

CENTRO DE INTEGRIDADE PÚBLICA

Anti-corruption - Transparency - Integrity

TRANSPARENCY AND INTEGRITY IN THE PUBLIC SECTOR

Extractive Industry



Edition n° 06 | 19th August 2024 | Free Distribuition | www.cipmoz.org

Methodology of the 4th Extractive Sector Transparency Index (ITSE)

By: Rui Mate

1. Introduction

This paper outlines the methodology for the 4th edition of the Extractive Sector Transparency Index (ITSE) developed by the Center for Public Integrity (CIP). The objective of the index is to assess transparency within Mozambique's extractive sector through a thorough evaluation of various transparency measures in critical areas such as corporate governance principles, the organizations' taxation approach, greenhouse gas emissions, as well as social aspects including human rights.

For the purposes of this index, we define transparency as the act of providing relevant, reliable, timely, and easily understood information accessible for public consumption. Transparency is viewed as a public value that counters corruption, promotes open decision-making, and supports good governance, including the public's ability to access government information (Cullier & Piotrowski, 2009; Tavares & da Cruz, 2014; Ball, 2014; Piotrowski & Van Ryzin, 2007).

The index evaluates hydrocarbon and mining companies concerning transparency in environmental, social, corporate governance, and fiscal contributions (ESG-F) aspects of their activities in 2023. The ITSE uses an explicit category for fiscal contributions transparency instead of analyzing tax contributions aspects within a single governance category. This distinction is made because of the relative importance of tax compliance and revenues for Mozambique's development and because of the CIP's particular focus on contributing to enhanced tax transparency in the extractive industries. By using a separate category, we give the fiscal contributions indicators relatively higher importance in the final ITSE score compared to having a single governance dimension.

For our index, we selected the 13 hydrocarbon and 20 mining companies included in the Independent Report of the Extractive Industry Transparency Initiative (EITI, 2022; 2023). The selection criteria are determined by the EITI Coordination Committee and include companies with and without material payments, as well as certain companies not classified as part of the extractive industry according to the tax authority.¹

2. Calculation methodology of the ITSE

The ITSE assesses companies based on four key dimensions: environmental, social, corporate governance and fiscal contributions transparency (ESG-F). Designed as a composite index, the ITSE measures the extent to which companies are transparent about their ESG-F impacts, focusing on the accessibility and availability of information rather than the impacts of the activities themselves. For example, the index evaluates whether companies are transparent and disclose information about their greenhouse gas emissions, without evaluating the levels of emissions themselves. A company scores a higher level at the index when it is more transparent regarding its ESG-F impacts. Companies achieve higher scores if their ESG-F information is easily accessible on their websites, compared to information available only upon request via email or mail. If no information is accessible online or shared with the CIP, companies receive the minimum score. This methodology ensures that higher ITSE scores correlate with greater accessibility and openness regarding ESG-F impacts.

¹ The EITI Coordination Committee defines material payments as tax contributions equal to or exceeding 30 million meticais (República de Moçambique, 2022).

a. Data collection

At the beginning of May 2024, the CIP reached out to the selected 33 hydrocarbon and extractive industry companies, requesting them to fill out a form regarding the disclosure of their ESG-F information. This form required the companies to indicate whether the respective ESG-F information is disclosed and, if so, where it can be found (e.g., via a link or as an attachment in an email). This also provided companies with the opportunity to provide more details and comments on their disclosure practices. For each indicator used in the ITSE, references to the Global Reporting Initiative (GRI) manuals and the related Sustainable Development Goals (SDGs) were provided by the CIP to facilitate the companies' submissions. The companies were given one month to complete and submit the form.

The data collection process for the ITSE involves gathering information from multiple sources to ensure a comprehensive assessment of companies' ESG-F transparency. The primary method of data collection is through the websites of each company. In cases where companies have a website, the information available online is analyzed. If no information was available on their website, the companies had the possibility to share the requested information via email or mail.

b. Indicators of the ITSE

The index utilizes indicators that align with both the Global Reporting Initiative (GRI) and the Sustainable Development Goals (SDGs). The GRI standards, established by the Global Sustainability Standards Board (GSSB), are globally recognized guidelines for sustainability reporting. Developed and approved by the GSSB, these standards are designed to be applied consistently worldwide, enabling stakeholders to effectively compare the impacts of reporting. The standards have been developed using a multi-stakeholder approach and consider broadly held organizational expectations regarding social, environmental, and economic responsibilities (GSSB, 2024). The GRI standards are aligned with several international frameworks, including the principles of the UN Global Compact on human rights, labor, environment, and anti-corruption (UN Global Compact, 2024).³

The ITSE uses 45 individual indicators across the four ESG-F components. The scoring system for each indicator is based on the accessibility and clarity of information. If the requested information is easily accessible online on the company's website and fully responds to the indicator, the maximum score is given. If the information is only shared with the CIP through email or mail, or does not fully respond the indicator, intermediate scores are assigned. If no information is available online or shared with the CIP, companies receive the minimum score of zero. This scoring methodology ensures that companies are rewarded for transparency and accessibility, encouraging them to make ESG-F information readily available to the public through their website.

The following 11 transparency indicators are used in the environmental (E) component:

Environmental indicator	Description	GRI	SDGs
Energy consumption within the organization	Disclosure of energy consumed by the company in its internal operations.	3 0 2 ; 11, 12, 14	12, 13, 14
Direct (Scope 1) GHG emissions	Disclosure of emission of greenhouse gases directly resulting from the company's activities.	3 0 5; 11, 12, 14	12, 13, 14
Indirect (Scope 2) GHG emissions	Disclosure of indirect greenhouse gas (GHG) emissions resulting from the company's activities but generated by sources not directly controlled by the company, such as purchased electricity, third-party transportation, and other external sources.	3 0 5 ; 11, 12, 14	12, 13, 14
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Disclosure of significant air emissions resulting from the company's activities, including NOx, SOx, persistent organic pollutants (POP), volatile organic compounds (VOC), hazardous air pollutants (HAP), and particulate matter (PM).		3, 15

² Sustainability is at the center of the SDGs. The 2030 Agenda for Sustainable Development, with its 17 SDGs, was adopted by all United Nations Member States at the UN Sustainable Development Summit in New York in September 2015 (United Nations, 2024).

³ The principles of the UN Global Compact are: "Human Rights: Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses. Labor: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation. Environment: Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies. Anti-corruption: Businesses should work against corruption in all its forms, including extortion and bribery."

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Disclosure of the extent of operational sites located in or near protected areas and areas of high biodiversity value, including details such as geographic location, type of operation, site size, and biodiversity significance, indicating the potential or actual impact of the company's activities on these areas.	3 0 4 ; 11, 12	6, 12, 14, 15
Waste generation and significant waste-related impacts	Significant Disclosure of the total quantity of waste produced by the company and the significant impacts associated with that waste, including contextual information to understand the data.		3, 6, 12, 14, 15
Management of significant waste- related impacts	Disclosure of the company's actions to prevent waste generation within its own activities and across its value chain. This also includes the processes used to collect and monitor waste-related data, demonstrating the company's capability to identify, evaluate, and manage significant impacts associated with the waste generated by its operations.	3 0 6 ; 11, 12, 14	3, 6, 12, 14, 15
Water consumption	Disclosure of the total amount of water used by the company in all its operations.	3 0 3 ; 11, 12, 14	6, 12, 14, 15
Interactions with water as a shared resource	Disclosure of the use and management of water, especially in areas where water is a shared resource used by multiple stakeholders, including local communities, other businesses, and ecosystems. This includes how the company interacts with water through withdrawal, consumption, and discharge, the impacts caused or contributed to by its operations, and its strategies for managing these impacts in collaboration with stakeholders.	3 0 3 ; 11, 12, 14	6, 12, 14, 15
Closure and rehabilitation plan	Disclosure of the company's preparation for responsibly closing operations and rehabilitating affected areas. This includes whether companies have closure and rehabilitation plans in place for operational sites.	402, 404; 11, 12, 14	6, 8, 11, 14, 15
Environmental management reports	Disclosure of the company's transparency and accountability regarding its environmental practices and performance through the production and dissemination of reports that describe the organization's environmental practices, policies, performance, and impacts.	3 0 0 ; 11, 12, 14	12

The following 19 transparency indicators are employed in the social (S) component:

Social indicator	Description	GRI	SDGs
Occupational health and safety management system	Disclosure of the existence of a system implemented by the company to ensure the safety and health of workers in the workplace. This system includes policies, procedures, practices, and resources dedicated to preventing accidents and occupational illnesses.	4 0 3 ; 11, 12, 14	3, 8
Worker training on occupational health and safety	Disclosure of the company's efforts to provide adequate training and capacity building for its workers on occupational health and safety issues. This includes guidance on safe practices, risk identification, proper use of personal protective equipment, emergency procedures, and other relevant aspects.	4 0 3 ; 11, 12	3, 8
Work-related accidents and injuries	Disclosure of the number and severity of accidents that occur in the workplace during a given period. This indicator provides a crucial metric for evaluating the effectiveness of the company's safety measures and identifying areas that require improvement.	403; 11, 12, 14	3, 8
New employee hires and employee turnover	Disclosure of the number of new hires and the employee turnover rate.	401; 11, 12, 14	1, 8, 10
Average hours of training per year per employee	Disclosure of the likelihood of child labor incidents occurring within the company's operations or supply chain. This indicator also includes measures taken by the organization during the reporting period to contribute to the effective abolition of child labor.	4 0 4 ; 11, 12, 14	1, 4, 8
New suppliers that were screened using social criteria	Disclosure of the share of new suppliers that were screened using social criteria, including human rights issues (such as child labor and forced or compulsory labor), employment practices, health and safety practices, incidents of abuse etc. This indicator reflects the company's commitment to fair labor practices and respect for human rights in its supply chain.	4 1 4 ; 11, 12, 14	1, 8, 10

Operations and suppliers at significant risk for incidents of forced or compulsory labor	Disclosure of the likelihood of incidents of forced or compulsory labor occurring within the company's operations or supply chain. This indicator also includes measures taken by the organization to help eliminate all forms of forced or compulsory labor.	4 0 9 ; 11, 12, 14	8, 16
Operations and suppliers at significant risk for incidents of child labor	Disclosure of the likelihood of child labor incidents occurring within the company's operations or supply chain. This indicator also includes measures taken by the organization to contribute to the effective abolition of child labor.	4 0 8 ; 11, 12, 14	8
Diversity of governance bodies and employees	Disclosure of the representation and inclusion of various demographic groups within the company's governance bodies (such as boards of directors) and among its employees. This includes diversity aspects such as gender, ethnicity, age, abilities, and other indicators of diversity where relevant (e.g., minority).	4 0 5 ; 11, 12, 14	5, 8, 10
Community development programs	Disclosure of the company's efforts to develop and implement programs aimed at improving the socioeconomic conditions of the communities where it operates (e.g., programs that provide procurement, employment, and training opportunities for local communities).	4 1 3 ; 11, 12, 14	1, 8, 9, 10, 11
Infrastructure investments and services supported	Disclosure of the company's investments in infrastructure and services that benefit the local communities where it operates. This includes current or expected impacts on communities and local economies.	2 0 3 ; 11, 12, 14	1, 4, 8, 9, 10, 11
Proportion of spending on local suppliers	Disclosure of the proportion of the company's total expenses allocated to local suppliers.	2 0 4 ; 11, 12, 14	1, 8, 9, 10
Vulnerable groups	Disclosure of the extent to which the company recognizes, protects, and supports vulnerable groups within and outside its workforce, as well as in its communities.	3 ; 11, 12, 14	1, 5, 10
Operations with local community engagement, impact assessments, and development programs	Disclosure of the extent to which the company engages with the local community, conducts impact assessments of its operations, and implements development programs to benefit that community.	4 1 3 ; 11, 12, 14	1, 3, 6, 11, 16
Operations with significant actual and potential negative impacts on local communities	Disclosure of the adverse effects that the company's operations may have on local communities.	4 1 3 ; 11, 12, 14	1, 3, 6, 16
Grievances	Disclosure of the number and type of grievances identified from local communities, including the share of grievances addressed and resolved, and the share resolved through remediation.	11, 12, 14	3, 5, 6, 16
Resettlement	Disclosure of the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing. This includes describing how the livelihoods and human rights of affected people were impacted and restored, detailing the process of resettling these communities or individuals to alternative locations.	11, 12, 14	1, 10, 11, 16
Security personnel trained in human rights policies or procedures	Disclosure of the company's efforts to train security personnel in human rights policies and procedures, including whether these training requirements apply to third-party security providers. This indicator reflects the preparation and training of security staff to protect and respect human rights.	4 1 0 ; 11, 12, 14	16
Approach to ensuring respect for human rights by public and private security providers.	Disclosure of the company's policies and practices to ensure that public and private security providers respect human rights in their operations. This includes the approach to preventing or mitigating potential negative impacts from the use of these security providers.	11, 12, 14	16

The following 11 transparency indicators are used in the corporate governance (G) component:

Corporate governance indicator	licator Description		SDGs
Accessible website	Company's level of openness, communication, and commitment to transparency and accountability, as demonstrated through an accessible website that facilitates interaction and engagement with stakeholders.	2	8
Country-level reports	Disclosure of reports on the activities, financial details, including fiscal contributions, and impacts of each specific country the company operates in. This demonstrates the company's ability to provide transparent and comprehensive information about its operations in different countries, rather than just presenting aggregated results of all its global operations.	11, 12,	1, 16, 17

Project-level reports	Disclosure of reports on the activities, financial details, including fiscal contributions, and impacts of each specific project the company is involved in. This demonstrates the company's ability to provide transparent and comprehensive information about each project, rather than just presenting aggregated results of all operations.	2 0 7 ; 11, 12, 14	1, 16
Political contributions	Disclosure of financial donations or contributions made by the company to political parties, political candidates, election campaigns, political organizations, or interest groups. This also includes non-financial support, such as the donation of goods or services, aimed at influencing political decisions.	4 1 5 ; 11, 12, 14	16
Procurement practices	Disclosure of how the reporting organization manages procurement processes. This assesses the transparency of contracting and bidding practices.	2 0 4 ; 11, 12, 14	16
Direct economic value generated and distributed	Disclosure of how the company generates and distributes wealth among different stakeholders, including: direct economic value generated (revenues); economic value distributed (operating costs, employee wages and benefits, payments to capital providers, and community investments); and economic value retained (direct economic value generated minus economic value distributed).	2 0 1 ; 11, 12, 14	1, 8, 9, 10
Contracts and licenses	Disclosure of the contracts and licenses signed by the company for exploration and production, including the terms, conditions, and agreed benefits.	11, 12, 14	12, 16
Management of corruption or risks of corruption in the organization's supply chain.	Disclosure of implemented programs to manage corruption risks within the company's supply chain, including efforts to detect, prevent, and respond to corruption.	2 0 5 ; 11, 12, 14	12, 16
Communication and training about anti-corruption policies and procedures	Disclosure of the communication of the organization's anti- corruption policies and procedures to employees and governance body members, and the share of them who have received training on anti-corruption.	2 0 5 ; 11, 12, 14	12, 16
Project development plan	Disclosure of the project development plan, which describes different development phases, social and environmental impacts, as well as risk mitigation plans associated with the project.	1 0 2 ; 11, 12, 14	8, 9, 12
Beneficial owners	Disclosure of the company's beneficial owners, i.e., the persons who ultimately own, control, or benefit from the company's operations. This includes providing detailed information on the actual persons who have significant influence or control over the company.	102; 11, 12, 14	12, 16

The following 4 transparency indicators are used in the fiscal (F) component:

Fiscal indicator	Description		SDGs
Payments to the government	Disclosure of all payments made to government entities, including taxes, royalties, bonuses, dividends, license fees and other significant payments and material benefits to the government.		1, 16, 17
Financial assistance received from government	Disclosure of any financial assistance or subsidies received from government entities. This assistance includes subsidies, tax exemptions, tax or royalty holidays, preferential loans, financial guarantees, or any other financial benefits provided by the government.	11, 12,	1, 16, 17
Tax Approach	Disclosure of the company's tax approach to ensure transparency in its regulatory compliance and fiscal strategy. This includes whether the organization has a tax strategy and, if so, whether this strategy is publicly available. It demonstrates how the company manages its tax burden, ensures compliance with local and international tax laws, and communicates these practices with its stakeholders.	11, 12,	1, 16, 17
Stakeholder Engagement and Management of Tax Concerns	Disclosure of the company's efforts to engage with stakeholders and manage their concerns related to its tax processes and approach. This includes how the company communicates and collaborates with stakeholders, such as tax authorities, customers, and local communities, regarding tax-related concerns, and how it addresses the views and concerns of stakeholders.	11, 12,	1, 16, 17

c. Aggregation methodology

Firstly, the scores obtained for the indicators within a dimension are summed up:

$$Component\ score_j = \sum_{i=1}^n p_{i,j}$$

where *p* reflects the points achieved at indicator *i* for component *j* (E: environmental, S: social, G: governance, F: fiscal), and *n* reflects the total number of indicators of the respective component.

Secondly, the ESG-F component indices are created using Min-Max scaling, which rescales the original scores obtained from the components to a fixed range between 0 and 100%. This standardization is achieved by setting the minimum and maximum values for each ESG-F component. Each component index is calculated as follows:

$$Component \ index_{j} = \frac{component \ score_{j} - minimum \ value_{j}}{maximum \ value_{j} - minimum \ value_{j}}$$

Finally, the ITSE is computed as the geometric mean of the four component indices:

$$ITSE = (E \times S \times G \times F)^{1/4}$$

The ITSE employs a geometric mean to aggregate the scores from the four dimensions, emphasizing the importance of each ESG-F component in contributing to sustainable development. This approach penalizes disparities in the scores across different ESG-F components. Compared to the arithmetic mean previously used by CIP (2023a), the geometric mean ensures that poor performance in any one ESG-F component can no longer be easily compensated by higher performance in another. This methodology promotes balanced efforts across all dimensions of ESG-F transparency and reduces the level of substitutability between components. Poor performance in any component is strongly reflected in the overall ITSE score. The index's use of the geometric mean ensures that companies must make consistent efforts across all ESG-F components to achieve a high ITSE.

For instance, a company scoring 50% across all four components would achieve an ITSE score of 50%. In contrast, if a company scores 90% in the environmental component (E), but only 10% in the fiscal component (F), and 50% in both the corporate governance (G) and social (S) components, the overall ITSE score would only be about 38.7%. This calculation method therefore ensures that companies strive to improve transparency in all components rather than excelling in just one or two while neglecting the others. This approach aligns closely with the Sustainable Development Goals (SDGs), reflecting the connections between the environmental, social, and governance aspects of sustainable development.

d. Classification of results

The ITSE uses a scale from 0% to 100%, where 100% represents maximum transparency and 0% indicates complete opacity. Companies are classified into five levels of transparency based on their scores in each ESG-F component and the overall ITSE score:

Level	Score (%)	Description
Opaque	0-19.99	The company is not transparent.
Low	20-39.99	The company has a low level of transparency.
Average	40-59.99	The company has an average level of transparency.
Good	60-79.99	The company has a good level of transparency.
High	80-100	The company has a high level of transparency.

⁴ Min-Max scaling was preferred over z-scores due to the non-normal distribution and bounded nature of our data.

⁵ The maximum values can also be interpreted as transparency targets. In cases, where not all indicators of a given component have the same maximum score, min-max scaling is also used at the level of the individual indicator so that each indicator within a dimension is weighted equally.

⁶ The use of the geometric mean in the ITSE methodology is also inspired by its application in the Human Development Index (HDI) by the United Nations Development Programme (UNDP 2019; 2024a; 2024b). The shift from the arithmetic to the geometric mean in the HDI in 2010 was made to address the limitations of the arithmetic mean, such as its allowance for high performance in one dimension to compensate for low performance in another.

⁷ In contrast to the geometric mean calculation, the arithmetic mean in these examples would lead to 50% in both cases.

3. Conclusion

The new methodology of the Extractive Sector Transparency Index (ITSE) introduces several significant advancements aimed at promoting greater accountability and sustainability within the extractive sector. The adoption of the geometric mean ensures that companies are incentivized to improve their transparency across all ESG-F dimensions, thereby contributing to a more balanced and comprehensive assessment of their performance, while maintaining a relative focus on fiscal contributions through a separate dimension. Additionally, the inclusion of new indicators based on global reporting standards, such as those related to human rights (e.g., security personnel trained in human rights policies or procedures), reflects a commitment to aligning with international best practices. These methodological advancements provide a robust framework for evaluating and encouraging transparency, aiming to contribute to a more sustainable and transparent extractive industry.

References

Ball, C. (2009). "What Is Transparency?" Public Integrity, 11(4). Accessed on 14 May 2024 at https://doi.org/10.2753/PIN1099-9922110400.

Centro de Integridade Pública (CIP, 2023a). "Metodologia do Cálculo do Índice de Transparência do Sector Extractivo (ITSE)." Accessed on 8 May 2024 at https://www.cipmoz.org/wp-content/uploads/2023/03/Metodologia-do-Ca%C-C%81|culo-do-I%CC%81|ndice-.pdf.

Centro de Integridade Pública (CIP, 2023b). "O Índice de Transparaência do Sector Extractivo (2021/2022)." Accessed on 8 May 2024 at https://www.cipmoz.org/wp-content/uploads/2023/03/Metodologia-do-Ca%CC%81lculo-do-1%C-C%81ndice-.pdf.

Cuillier, D. and Piotrowski S. (2009). "Internet information-seeking and its relation to support for access to government records." Government Information Quarterly 26 (3), Accessed on 14 May 2024 at https://doi.org/10.1016/j.giq.2009.03.001.

EITI Moçambique (2023). "Relatório Independente da Iniciativa de Transparência na Indústria Extractiva Ano de 2021." Accessed on 10 May 2024 at https://eiti.org/sites/default/files/2024-01/ITIE%20Moc%CC%A7ambique_11o%20Relato%CC%81rio I2A%20Consultoria%4020122023.pdf.

EITI Moçambique (2022). "Relatório Independente da Iniciativa de Transparência na Indústria Extractiva Ano de 2020." Accessed on 10 May 2024 at https://eiti.org/sites/default/files/2024-01/ITIE%20Moc%CC%A7ambique_11o%20Relato%CC%81rio 12A%20Consultoria%4020122023.pdf

 $GSSB~(2024).~``Global~Sustainability~Standards~Board''.~Accessed~on~8~May~2024~at~ \underline{https://www.globalreporting.org/about-gri/governance/global-sustainability-standards-board/#:~:text=The%20Global%20Sustainability%20Standards%20Board,a%20formally%20defined%20due%20process.$

Piotrowski, S. and Van Ryzin G. (2007). "Transparency in Local Government." American Review of Public Administration 37, Accessed on 14 May 2024 at https://www.rtuassam.ac.in/online/staff/classnotes/files/1635266984.pdf.

República de Moçambique (2022). "Ia Sessão do Comité de Coordenação da ITIE." 25 de Março de 2022. MINISTÉRIO DOS RECURSOS MINERAIS E ENERGIA INICIATIVA DE TRANSPARÊNCIA NA INDÚSTRIA EXTRACTIVA. Accessed on 8 May 2024 at http://www.itie.org.mz/download/acta-da-1a-sessao-do-comite-decoordenacao-do-itie-acta-de-25-de-marco-de-2022/?wpdmdl=3167&refresh=65436961dddd61698916705.

Tavares, A. and da Cruz, N. (2014). "The determinants of local government transparency: a preliminary analysis." Proceedings of the 8th International Conference on Theory and Practice of Electronic Governance. Accessed on 14 May 2024 at https://dl.acm.org/doi/abs/10.1145/2691195.2691291.

UN Global Compact (2024). "The Ten Principles of the UN Global Compact." Accessed on 16 May 2024 at https://unglobalcompact.org/what-is-gc/mission/principles#.

United Nations (2024). "Sustainable Development." Accessed on 15 May 2024 at https://sdgs.un.org/goals.

UNDP (2019). "Frequently Asked Questions - Human Development Index (HDI)." Accessed on 12 May 2024 at <a href="https://www.undp.org/sites/g/files/zskgke326/files/migration/tr/UNDP-TR-EN-HDR-2019-FAQS-HDI.pdf#:~:text=URL%3A%20https%3A%2F%2Fwww.undp.org%2Fsites%2Fg%2Ffiles%2Fzskgke326%2Ffiles%2Fmigration%2Ftr%2FUNDP."

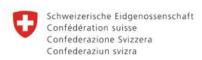
 $\label{lem:undp} \begin{tabular}{ll} UNDP~(2024a).~"Human~Development~Index~(HDI)."~Accessed~on~12~May~2024~at~$\underline{https://hdr.undp.org/data-center/human-development-index\#/indicies/HDI.} \end{tabular}$

UNDP (2024b). "Human Develoment Report 2023/2024 technical notes." Accessed on 12 May 2024 at https://hdr.undp.org/data-center/human-development-index#/indicies/HDI.



CENTRO DE INTEGRIDADE PÚBLICA Anticorrupção - Transparência - Integridade

Partners:

















Editorial Information

Director: Edson Cortez

Author: Rui Mate

Peer Review: Edson Cortez, Borges Nhamirre, Gift

Essinalo, Teresa Boene

Language Review: Samuel Monjane

Propriety: Centro de Integridade Pública

Rua Fernão Melo e Castro, Bairro da Sommerschield, nº 124

Tel: (+258) 21 499916 | Fax: (+258) 21 499917

Cel: (+258) 82 3016391

f@CIP.Mozambique **□** @CIPMoz www.cipmoz.org | Maputo - Moçambique