth in these other sectors will also smooth the transition from nearsubsistence, low-input agriculture, to much higher yields (and incomes) based on modern farming technologies. A key element will be harnessing the commercial agricultural sector in support of productivity gains for smallholders. Improved productivity in agriculture will accelerate the rural to urban migration just as revenues from the extractive industries start increasing dramatically in the 2020s. Success in agricultural development is inextricably linked to the creation of economic opportunity, especially for youth, in tourism and other mostly urbanbased sectors.

Mission Objective 2.2 Strengthened and broader bilateral trade and investment.

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- Justification: Expanding and diversifying bilateral trade and investment are important contributors to inclusive economic growth in Mozambique and drivers for U.S. exports. The Mission will leverage the U.S.-Mozambique Trade and Investment Framework Agreement to support GRM efforts to revise legal and regulatory frameworks to reduce the procedures and licenses required to open and operate a business. Mission trade work will also support the GRM's deployment of its AGOA Utilization Strategy to increase the level and diversity of trade between both countries. Weaknesses in the trade and investment framework could delay and increase the cost of strategic U.S. investments in the natural gas sector.
- **Mission Goal 3** Improve quality of life of Mozambicans by supporting increased access and quality of health and education services in Mozambique.
- **Description and Linkages:** This goal reflects Pillars 2 and 3 of the 2017 NSS. It also supports the AF JRS Objectives 4.2 and 4.4. This goal links directly to the strategies of USAID, CDC, and the Office of the Global AIDS Coordinator (OGAC). The Objectives and sub-Objectives below describe the targeted approach that the Embassy is pursuing. The program seeks to improve the health status of target populations by increasing their utilization of high impact, quality interventions that address the leading causes of mortality and morbidity, while strengthening government capacity and increasing community-level participation to sustain gains made. Joint health priorities include improving health-seeking behaviors, and improving specific components of the health system that have the greatest impact on reducing mortality, controlling malaria, and reaching HIV/AIDS epidemic control by 2022. In education, the program prioritizes the teaching of reading by focusing on (1) improving teacher effectiveness; (2) increasing the availability and use of reading materials; and (3) strengthening classroom and school management.

Mission Objective 3.1 Education quality improved. (USAID CDCS DO 3)

Justification: USAID's program addresses the fundamental building blocks of early grade reading with the aim of improved human capacity and quality services across targeted schools in vulnerable communities. One focus is on reading outcomes in the early grades; the other, using limited funding, focuses on OVC on interventions that support them throughout schooling. The program seeks to improve education outcomes through an increased focus on school management, teaching instruction, enhanced literacy and reading skills amongst students, and efforts to retain students using methods applied and tested by USAID and implemented in conjunction with the Ministry of Education with the goal of strengthening their capacity to deliver quality education services so that more children will be able to access higher levels of education and economic and social opportunity.

**Mission Objective 3.2** Health status of targeted population groups improved. (USAID CDCS DO 4)

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- Justification: By working with the government of Mozambique through a multifaceted, integrated approach, the U.S. Government is strengthening the provision of life-saving health services at both the facility and community levels, while also addressing the fundamental systems issues at the national, provincial, and district level. USAID's priority health program areas include HIV/AIDS prevention, care and treatment, malaria control, maternal-neonatal-child health (MNCH), tuberculosis, reproductive health/family planning services, nutrition, and water and sanitation. USAID will direct its health programming to key populations, including children under the age of five, pregnant and lactating women, those affected by or living with HIV/AIDS, and the key high-risk populations of youth, truck drivers, sex workers, and OVC.
- **Mission Objective 3.3** Increased capacity of health systems in Mozambique to respond to emerging disease threats.
  - **Justification:** Today's interconnected world means we are all linked by the air we breathe, the water we drink, and the food we eat. Global travel speeds the rate at which infectious disease threats can be delivered to our doorstep. Disease outbreaks like Middle East Respiratory Syndrome (MERS) and H1N1 have demonstrated that while the outbreak may originate in one locale, it can quickly spread to other parts of the world. Global data shows that 58% of human pathogens are zoonotic and 60% of all emerging disease threats are also zoonotic. Over time global health risks have increased, through the emergence of new organisms, drug resistance, and intentional events. Emerging diseases pose not only a health threat, but can devastate economies and stall future development, and can further lead to political instability.

The U.S. government is committed to working with the GRM to build national capacity to prevent, detect, rapidly respond to, and control infectious disease threats. In April 2016, an international team conducted a Joint External Evaluation of Mozambique under the Global Health Security Agenda's monitoring and evaluation framework. The report identified three critical areas for attention: development and ratification of a modern comprehensive public health law, a "One Health" approach across ministries to combat global health threats, and continued investment in health system strengthening.

In April 2018, the GRM convened a trans-ministerial One Health meeting (with USG support) to review scientific evidence and establish a list of zoonotic diseases of highest concern, the first step towards a strategy for enhanced disease surveillance and reporting. This strategy, focused on the seven priority diseases identified, will be a cornerstone of Mozambique's Global Health Security Agenda.

**Mission Objective 3.4** HIV epidemic is controlled through use of appropriate and evidence based program interventions accessible to all those in need without discrimination or stigma

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**Justification:** Mozambique's approximately 29 million people face a generalized HIV epidemic and one of the highest malaria prevalence in the world. To help address these challenges, Mozambique is part of two Presidential Initiatives – PEPFAR and PMI, which together are the main drivers of the USG's global health foreign policy objectives. A national survey in 2015 estimated HIV prevalence at 13.2 percent, with substantial variation in provincial prevalence that ranged from 5.2 percent in Tete Province to 24.4 percent in Gaza Province (2015, IMASIDA). There were an estimated 2.16 million PLHIV (2018, Spectrum), with a higher prevalence among women, 15.1 percent versus 10.2 percent among men. Prevalence among adolescent girls 15-19 is estimated at 6.5 percent and among young women 20-24 is estimated at 13.3 percent, compared to 1.5 percent and 5.3 percent among adolescent boys and young men, respectively. As of 2017, 995,000 or 46 percent of PLHIV were estimated to be on ART. The HIV epidemic has reduced life expectancy in Mozambique to 55 years, and has resulted in an estimated 916,000 children orphaned by AIDS.

Malaria is endemic throughout the country. The prevalence of malaria among children under five varied from 2% in the capital, Maputo, to 68% in Zambézia. By 2017 there were over nine million cases of malaria reported by public health services. The United States government, through the PMI plays a critical role in provision of the necessary prevention and treatment commodities and activities to support malaria control in Mozambique. These contributions have led to dramatic improvements in the coverage of malaria control interventions and are associated with substantial declines in all-cause mortality rates among Mozambican children less than five years of age.

As of 2018, it is estimated that 13.8 million or approximately 46% of the country's population will be less than 15 years of age (6,917,547 males / 6,851,897 females). As these youth become sexually active, without comprehensive measures taken now that reduce the pool of HIV positive persons who do not know their status and who are not on ART and virally suppressed the opportunity to achieve epidemic control by 2022 will be lost. A rapid growth of population also creates obstacles for delivery of Malaria-related services in Mozambique.

**Mission Goal 4** Effectively counter violent extremism and transnational crimes, including the trafficking of persons, narcotics and wildlife.

**Description and Linkages:** This goal reflects Pillars 1 and 4 of the 2017 NSS. It also supports the State-USAID 2018-2022 JSP, Goal 1, Objectives 1.2, 1.3 and 1.4 and Goal 3 of the AF JRS, and Goals 1, 2 and 3 of the State Department's Bureau of Narcotics and Law Enforcement Affairs Strategy. This goal also supports the agency strategies of a number of interagency partners at Mission Maputo, including but not limited to the Department of Justice (DoJ) (Goals 1, 2 and 3), and DOD (Goal 1), and USAID/Mozambique's CDCS Sub-IR 2.3.1 "Improved Biodiversity Conservation..." that addresses wildlife trafficking. Consistent with the NSS, the Mission will seek to keep

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violent ideologies from gaining a foothold in Mozambique, and threatening United States' interests. We will further endeavor to deny Transnational Criminal Organizations (TCOs) the ability to traffic people, narcotics, and wildlife from, through, and to Mozambique.

**Mission Objective 4.1** Strengthened capacity of host nation willing partners to better address transnational criminal threats and to provide accountable domestic law enforcement and security.

- Justification: Developing capable, professional and willing partners in law enforcement and security agencies is necessary to guard against transnational threats and provide accountable internal, domestic security that will help achieve other Mission Objectives. We will assist Mozambique to build its capacity to investigate, prosecute, and punish criminals more effectively at all organizational levels, while encouraging increased collaboration between law enforcement agencies. Strengthening capacity and the rule of law to address existing security problems will better prepare Mozambique's law enforcement and security forces to respond to the influx of additional transnational threats that accompany economic growth.
- **Mission Objective 4.2** Facilitate a constructive approach to countering violent extremism that addresses the long-term risk factors that drive radicalization.
  - Justification: Denying violent extremists a foothold in Mozambique is critical to the security and stability necessary for Mozambicans to fully attain the future economic benefits of the country's energy resources. The Mission will endeavor to build Mozambique's capacity to secure its borders, while addressing the political and economic factors that challenge community resilience to extremist ideologies. We will also seek to strengthen regional linkages, and partnerships between Mozambique and its neighbors in order to promote more effective counter-terrorism collaboration.

## 4. Management Objectives

**Management Objective 1** Consistently maintain a high level of customer service satisfaction for the ICASS Services.

Justification: The management section provides a broad spectrum of support services to over 550 customers from eight U.S. Government agencies. A consistently high level of support services is critical to ensure that the rest of the Mission is able to fulfill its political, economic, cultural, and developmental objectives on a daily basis. All management services, from building and housing maintenance, telecommunications, motor pool, to emergency power generation must be maintained, staffed, repaired, and upgraded on a daily basis. However, poor infrastructure, a rapidly expanding Mission, geographically-dispersed Mission locations, and limited educational/technical background of local staff present significant challenges in establishing a management platform that can consistently deliver services in line with the Universal Service Standards (USS). While low ICASS customer satisfaction results showed some improvement in the 2017 survey, further progress is still needed. Increases in LE Staff and EFM positions in the management section are intended to keep pace with Mission growth and provide consistently acceptable levels of ICASS support, although continued growth of the Mission will require corresponding increases in ICASS USDH support staff. Ongoing communication between customers and service providers is key to improving customer service. Relocation of the Mission to the NEC will provide the long-term solution to unify operations and address documented security risks and ongoing maintenance issues at the Mission's current locations. Construction of the new embassy has begun, and occupancy of the NEC is estimated for January 2020. Organizing for this move will present additional challenges, but is a critical step in ensuring our diplomatic readiness, security, and efficiency.

Management Objective 2 Improve the Mission's operational effectiveness.

- **Justification:** Improving overall operational effectiveness of all management units will boost the ability of supported agencies and sections to fulfill their objectives by reducing down time and improving the quality of outputs. Reducing overall operating costs will provide greater cost efficiency for the Mission as a whole, and increasingly, funds can be directed to opportunities for innovation.
- **Management Objective 3** Improve the capacity and skills of the workforce by providing training, coaching, and effective performance measurement; hire at the appropriate levels to meet growing Mission demands.

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**Justification:** Training and education are primary factors in creating and preserving a professional cadre of management staff. The Mission seeks to strengthen service delivery through appropriate hiring and complete training with a view to overall improvement in job performance and level of professionalism. We expect longer term gains in competence, staff morale, and professional satisfaction that lead to greater efficiency and effectiveness.

Management Objective 4 Ensure successful execution and delivery of the NEC

Justification: The mission of the Overseas Buildings Operations' section at Post (OBO/Maputo) is to provide thorough contractual oversight of the ongoing NEC project. The project addresses critical Post infrastructure needs and vulnerabilities. The main objectives are to ensure the project is completed on time, within budget, meets contractual quality standards, and complies with all the pertinent safety and security standards.