



GBVH GRIEVANCE MECHANISM

Following the incidents of GBVH at Salima, the need for a grievance mechanism specifically for GBVH incidents came to light. JCM has subsequently become a member of the Gender Technical Working Group and developed a grievance process specifically for GBVH cases.

Employees are now encouraged to log any grievance related to GBVH to HR or the District Gender Technical Working Group. JCM's Gender Inclusion Specialist is directly involved with these grievances. Once any incident has been logged, she facilitates the

process to ensure that the employee or community member receives the necessary physical treatment and/or mental wellness support.

This mechanism is being utilised, which suggests that it is functioning as intended. All efforts are being deployed to ensure that any such cases are minimised. There are also specific processes for managing village and work grievances, in order to ensure that these are addressed and resolved appropriately.



WOMEN EMPOWERMENT