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Labour
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DECENT WORK PROGRAMME

Somalia (southern Somalia and Puntland)
2012-2015



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Southern Somalia and Puntland

2011-2015

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CEDAW	Convention of the Elimination of all forms of Discrimination against Women
DfID	Development for International Development
DWP	Decent Work Programme
EC	European Commission
EIIP	Employment Intensive Infrastructure Projects
EPS	Employment Promotion Services
FESTU	Federation of Somali Trade Unions
GDP	Gross Domestic Product
GET	Gender Enterprise Training
iDWP	Interim Decent Work Programme
IDP	Internally Displaced Person
ILO	International Labour Organisation
ILS	International Labour Standards
ISF	Integrated Strategic Framework
JNA	Joint Needs Assessment
JPLG	Joint Programme on Local Governance and Decentralized Service Delivery
KAB	Know About Business
LED	Local Economic Development
LMIS	Labour Market Information System
M&E	Monitoring and Evaluation
MLHRD	Ministry of Labour and Human Resource Development
MLYS	Ministry of Labour, Youth and Sports
MSME	Micro, Small and Medium Enterprises
MOPIC	Ministry of Planning and International Cooperation
MSME	Micro, Small and Medium Enterprise
NUSOJ	National Union of Somali Journalists
OHS	Occupational Health and Safety
RDP	Reconstruction and Development Plan
SACB	Somali Aid Coordination Body
SAFWU	Somali Agricultural & Food Workers Union
SC	South and Central
SIDA	Swedish International Development Cooperation Agency
SFS	Somali Family Services
STPU	Somali Telecommunications & Posts Union
SMFPWU	Somali Maritime, Fisheries & Port Workers Union
SORDA	Somali Rehabilitation and Development Agency
STWU	Somali Transport Workers Union
SIYB	Start and Improve Your Business
TARDO	Tanaad Relief and Development Organization
TSS	Tadamun Social Society
TFG	Transitional Federal Government
TVET	Technical and Vocational Education and Training
UNCDF	United Nations Capital Development Fund
UNICEF	United Nations International Children's Education Fund
UNDP	United Nations Development Programme
UNSAS	United Nations Somali Assistance Strategy
UNTP	United Nations Transition Plan
USAID	United States Agency for International Development
VDC	Village Development Committees
WFCL	Worst Forms of Child Labour

The Puntland and Southern Somalia Decent Work Programme (DWP) is a joint programme of the constituents: The Somali Administrations, the social partners and the International Labour Organisation (ILO).

Through extensive tripartite consultations, a results-oriented framework has been developed for and behalf of Puntland and Southern Somalia aimed at the attainment of full and productive employment and decent work for all, including women and youth. This programme is the main vehicle of delivery of ILO support to Puntland and Southern Somalia during the period 2011 – 2015.

This DWP is based on the premise that Decent Work is the opportunity for productive work in which rights are protected, adequate income is generated, and sufficient social protection is provided.

The Decent Work Agenda is based on four priority areas, employment creation; social protection; social dialogue and protection of workers' rights, with gender equality as a cross cutting objective. In order to achieve full and productive employment for poverty reduction, the ILO pursues the Decent Work Agenda which focuses on these four inseparable, interrelated and mutually supportive objectives;

Creating Jobs – an economy that generates opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods.

Extending social protection – to promote both inclusion and productivity by ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide for adequate compensation in case of lost or reduced income and permit access to adequate healthcare.

Guaranteeing rights at work – to obtain recognition and respect for the rights of workers. All workers, and in particular disadvantaged or poor workers, need representation, participation, and laws that work for their interests.

Promoting social dialogue – Involving strong and independent workers' and employers' organizations is central to increasing productivity, avoiding disputes at work, and building cohesive societies.

As Somalia is divided into three administrative regions, Puntland, Somaliland and the rest of Somalia (popularly known as south central), the ILO approach for the DWP is the development of three DWP consultations with the social partners in each region based on the geo-political and socio-economic aspects of these three entities. All have been involved across the processes ensuring the connections are made whilst respecting the differences. This has seen Puntland agree to embrace the DWP defined in this document with Somaliland's nuanced document reflecting its singular approach within the wider economic regional context.

An underlying assumption for the implementation of the DWP for Puntland and southern Somalia 2011-2015 is the full support from both Transitional Federal Government (TFG) and Puntland governments. Both institutions and the social partners have already shown full commitment throughout the process resulting in the finalization and validation workshop held in Garowe, Puntland and the State of Somalia on 26-28th March 2011.



**The Decent Work Programme for
Southern Somalia and Puntland**

Introduction

1.0

The Decent Work Programme (DWP) articulates the employment related agenda the constituents believed necessary for the attainment of Somalia's peace building, recovery and development priorities within the period of 2011 to 2015. The DWP is a strategic results-based framework, within which the Somali constituents lay out not only the work of the ILO, but also other development partners, towards achieving the desired goal of Decent Work in Somalia. Because of the nature of Somalia, the DWP process took on a wider role offering an opportunity to map out an employment strategy far broader than is normal in other Decent Work processes undertaken in other countries. The essence is the process grants framework for dialogue and it has been felt throughout the process the need to allow all constituents in an inchoate, expanded, tripartite plus setting to voice and develop the wider, required, employment strategic view for employment for peace in Somalia.

The DWP is based on problem analysis leading to identification of priority areas of co-operation between ILO, its social partners and other international development partners within the recovery and development framework of the country. Thus, the DWP for Somalia expresses the best possible intersection between the country's characteristics and policies, constituent priorities and ILO's mandate and strategic objectives.

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The problem analysis and underlying cultural context are consistent across southern Somalia, Puntland and Somaliland. The mainstreaming of priorities and activities required to address these remain consistent throughout and have been developed keeping in line with the original intention developed at all the consultative meetings throughout the two year process.

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A photograph of a group of young men, likely students, in a classroom or meeting. They are looking towards the camera. The image is overlaid with a semi-transparent green filter. The text 'Somalia Context' and '2.0' is overlaid on the bottom right of the image.

Somalia Context

2.0

a) Background

Analysis undertaken for the Integrated Strategic Framework¹ suggests there are multiple drivers of conflict in Somalia, though most can be grouped into three overarching categories. Resource based conflict remains the most common reason for fighting. Clan clashes over the past twenty years were mainly triggered by struggles over valued resources – pasture, grazing rights, wells, control of water rights, markets, airstrips, seaports and international humanitarian or development aid and contracts. Others have been fuelled by disputes over political control of towns and districts. In the course of the past twenty years the loss of livelihoods and the growth of militias have generated large numbers of unemployed young men, who are easy recruits for criminal gangs and militia. In addition, private and some clan-based militias in and around Mogadishu are often the greatest source of chronic insecurity across Somalia.

Citizenship, identity, and land rights remain unaddressed and are a powerful driving force for political and communal clashes. The protracted civil wars have generated economic conditions in which individuals benefit from continued warfare and lawlessness, such as the illegal charcoal exports to lucrative militia roadblocks and piracy. Politically, war criminals fear the prospect of revived systems of justice that could lead to their arrest, including the jihadists.

The development of a “war economy” combined with the predatory behaviour of successive governments has destroyed political trust, and, created the perception of government as “winner takes all” approach. Somalia’s regional administrations – most notably Puntland, secessionist Somaliland, and more recently Galmudug – are viewed as zones of relative peace, where disputes are settled through politics, not armed conflict.

Somalia’s administrations developed in the power void – most notably Puntland, secessionist Somaliland, and more recently Galmudug – are viewed as zones of relative peace, where disputes are settled through politics, not armed conflict. Even though these areas are not immune to conflict, they have had better local systems of conflict resolution than other parts of the country.²

b) Geography and population

Puntland covers an area of 212,510 square kilometres. Puntland claims³ a population of 2.9 million stating of these 54 percent are pastoralists and 30 percent living in urban areas. Two-thirds of the population (70 percent) is below the age of 30. Puntland’s population growth rate is 3.14 percent per year.

South and Central Somalia covers the remaining area of 249,027 square kilometres of the 637,657 total. Demographic data are estimates as no comprehensive surveys have been conducted in recent times. Its population is estimated to be 3.5 million, of which a majority are nomadic or semi-nomadic. 54 percent are pastoralists, and 37 percent living in urban areas. No figures exist for the proportion of the population below 30 years, but it is thought to be similar to Somaliland and Puntland; in the region of 70 percent of the total. 45 percent of the population are below the age of 30. South and central Somalia’s

¹ Somalia Integrated Strategic Framework, Field Draft, 15 March 2011.

² Ibid.

³ This is dependent on how Puntland is defined and must be considered as a high claim on population given other estimates place the figure under 2 million.

⁴ Ibid, 3.

official population density is 12 persons per square kilometre (Estimating the population at 3 million), and its growth rate is 2.84 percent per year.⁴

2.1 Political Context

As a result of the prolonged civil unrest, Somalia is divided into three geo-political entities namely: Somaliland, Puntland and the rest of Somalia (popularly known as south and central Somalia).

Puntland, which is the north eastern part of Somalia, known as Puntland State of Somalia, is a semi independent state governed by its own laws delinking itself partly from the TFG. It was established in August 1998 following a three month consultative conference, involving both political and traditional leadership from all the regions of the north-east as well as representatives from Sool and Sanaag regions which are located in the disputed border areas with Somaliland. Compared to the TFG, Puntland managed to maintain a certain level of peace and security that has enabled the establishment of political and administrative institutions, delivering limited basic social services, encouraged an active civil society and promoted a thriving private enterprise community. The comparatively favourable security situation has further attracted economic immigrants from further south in Somalia and Ethiopia, who have settled in urban centres and engaged in low-income activities. Puntland's first Charter was ratified and implemented in 1998 and replaced in 2001 by the current provisional Constitution. The Constitution establishes the Republic of Puntland as a temporary federal entity that will be incorporated as a federal state into the Republic of Somalia once a functional federal government is in place. This constitutional federal relationship with the rest of Somalia in the context of the Transitional Federal Charter remains to be clarified. Puntland claims seven administrative regions namely Nugaal, Bari, Mudug, Cayn and Karkar, Sool and Sanaag. Puntland is currently dealing with the piracy issue and criminality remains an issue undermining what gains were made in terms of security and governance. Puntland is the main area for those seeking to migrate to The Gulf and Yemen to transit; the issue of these migrants combined with internally displaced people (IDP) continues to place a great strain on all resources.

South and central is nominally governed directly by the Somali Transitional Federal Government (TFG). Formed in January 2005, it has been struggling to gain prominence in Somalia. The TFG, in spite of many challenges, continues to survive and has the support from the international community. However, it has not gained legitimacy in the eyes of the wider Somali society. The situation is currently one of an internationally recognised entity with little or no ability to offer vestiges of governance in South and Central Somalia. The glimmer of hope with the election of a new President in January 2009, Mr. Sheikh Shariff, has not turned into a guiding light allowing further development. The Djibouti Peace Process remains a process offering possibilities for political settlement. However, without economic progress that grants people greater dignity in realising their own livelihoods, such political processes will be constantly undermined.

In all cases, the contention can be made that leadership is losing touch with the youth; the mass of people who can provide both economic impetus or create the instability typifying much of the Horn of Africa.

2.2 Socio-Economic Context

Somalia is one of the poorest countries in the world with a per capita income of \$226; a figure hiding the dichotomy between the few generating money and the majority suffering the consequences of protracted underdevelopment. The economy of Somalia has been through a prolonged civil war and recurrent

environmental disasters eroding livelihoods and leading to increased vulnerability and food insecurity. Access to services and markets is poor, undermined by chronic insecurity throughout southern Somalia (This insecurity is impacting throughout the Horn region).

The country is highly dependent on agriculture with livestock accounting for approximately 40 percent of gross domestic product (GDP) and about 65 percent of export earnings (These figures do not account for the remittance industry with expatriate Somalis continue to send back an estimated US\$1.5 each year). Livestock, fish, charcoal and bananas are Somalia's principal exports while sugar, sorghum, corn (maize), khat⁵ and machinery are the principal imports. The resource based nature of conflict across Somalia is believed to have its foundation in the pastoralist economies and the control of key resources. Conflict is thus linked to the desire to control the key resources that facilitating trade.

Somalia's private sector has survived and grown since the civil war and provides numerous efficient services. Telecommunication firms provide mobile and landline telephone services and internet access in all major urban areas offering the lowest international call rates on the continent. In the absence of a formal banking sector, money transfer services move in the region of US\$1.5 billion in remittances to Somalia annually. The efficiency and effectiveness of these companies is such they have come to dominate the trade and now have the sizeable share of remittance work to Kenya and Sudan as well as an appreciable market share for Asian remittance dependent countries.

Economic migration remains a major factor for Somalia (as well as the wider region) with migrants from southern Somalia moving to Somaliland and Puntland often seeking to go on to The Gulf. Significant numbers have also sought to go through Ethiopia and Sudan toward Europe. Numbers vary seasonally but, with climatic conditions continuing to deteriorate, the movement of people continues to grow and the demands on host communities on the transit routes continue to grow.

Despite the turmoil and instability in Somalia, business is booming compared to many other sub-Saharan countries in Africa. With an estimated total export of US\$265 million and imports of US\$460 million it is apparent how Somalia works as a trading hub.

⁵ Khat is a mild, addictive, stimulant derived from a plant native to East Africa. It is widely consumed throughout the region but tends to be only grown in highland areas of Ethiopia and Kenya; hence the importation into Somalia.



**Challenges facing Southern Somalia
and Puntland in the context of Decent
Work**

3.0

During the i-DWCP consultation process, constituents identified the following as the major challenges facing the country with regard to attaining sustainable decent work and progress towards economic recovery.

3.1 Employment

Data indicate employment rates (as a percentage of the economically active population) remain low with an estimated 38.5 percent in urban areas and 59.3 percent in rural/nomadic areas.⁶ The unemployment rate for the country is stated as 47.4 percent.⁷ As can be expected, social and economic indicators (on life expectancy, literacy and access to clean water) remain very poor. However, the disparities between Somaliland, Puntland and south and central Somalia continue to be profound with positive strides towards development, albeit in difficult settings, being made in areas where peace is being secured.

3.2 International rights

Somalia has acceded to three out of the four International Bills of Human Rights; namely The International Covenant on Economic, Social and Cultural Rights; The International Covenant on Civil and Political Rights; and the Optional Protocol to the International Covenant on Civil and Political Rights.⁸ It has not acceded to the Second Optional Protocol to the International Covenant on Civil and Political Rights, aimed at the abolition of the death penalty.

Somalia signed the African [Banjul] Charter on Human and Peoples' Rights, on 31 Jun 1985, and has signed but not ratified the Convention of the Elimination of all forms of Discrimination against Women (CEDAW) (in 2006). It has also not adopted a National Action Plan on United Nations Security Council Resolution 1325 On Women, Peace and Security (UNSCR).

Somalia has not signed the child labour section of the core labour standards but has signed (but not ratified) two conventions on the rights of the child, namely the African Charter on the Rights and Welfare of the Child (1991), and, in 2002, the Convention on the Rights of the Child. The Transitional Federal Government (TFG) of Somalia announced in 2009 their intentions to ratify it, being the last country in Africa to do so:

Other international treaties signed by Somalia include a number of conventions on the issue of refugees and armed conflict.

⁶ World Bank. UNDP Somalia/World Bank, Socio-Economic Survey. (2002) [Online] http://web.worldbank.org/WBSITE/EXTERNAL/COUNTRIES/AFRICAEXT/SOMALIAEXTN/0,,_contentMDK:20220052~menuPK:462274~pagePK:141137~piPK:21784~theSitePK/36766500.html [accessed 29 March 2012].

⁷ United Nations Development Programme. Millennium Development Goals Report for Somalia. (2002) [Online] <http://www.so.undp.org/index.php/View-document-details/4-MDG-Report-for-Somalia-English-Version.html> [accessed 29 March 2012].

⁸ United Nations Treaty Collection, [Online] <http://treaties.un.org/Pages/Treaties.aspx?id=4&subid=A&lang=en> [accessed 29 March 2012].

3.3 Labour standards

Somalia ratified conventions in two of the four core labour standards areas in the early 1960s, namely on Forced Labour (C29, C105) and on Discrimination (C111). While having adopted 11 other International Labour Conventions, ranging from the Underground Work (Women) Convention, banning of women working in underground mines (C45), to the repatriation of Seamen Convention, requiring merchant vessels to repatriate crew to their port of origin (C22), the remaining 5 conventions relating to the core labour standards remain unresolved. These are:

Forced Labour C. 29*, C. 105*

Freedom of association C. 87⁹, C. 98

Discrimination, C. 100, C. 111*

Child Labour, C. 138 C.182¹⁰

***Ratified by Somalia in 1960, 1957 and 1958 respectively.**

The dialogue during the development of the Decent Work Agenda saw a focus on conventions relating to child labour. However, all stakeholders saw the need to take forward all the core labour standards and governance instruments (See 3.4 Social Dialogue, Tripartism). In the 2011 annual review for the programme on the Promotion of the ILO Declaration on Fundamental Principles and Rights at Work, the TFG indicated its intention to ratify ILO Core conventions, but “only when the country is in a peaceful process and that new laws can be adopted.”

The Somalia Chamber of Commerce and Industry (SCCI), an official observer for the annual review, fully supported the ratification of all core conventions and shared the Government’s opinion that the ratification of any convention was difficult because of the political instability of the country. See the annex for a full reference of conventions ratified by Somalia.

The Ministry of Labour and Human Resource Development, (MLHRD), lacks the necessary technical and operational capacities to provide the required services at all levels. Currently, the management structures and systems are too weak to provide the required services. There are no national labour policies in place beyond those inherited from the Barre regime. Specific operational or technical policies, such as vocational education and training policy, labour insurance policy, employment promotion policy are absent to guide technical and managerial practices for the Ministry.

9 International Labour Organisation. Labour [Online] http://www.ilo.org/dyn/normlex/en/f?p=1000:11210:7507747160274588::NO:11210:P11210_COUNTRY_ID:103244 [accessed 29 March 2012].

10 Ibid.

3.4 Social Protection

Prior to 1990, when the former Somali government was in place, there were some forms of social protection mechanisms established and managed by the government covering the areas of old age, disability, insurance, pension systems and health insurance, however, these were not consistent with the internationally accepted standards. These schemes tended to cover only the urban population and were often used for political favours. Majority of the nomadic and semi-nomadic Somali population have always practiced and relied on informal traditional social insurance/protection mechanisms; and continue to use this. (Although these have been stressed by conflict and the societal breakdown). This traditional social protection mechanism is also used in urban areas as the former systems collapsed and emerging governmental entities were unable to revive it.

The legal and judicial system governing employment and collective labour relations in general are non-existent. There are no public or private insurance institutions. There are no labour inspection systems. Employees are often exposed to hazardous conditions and child labour has become a common practice in many parts of Somalia. Employers can easily decide the fate of their employees without checks and balances.

3.5 Social Dialogue, Tripartism

Somalia has a weak history of independent tripartite structures. During the reign of Siad Barre only a single government-controlled union was allowed, the General Federation of Somali Trade Unions.¹¹ Independent trade unions, professional associations and political parties were prohibited.¹² Non-democratic cooperatives existed within economic sectors and industries as a means of having further control with the economic sector. When the Barre government fell in 1991 these institutions collapsed. Lack of political institutions, labour and employer's movements ensured no immediate structures existed to replace those of the former government. However, a number of professional associations emerged, most significantly in Somaliland and Puntland. The first to emerge being National Union of Somali Journalists (NUSOJ) representing journalists who are denied free speech.

In Puntland, the Puntland Medical Association, Puntland Engineers Association and Puntland Student Association were formed. In addition, there are strong youth movements and umbrella organisations (NGOs), such as the SOYDEN, Tadamun Social Society (TASS) and Somali Family Services (SFS). Other active regional or semi-national NGOs who have been active in working on employment related work include, but not limited to, SAACID, Tanaad Relief and Development Organization (TARDO) and the Somali Rehabilitation and Development Agency (SORDA); all of whom have worked with ILO during the last five years.

The challenges facing workers and employers include the inability to organise between urban and rural areas; how to involve sole traders, subsistence workers and the vast majority of people under-employed in industries which are struggling in the face of climate changes and the challenges of global economies.

There is an ongoing effort to rejuvenate and strengthen the Federation of Somali Trade Unions (FESTU), formed in 2010 as an umbrella organization for trade unions in Somalia. Capacity gaps, funding and legal obstacles continue to hurt the process. For instance, as of 2011, FESTU still did not have office

11 Economic Research Institute, Somalia. [Online] <http://www.eri.co.uk/freedata/HRCodes/SOMALIA.htm> [accessed 29 March 2012].

12 Human Rights Watch. Indivisible Human Rights: The Relationship of Political and Civil Rights to Survival Subsistence and Poverty. (1992).

space to conduct day to day activities.¹³ FESTU's current affiliates are Somali Telecommunications & Posts Union (STPU), national, formed 2007, National Union of Somali Journalists (NUSOJ), national, formed 2002, Somali Maritime, Fisheries & Port Workers Union (SMFPWU), Bosasso, formed 2008, Somali Agricultural & Food Workers Union (SAFWU), Shabelle, Bay and Bakool, formed 2006, Somali Transport Workers Union (STWU), Mogadishu, formed 2007.

Throughout all civil society, there is continual highlighting of gender disparity in representation and treatment regarding employment related matters. In terms of worker and employers it is always noted the role of women is critical and yet the challenge remains to uplift the status and involvement of women in policy shaping forums.

Neither the TFG nor the Puntland Administration have ratified the Freedom of Association, Protection of the Right to Organize Convention, 1948 (No. 87); or the Right to Organize and Collective Bargaining Convention, 1949 (No. 98).

In addition to the fundamental conventions mentioned above, and under point 3.2 Rights, Labour Standards, the International Labour Conference have acknowledged the so-defined governance instruments (the Labour Inspection Convention, 1947 (No. 81); the Employment Policy Convention, 1964 (No. 122); the Labour Inspection (Agriculture) Convention, 1969 (No. 129); and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), are “important elements in a strategy for recovering from the crisis, as indicated in the Global Jobs Pact.”¹⁴

While the conventions are not ratified, the freedom to associate and organize is recognized in the Puntland Constitution. The Transitional Federal Charter (current interim constitution of Somalia) recognizes labour's right to assemble and freedom to strike; including the right to form and/or belong to trade unions or other associations for the protection of his/her interests.

The inchoate nature of formal representative organisations for employer and workers does pose a challenge in promoting social dialogue. The ILO programme for Somalia has supported the creation and establishment and development of business associations, youth networks and cooperatives. However, there remains scope for further assistance to the current organisations in the evolution of tripartite structures. Somalia offers considerable opportunity to develop the tripartite plus approach with its active civil society and weak governance structures.

¹³ Faruk, O. FETSU. Background Paper on the situation of Trade unions in Somalia. (2011). FESTU, 2011.

¹⁴ International Labour Organisation. Ratification and promotion of fundamental and governance ILO Conventions. [Online] http://www.ilo.org/gb/GBSessions/WCMS_150863/lang--en/index.htm (2011) [accessed 29 March 2012].

International Labour Organisation: Recovering from the crisis: A Global Jobs Pact. (2009) [Online] http://www.ilo.org/public/libdoc/ilo/2009/109B09_101_engl.pdf [accessed 29 March 2012].

3.6 Summary of Challenges Identified

- **Widespread unemployment and underemployment; particularly among youth**
- **Lack of national employment policies and action plans**
- **Lack of institutional skills and financial capacity to promote and carry forward the employment agenda**
- **Lack of national legislation regarding labour rights and employment**
- **Violation of employee rights**
- **Weak tripartite (plus) structures**
- **Absence of labour inspection systems**
- **Absence of structured social safety nets**
- **Little or no coverage and enforcement of labour legislation in the large and growing informal sector**
- **Weak delivery of vocational and technical training and skill development**
- **Absence of reliable and on-going labour market information system for relevant policy and programme formulation at the public and private sector levels**
- **Where standards are in place, lack of monitoring of Occupational Health and Safety (OSH) standards in organized sector and the need to devise standards and monitoring mechanism for both formal and the informal sector.**

3.7 ILO Technical Cooperation

a) Background

ILO initiated work in southern Somalia in 2006, with funding from the Government of Norway and the European Commission (EC) with interventions in Mogadishu and Bay region. The programme developed a core of local Somali technical capacity in labour based technologies and carried out reconnaissance and assessment missions to regions beyond the work already established in Bay with work being undertaken in Bakool, Middle Shabelle and Benadir regions as well as Bay and Mogadishu city.

Through funding from USAID, ILO sought to expand work funded by EC, Norway and SIDA whilst also seeking to expand support to local administrations through the JPLG. However, the degradation in the security environment related to the political impasse has seen this work change emphasis. Currently, approaches are being made to support respected local authorities, to ensure longevity of any results, and assist people directly, in employment creation in public works.

Norway has funded work in Bakool specific to promoting gender equity. The project has built on ILO's mission to support women's employment and empowerment through provision of gender related training and information. Again, due to the deteriorating security related to political events, elements of

this project have seen results restricted but the donor and the ILO have seen the necessity for continued support to women given the further usurping of their rights by extremists.

Other recent projects undertaken in southern Somalia cover a joint programme with UN Habitat funded by SIDA, on improvement of living conditions of internally displaced persons and returnees in Jowhar and Baidoa and elements of the UN Joint Programme on Local Governance and Decentralised Service Delivery (JPLG) (delivered by ILO, UN-Habitat, UNDP, UNICEF and UNCDF).

ILO also entered a collaborative arrangement with UNDP to undertake quick employment work focusing in the regions around Mogadishu (Middle and Lower Shebelle). Norway also funded an innovative study tour whereby people were taken from regions in the south to visit projects in the more settled (and advanced programmatically) areas of Somaliland.

Work in Puntland has been funded by DfID, Danida and latterly by Japan additionally to the donors supporting the JPLG. All work was based on labour intensive approaches as a means of priming local economies with cash flow and improving public infrastructure. Enterprise development has commenced with innovative approaches to build on tried and tested tools (value chain analysis and labour and enterprise surveys for example) for defining interventions with enterprise and employment creation. Youth employment, as with the wider Horn of Africa, is the major challenge highlighted and further work has been designed to build on lessons learned from recent projects. Puntland remains in a transitory position offering opportunities to look at development, similar to Somaliland, but requiring approaches related to humanitarian and security considerations, similar to southern Somalia.

In southern Somalia, due to the security situation limiting direct presence of ILO personnel and accessibility, the programme has adopted distance management techniques with controls established to safeguard our partners and ensure value for resources inputted. All the projects outlined above are being undertaken through local partners, crucially including governance structures when they have the respect and confidence of the people. Somalia remains a place where innovative approaches will continue to be a prerequisite ensuring the programme continues to provide interesting input to the wider organization.

b) Lessons learnt

The community contracting approach adapted for the implementation of Employment Intensive Infrastructure Projects (EIIP) has been particularly effective and well-appreciated by communities. Furthermore, the creation and engagement of Village Development Committees (VDCs) in EIIP community contracting processes, which in one case evolved into a rural local economic development forum, is an example of best practice in community empowerment.

Operating in fluid and insecure environments which limit access for monitoring of projects poses challenges in the verification of data and information received. The ILO Somalia Programme built and utilises a triangulation of data and information from same (coherence) and different sources (comparison) to be able to evaluate the level of quality of the information reported and also to be able to challenge and validate all field reports. This quality assurance mechanism has been successfully utilized in areas where accessibility is extremely difficult and remote management required.

c) Table 1: Summary Indicating Areas of Work under the existing ILO Somalia Programme

Strategic Objective	Activities
Rights at work	<ul style="list-style-type: none"> • Core labour standards • Awareness raising on Labour Standards and Rights at work
Employment	<ul style="list-style-type: none"> • Women's entrepreneurship development • Youth employment • Business development services • Labour intensive works • Capacity building support to labour directorates (e.g. improving statistical capacity for labour market information whilst working on generic administrative and management skills)
Social Protection and Social Security	<ul style="list-style-type: none"> • Housing for IDPs • Community savings schemes/unions built out of direct employment projects
Social Dialogue	<ul style="list-style-type: none"> • Local Economic Development (LED) forum • Employment working groups • Youth networks based on enterprise development centres • Youth website and social media platforms (such as www.SY4E.com and its links to Facebook)



**Towards a Decent Work Programme
for Southern Somalia and Puntland**

4.0

4.1 International Frameworks

Two of the overarching international frameworks guiding the support to Somalia are the Universal Declaration of Human Rights, as well as the Convention of the Elimination of all forms of Discrimination Against Women (CEDAW).

Traditionally, Somali women have been limited by restricted access to educational opportunities, decision making processes, and leadership roles that have been reserved for men. They also suffer from female genital mutilation, domestic violence and forced and early marriages. International conventions to improve the role of women are therefore key to all development work being undertaken.

The CEDAW is one of the first international conventions to bridge the gap between civil and political and socio-economic rights, recognising that all three play a role in determining the level of equality in society. The CEDAW recognises that to ensure real equality, issues of power relations, socially constructed roles, traditions and people's perceptions must be addressed.

The backbone of the CEDAW is the first four articles of the Convention dealing with:

Discrimination (Article 1); Policy Measures (Article 2); Human Rights and Freedoms (Article 3) and Special Measures (Article 4)

Somalia signed the convention on 23rd Feb 2006 but is among the few countries to have not ratified the CEDAW. Obstacles include agreeing on the compatibility of Universal Declaration of Human Rights, as well as CEDAW, with Islam and Somali culture. In particular, this relates to leadership and participation in political and public life, equality of socio-economic opportunity, marriage and family, cultural prejudice and restrictions, honour and morality with the aim of achieving the respect of women rights in Somali community.

UN Security Council resolution 1325 on Women, Peace and Security

UNSC resolution 1325, is the first resolution which specifically targets the impact of conflict on women and the role women can and should, play in peace, reconciliation and reconstruction.

UNSC calls for the participation of women in decision making, protection of women and girls from sexual and gender-based violence and the prevention of violence against women through the promotion of women's rights with related developments in accountability and law enforcement.

Bearing in mind the importance of UNSC 1325 to Somaliland as it has emerged from conflict, it has not yet adopted a National Action Plan on United Nations Security Council Resolution 1325 (UNSCR), nor the Protocol to the African Charter on Human and Peoples' Rights on the **Rights of Women in Africa (The Maputo Protocol)**.

The mandate for a common approach by international development agencies to re-engage with Somalia started with the 1993 Addis Ababa Peace Conference. The conference declaration provided for the establishment of a coordinating body to work with District and Regional Development structures in the absence of a functioning central government.

ILO's work in Somaliland restarted in 2002 following a request by the then established Somali Aid Coordination Body (SACB) to support economic recovery, employment creation and support to decentralization. ILO has been active in all major areas of Somaliland since this time although a period following the Hargeisa bombings of October 2008 saw much confusion as to how the ILO was functioning in Somaliland (and Puntland). The ILO is supporting, and participating in the development

of the coordinated approach for Somaliland. It is currently operating within the following frameworks:

Reconstruction and Development Programme

The Reconstruction and Development Programme (RDP) for deepening peace and reducing poverty in Somaliland is based on the findings of a joint needs assessment. It provides a clearly outlined and prioritised plan for achieving progress over five years (2008-2012) in Somaliland, building on recent achievements and addressing key challenges. The programme is designed to further the achievements of Somaliland in restoring law and order, re-establishing public institutions for good governance and social services delivery, and reviving the private sector.

The United Nations Somali Assistance Strategy

UN Somali Assistance Strategy (UNSAS) 2011-2015: UNSAS sets out the humanitarian, recovery and development objectives of the UN in Somalia, and the framework for how the UN will contribute to national priorities as expressed in the RDP in a more sustainable manner than was previously articulated.

The vision for 2015 is:

“Somali people make progress towards peace and the Millennium Development Goals through equitable economic development and are supported to achieve their human rights by inclusive, accountable and self-sufficient government.”

The UNSAS provides a five-year framework for the UN’s development work as well as the humanitarian, transitional and recovery assistance. The UNSAS is premised on the need for a longer-term commitment to Somaliland and provides a strategy, as well as the time and space to focus on the longer-term needs and aspirations of the Somaliland people, which should result in greater development support.

The UNSAS is designed to focus the UN’s work around a common vision. The UNSAS vision for 2015 is that Somali people make progress towards peace and the MDGs through equitable economic development and are supported to achieve their human rights by an inclusive, accountable and self-sufficient government. The UNSAS is structured around three outcomes, the achievement of which is intended to lead to the fulfilment of the UNSAS vision. The three outcomes are focused on social services; poverty reduction and livelihoods; and good governance and human security respectively.

The three outcomes are the following:

- 1. Social Services: Somali people have equitable access to basic services.**
- 2. Poverty Reduction and Livelihoods: Somali people benefit from poverty reduction through improved livelihoods, decent work, equitable and sustainable economic development.**
- 3. Good Governance and Human Security: Somali people live in a stable environment where the rule of law is respected and rights based development is pursued for everyone.**

The outcomes were chosen because they reflect the priorities as laid out in the RDP and because of their strong links to the MDGs.

ILO is directly contributing to the UNSAS vision through programmes in all three outcomes. For instance, ILO is contributing to the Social Services outcome through its support of tertiary education/vocational skills development. ILO supports the Poverty Reduction and Livelihoods outcome through the Sustainable Employment and Economic Development programme for Somalia (SEED), jointly managed with FAO. Finally, ILO supports the Good Governance and Human Security outcome through its linkages with line ministerial partners on issues pertaining to social dialogue and rights.

In order to “maximise the individual and collective impact of the UN activities to consolidate peace in a country,” the UN Secretary General’s Policy Committee has decided that an Integrated Strategic Framework (ISF) should be developed for “all conflict and post conflict situations where the UN has a Country Team and a multi-dimensional peace-keeping or political mission/office.”

The ILO was specifically asked to be part of the management group framing this work. This has resulted in the addition of two thematic priority areas to the UNSAS’ three outcomes:

Political Process and National Reconciliation
Security Sector;

The ISF has a one-year timeframe, determined by the heightened political insecurity in Somalia. The timeframe allows the UN to re-assess its approach to peace building as the situation on the ground changes; potentially folding the ISF into the UNSAS strategy.

4.2 ILO Policies and Programmes

Together with partners, the ILO’s work aims at a “more peaceful, prosperous and just world” envisaged in the Millennium Declaration and other international regional and sub-regional agreements. It does this through policy advice, information dissemination, research, statistics, technical assistance, capacity building, standards and advocacy.

The MDGs are:-

- 1. Eradicate extreme poverty and hunger**
- 2. Achieve universal primary education**
- 3. Promote gender equality and empower women**
- 4. Reduce child mortality**
- 5. Improve maternal health**
- 6. Combat HIV/AIDS, malaria and other diseases**
- 7. Ensure environmental sustainability**
- 8. Develop a global partnership for development**

Decent Work and the Millennium Development Goals (MDGs)

The ILO Decent Work Agenda contributes to all 8 MDGs in the global fight against poverty.

Recognising that decent and productive work for all is central to addressing poverty and hunger, the MDG 1 was expanded to include Decent Work in 2008.

MDG Target (1B)

“Achieve full and productive employment and decent work for all including women and young people.”

This target contains four indicators specifically and directly relating to employment issues.

- **Growth rate of labour productivity (GDP per person employed)**
- **Employment-to-population ratio**
- **Proportion of employed people living below the poverty line**
- **Proportion of own-account and contributing family workers in total employment (vulnerable employment rate)**

The International Labour Organisation's work in the Somali region addresses the MDGs through different aspects of its programming. It is contributing to the wider **Goal 1** — halving the proportion of the world's people with income of under one dollar a day — and **Goal 8** — cooperation for development — directly in its programming, through having programmes targeting specifically the poorest, and working with strengthening Somali capacities and institutions in the process. These goals, combined with **Goal 7** on sustainable development, rely on decent work for their attainment.

Achieving **Goal 3** on gender equality is a condition for meeting all the MDGs, ILO Somalia is working with gender-based organisations for project implementation, and is also explicitly taking into account gender disparities in its implementation, as well as ensuring female participation and benefits from its projects. The Decent Work Agenda has specific programmes aimed at strengthening gender analysis as well as the ILO constituents' capacities to address the needs of women and men.

Decent work for parents and the elimination of child labour are essential to attain the goal of universal primary education (**Goal 2**). Social protection also contributes directly to the health-related MDGs (**Goals 4, 5 and 6**), and other aspects of the Decent Work Agenda contribute indirectly.

Respect for rights at work sustains progress towards poverty reduction while reinforcing democracy and underpinning peace. Freedom of association and the elimination of forced labour, child labour and discrimination enable people to free themselves from poverty.

Effective dialogue between government, employers' and workers' organisations supports inclusive policy reform. Institutions that foster social dialogue support improved governance and social stability; necessary conditions for achieving all of the MDGs.¹⁵

The Decent Work Agenda in Africa 2007-2015

The DWA is ILO's tripartite contribution to the effort to make measurable progress in achieving the Millennium Development Goals in Africa by 2015.

The report presents four elements, intended to contribute to all eight of the MDGs:

- **Employment — the principal route out of poverty is productive work and income.**
- **Rights — without them, men and women will not be empowered to escape from poverty.**
- **Protection — social protection safeguards income and underpins health.**
- **Dialogue — the participation of employers' and workers' organisations in shaping government policy for poverty reduction ensures that it is appropriate and sustainable.¹⁶**

Declaration on Fundamental Principles and Rights at Work

Ratification of an ILO Convention is a commitment by member states; although Somaliland cannot presently be included directly in this category, it has continually sought to take forward the role of a state in terms of seeking to achieve international standards (backed up by a system of international supervision as seen by in all multinational agreements). Such moves to meet international standards are promises to citizens to use an international benchmark of fairness as a guide for governance of the labour market. A number of ILO Conventions were singled out as particularly important by the World Summit on Social Development. Subsequently, the Declaration on Fundamental Principles and Rights at Work, adopted by the International Labour Conference in 1998, established an obligation on all member states of the ILO to respect, to promote and to realise, in good faith and in accordance with the Constitution, the following:

- **Freedom of association and the effective recognition of the right to collective bargaining;**
- **The elimination of all forms of forced or compulsory labour;**
- **The effective abolition of child labour; and**
- **The elimination of discrimination in respect of employment and occupation.¹⁷**

Declaration on Employment and Poverty Alleviation

Adopted at the Third Extraordinary Session of the African Union Heads of State and Government (Ouagadougou, September 2004)

We, the Heads of State and Government of the African Union, meeting at the 3rd Extraordinary Session of our Assembly in Ouagadougou, Burkina Faso, from 8th to 9th September 2004

¹⁵ International Labour Organisation. The Millennium Declaration, the MDGs and the ILO's Decent Work Agenda. (2010) [Online] <http://www.ilo.org/public/english/bureau/pardev/download/mdg/2010/overview2010.pdf> [accessed 29 March 2012].

¹⁶ International Labour Organisation. The Decent Work Agenda in Africa: 2007–2015, Eleventh African Regional Meeting Addis Ababa, April 2007 – 2015. Report to the Director-General. (2007) [Online] http://www.ilo.org/global/resources/WCMS_082282/lang--en/index.htm [accessed 29 March 2012].

¹⁷ ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up. Adopted by the International Labour Conference at its Eighty-sixth Session, Geneva, 18 June 1998. (2007) [Online] http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_084299.pdf [accessed 29 March 2012].

COMMIT OURSELVES TO:

PLACE employment creation as an explicit and central objective of our economic and social policies at national, regional and continental levels, for sustainable poverty alleviation and with a view to improving the living conditions of our people;

SUPPORT the continuing efforts made by our governments, social partners and civil society organisations to promote the decent work development agenda of the International Labour Organization (ILO) through achievement of the following related strategic objectives:

- (i) Promote and implement international labour standards and fundamental principles and rights at work;
- (ii) Create greater opportunities for women and men to secure decent income;
- (iii) Enhance the coverage and effectiveness of social protection for all; and
- (iv) Strengthen tripartism and social dialogue.¹⁸

4.3 Government Policies and Programmes

Due to the prolonged civil strife affecting southern Somalia, the vast majority of the policies and programmes are either outdated or lack the necessary administrative capacities to be implemented. With the Djibouti agreement, the priority has been:

- **to ensure the cessation of all armed confrontation and a political settlement for a durable peace;**
- **promote a peaceful environment;**
- **avoid a security vacuum;**
- **facilitate the protection of the population and the unhindered delivery of humanitarian assistance and call for the reconstruction and development of Somalia.**

This has seen a surge in support for the TFG with priorities set within the livelihoods, governance and social services. Somali expatriates, the Somali Diaspora, have been widely involved in supporting initiatives in Somalia in terms of family livelihoods and, more recently, in funding public infrastructure; particularly health and local amenities. Such altruism is seen as a positive sign; the negative remains the inability to offer coherent plans allowing funds to be channelled efficiently and effectively to avoid duplication and develop a more comprehensive approach offering sustainability.

¹⁸ Declaration On Employment and Poverty Alleviation in Africa, Assembly of the African Union, Third Extraordinary Session on Employment and Poverty Alleviation, 8 – 9 September 2004, Ouagadougou, Burkina Faso. (2004) [Online] <http://www.africa-union.org/EMPLOYMENT/declaration%20on%20employment%20and%20poverty%20alleviation.pdf> [accessed 29 March 2012].

In Puntland, under the leadership of the Ministry of Planning and International Cooperation (MOPIC), a five year development plan (2007-2011) was developed to support Puntland in taking forward Puntland's reconstruction and development. The development plan focuses on:

- **creating a conducive environment to foster economic growth focusing on the rebuilding of public institutions,**
- **fostering an enabling environment for private sector development,**
- **seeking foreign investments for the exploration and exploitation of natural resources such as oil, gas and minerals,**
- **development of fisheries and livestock industries,**
- **rehabilitation and development of infrastructure.**

Job creation and improvement of standard of livelihood is a theme throughout these elements.

Puntland remains a supporter of the Djibouti Peace Process and continues to pursue a pragmatic policy of maintaining peace, stability and friendly cooperation with the TFG. It has continued to emphasize it is Puntland State of Somalia and will seek to work in such a setting taking responsibility for people in Puntland but also being pragmatic in how it works with its neighbours on issues impacting all people in the region.

4.4 Milestones to the Decent Work Programme

The process towards developing a DWP for Puntland and south central Somalia began in 2009 with the following activities;

Sensitization meetings for Social Partners in Puntland and south central: Prior to the first consultative meetings organized in Nairobi for south central and Garowe for Puntland, a series of sensitization meetings were conducted for the TFG and Puntland line ministries and social partners in both locations to raise awareness and understanding of the decent work agenda, its strategic objectives and the role the constituents were expected to play in its development and implementation. The consultations provided the constituents with the basic understanding of what the decent work agenda is and its importance to the lives of the Somali people.

First DWP Consultative meeting: In April 2009, ILO Somalia organized a social partners' consultative meeting for Somalia in Nairobi Kenya and for Puntland in Garowe to discuss the country context, the key country priorities and outcomes as perceived by the respective constituents. Following extensive deliberations among the TFG, Puntland and the social partners, they adopted a communiqué dubbed 'the Nairobi and Puntland communiqué' elaborating priorities for consideration within the DWP.

Decent work study tour to Uganda: During the consultative meeting, the social partners expressed interest in learning more about the decent work process from countries that had successfully developed a DCWP. ILO, in collaboration with the Ugandan Government, organised a decent work study tour for all Somali constituents, inclusive of Somaliland and Puntland and TFG administrations and social partners constituting the tripartite plus approach, to exchange knowledge and learn from their neighbours, Uganda, about their own decent work process. The tour also provided the constituents with the opportunity to establish links with counterparts in the different organisations in Uganda bringing into focus the role of tripartism and the significance it holds in the world of work.

Stakeholder Analysis: As part of preparations for the second consultative meeting, a stakeholder analysis for southern Somalia and Puntland was conducted. The stakeholder analysis was aimed at supporting efforts towards seeking a much broader participation of constituents in the consultative meetings. Meetings with various civil society organisations, both local and international, operating in Somalia were conducted as a mechanism to further engage and dialogue on the DWP.

Second round of consultative workshops: A second i-DWCP consultative workshop bringing together the expanded tripartite plus constituents, inclusive of Somaliland, was held in Nairobi in May 2010. This provided for further consultation leading to employment and labour issues being identified as priorities as follows:-

South and Central Somalia (TFG)

1. Enhanced sustainable employment opportunities for peace and stability;
2. Strengthened Capacities for tripartite labour governance and administration; and
3. Enhanced capacities for innovative community-based social protection schemes building on existing practices.

Puntland

1. Enhanced sustainable employment opportunities for poverty alleviation, peace and stability;
2. Strengthened capacities for tripartite labour governance and administration;
3. Enhancing capacity to reduce vulnerability through designed social protection floor building on existing practices.

A process of iteration then took place with different interest groups and elements from the respective administrations feeding in to the refinement of the DWP.

The priorities, with the outline work plan and wider thinking on employment strategy in general, were endorsed and further elaborated by another all inclusive meeting encompassing the tripartite plus constituents of south central and Puntland alone in March 2011 where all agreed the need to move forward the implementation planning and committed themselves to the delivery of Decent Work.



**Decent Work Programme priorities for
Southern Somalia and Puntland**

5.0

During the final consultative workshop on decent work programme for south and central Somalia and Puntland held in Garowe 26-28 March 2011, the participants endorsed three broad priority areas with outcomes.

DWP priorities	Priority 1: Increased employment creation for poverty alleviation, peace and stability	Priority 2: Improving rights at work and extending social dialogue	Priority 3: Increased access and coverage of social protection
	Outcome 1.1: Productive and decent employment opportunities for women and youth created	Outcome 2.1: Strengthened ability by government to inspect and enforce rights at work	Outcome 3.1: Improved health, safety and working environment at work places
	Outcome 1.2: Improved employability of vulnerable youth, women and disabled groups	Outcome 2.2: Elimination of the worst forms of child labour	Outcome 3.2: Increased capacity for extending social protection mechanisms
	Outcome 1.3: Enhanced self-employment and MSME opportunities	Outcome 2.3: Strengthened mechanisms for social dialogue and improving worker/ employer relations.	
Expected outcomes			

5.1 Priority One: Increased Employment Creation for Poverty Alleviation, Peace and Stability

a) Economic and Employment Situation

Somalia's population remains predominantly rural with the majority traditionally linked to the nomadic pastoral food economy and about half this figure associated with sedentary agro-pastoral/riverine agriculture livelihoods. However, urbanisation has been very rapid in recent years, with the population of major Somali towns reportedly increasing by an average of 300-500 percent since the start of the civil war.

A vibrant private sector has shown resilience within the chaotic setting; trade and communications growing and livestock exports showing resurgence following bans from Gulf countries being lifted once again. Annual remittances of about \$1 billion have been a key factor in keeping the economy afloat; particularly at household level. However, public finances are extremely weak or non-existent.

Owing to the prolonged lack of government institutions there is a paucity of economic data with reputable and comprehensive macroeconomic data post-1990 being very scarce. The most recent attempt at producing reliable socio-economic data on Somalia resulted from the Socio-Economic Survey 2002, a multi-sector nationwide household survey produced in 2004 by the World Bank and UNDP. The World Development Indicators suggest GDP per capita declined from US\$280 in 1989 to US\$226 in 2002.

The economy is dominated by agriculture, accounting for some 64 percent of GDP in 1991. About half of this was generated by the livestock sub-sector, itself dominated by export of live animals, and around 37 percent from crops and fruit. The livestock sector accounts for approximately 60 percent of Somalia's employment opportunities and generates some 40 percent of GDP and 80 percent of foreign currency earnings. However opportunities to market and export agricultural goods are hampered by the absence of credible quality controls and certification systems, in particular non-compliance with the OIE sanitary standards, and by related livestock export bans.

The fisheries sector has potential but remains almost entirely undeveloped. Exploitation by Somalis remains small-scale, with growth restricted by the lack of infrastructure for storage, processing and distribution. Furthermore the long period of conflict has seen the exponential development of predatory exploitation by foreign fleets. With a lack of credible governmental structures, the ability to license sustainable fishing, or control factory fishing off shore (but still within Somalia's waters) remains weak.

Recent localised enterprise surveys by ILO show the prominent sub-sectors within the services are trade (often simple cost plus trading), money transfer companies, hotels, transport and communications. The fledgling, but growing, manufacturing sector comprises of enterprises engaged in light value addition activities such as water bottling, soap and detergents, livestock related work, including tanneries, and fish processing. Enterprises engaged in construction and, to a lesser extent, agriculture value added also featured.

Recent evidence¹⁹ shows micro, small and medium enterprise (MSMEs) form the bulk of Somalia's private sector accounting for 90 percent of all enterprises. If Somalia is to become competitive through growth of the private sector, thereby generating significant employment opportunities, it is essential more attention is focused on addressing the key bottlenecks to MSME growth and competitiveness. The absence of a strong cooperative movement remains a second impediment for the development of the primary production sector in general.

Somalia has a large expatriate community remitting an estimated US\$1 billion plus each year, with approximately one third of this figure going to individual households, the rest representing private investments. Work is ongoing to further refine these figures and define areas of investment.

b) The State of Economic Infrastructure

The economic infrastructure comprises some 22,000 km of roads, four major ports and some fifteen airfields, six of which have paved runways (albeit requiring work to raise them to standards more comparable to international norms). Since the late 1980s there has been little investment in or maintenance of the roads network, which is now in a very poor condition. There is no national electricity grid or legal and regulatory framework in place; most energy is provided by the private sector from privately owned generators at a relatively local level. Urban infrastructure, in general, is in poor condition.

¹⁹ Enterprise surveys and local economy assessments completed in 2010.

c) The Role of the Private Sector

The private sector has, to a significant extent, mitigated the impact of state collapse and war on the Somali people. Private investment in commercial ventures, such as money transfer services and transport and communications, has been robust and this in turn supports other economic activities; notably those of traders doing business with the Middle East and Asia. The private sector, with external support including international Islamic and Diaspora funds, has also invested strongly in the provision of basic services such as education and health; by certain indicators, delivery has actually improved since state collapse in the early 1990s. The private sector has also partially filled the gap in infrastructure provision left by conflict and lack of government and has been involved in the management of various infrastructure facilities such as roads, airports/airstrips, ports, water supply and sanitation and power generation and supply. Such initiatives are indicative of three factors: the desire to control resources generating income, the gaps in overall infrastructure provision to truly support economic progress and, thirdly, the approach which must be taken in terms of public private partnership for any sustainable development.

d) Strategy

Broad-based growth to generate employment and incomes will be central to the effective consolidation of peace and reduction of poverty. The key to equitable economic growth will be to support and expand the already vibrant Somali private sector, increase productive capacity and increase employment opportunities. Specific areas to be developed include:

- value-addition to traditional agriculture products, the livestock and fishery sectors,
- support to public investments for an enabling infrastructure,
- support for other existing productive sectors and
- exploration of new opportunities for private investment in terms of value addition to production and opportunities for import substitution.

At the same time, livelihoods of the poorest strata of the population require additional support in order to reduce food insecurity and prevent them falling into destitution as a result of external shocks.

The patriarchal Somali culture has few legal frameworks for the protection of women, and lags behind in the representation of women at all levels. The imbalance is evident in educational enrolment and is pronounced in the employment and political sectors. ILO will work with stakeholders in mainstreaming gender equality and balance from the planning phase through the implementation phase ensuring women, and youth, are involved in management of work, with at least 33 percent selection in the employment creation opportunities and fifty percent representation in the other areas.

In order to promote peace-building through growth and employment a two-pronged strategic approach is required which merges short-term and medium/longer term objectives:

- **Quick-win short-term incentives** - Providing simple economic development recommendations stakeholders can quickly implement and show quick returns. These proposals aim at short-term development, priming for deeper, longer term, initiatives and are important incentives for taking up long-term challenges.

- **Balancing quick tangible results with medium and long-term objectives will be achieved through:**

Low-skill employment generation accompanied by

- the development of access to vocational skills and business development services development in order to increase employability;
- Enhancing the capacity of cooperatives/associations and establishment of networks to promote business relationships across clan groups;
- Support for strengthening of MSMEs in key value-chains;
- Encouraging public private partnerships in provision of basic services;
- Mobilising domestic and Diaspora finance through innovative investment vehicles focused on funding for MSMEs, cooperatives and related enterprise initiatives at a community level; and
- Supporting an enabling legal and regulatory environment for private sector development.

e) Outcomes, Outputs and Indicators

Outcome 1.1: Productive and decent employment opportunities for women and youth created

Indicators:

- Decent work mainstreamed into policies.
- One developed gender sensitive national employment policy.
- Labour market information system in function and measuring unemployment rates including gender disaggregating on a regular basis.
- Number of decent jobs created through employment – intensive infrastructure programmes.
- Decrease in environmental degradation.

Baseline:

- Decent work principles are not integrated in to Somaliland policies.
- Lack of Somaliland employment policy.
- Lack of up to date labour market information/indicators and system.
- Road travel times or other relevant benchmark measured before intervention, which will be identified during stakeholder’s meetings.
- Work days measured before intervention, which will be identified during stakeholder’s meetings.

Target:

- Five decent work principles are integrated in Ministry of Labour policies.
- One National employment policy drafted/ adopted by appropriate authority.
- One Labour market information/indicators/ system established.
- Road travel times improved by at least 25 percent as a result of road improvements. Productive capacity enhanced and reflected in production.
- Acreage of agro-pastoral land conserved.
- Number of work days created in targeted communities.

Outputs:

I.1.1 Strengthened capacity in developing and implementing decent work principles and policies

Activities

1. Support key principals from relevant ministries and social partners to conduct capacity assessment in identifying gaps and challenges in developing, drafting and implementing decent work principles and policies.
2. Train key personnel of relevant ministries and social partners in developing and implement decent work principles and policies.

I.1.2 Gender sensitive National Employment Policy (NEP) developed and implemented

Activities

1. Provide technical support to Ministry of Labour and social partners to develop a coherent employment policy and strategies.
2. Support Ministry of Labour and social partners to adopt the National Employment Policy.

I.1.3 Labour Market Information (LMI) and analysis system strengthened

Activities

1. Develop government officials, notably MOLSA, and social partners' capacities in data collection, analysis and dissemination.
2. Establish a functional labour market information and analysis system, and LMIS unit in MOLSA to provide access to up to date labour market information to government, social partners and other stakeholders.
3. Support government and social partners in a) carrying out an enterprise and labour force survey key economic areas b) analyse data collected in view of policy recommendations and measurement of a decent work baseline indicators.
4. Produce a survey report and disseminate up-to-date information on labour market information and decent work baseline indicators.
5. Identify indicators from the DWP monitoring and evaluation form, and systematically measure baseline data on all DWP outputs.

I.1.4 Employment Intensive Investment Programmes (EIIP) implemented

Activities

1. Review impact and potential of using employment-intensive multi-sectoral approaches towards employment creation and poverty reduction among vulnerable groups.
2. Develop strategies for multi-sectoral application of employment intensive approaches in a more sustainable and effective manner targeting vulnerable groups.
3. Implement multi-sectoral employment intensive approaches targeting vulnerable groups.

Outcome I.2: Improved employability of vulnerable youth, women and disabled groups

Indicators:

- Increased employability of vulnerable youth, women and disabled groups.
- Established small scale businesses among youth, women and disabled groups.

Baseline:

- Number Somaliland employment policy in existence.
- Number of the youth, women or disabled persons participating in training or services employed before starting programme.
- Number of the youth, women or disabled persons participating in training on various business courses own their own business at outset of training.

Target:

- One Somaliland employment policy drafted and adopted.
- 30 percent of the youth, women or disabled persons participating in training or services are employed.
- 20 percent of the youth, women or disabled persons participating in training on small and medium scale businesses own their own business.

Outputs:

I.2.1 Gender-sensitive technical, vocational education training (TVET) and employment promotion services (EPS) policies and programmes developed and adopted.

Activities

1. Train key tripartite partners in formulating and implementing skills development policies and programmes.
2. Provide technical inputs for formulating policies and programmes.
3. Conduct stakeholders' workshop to comment, validate and approval of the draft TVET and EPS policy and programme.
4. Extend support to the implementation of the TVET and EPS policy and programme with particular emphasis on vulnerable women, youth and disabled groups.
5. Organise and conduct training of trainers (TOT) programme, targeting women, youth and vulnerable groups.

I.2.2 Access to demand driven TVET and EPS services to vulnerable youth, women and disabled groups increased

Activities

1. Collaborate with local training institutions to deliver demand driven entrepreneurial, technical, and vocational and management training with gender equity mainstreamed during selection and training of trainees.
2. Collaborate with the government, community and the training institutions to identify the selection criteria of the beneficiaries.

3. Create awareness of TVET and EPS to the community.

Outcome 1.3: Enhanced self-employment and MSME opportunities

Indicator

- Simplified procedures for registering MSME businesses taking account of possible gender barriers developed.
- Increased registration of MSMEs among both sexes.
- Increase in membership of MSMEs in business cooperatives and associations particularly those representing women and youth.

Baseline:

- Official steps and fees identified for registering a MSME business.
- Registration protocols of relevant registration authority.
- Low representation of SME's in business cooperatives and associations.

Target:

- Maximum 7days for registration a new MSME.
- 10 percent of expected monthly income as registration fee.
- 50 percent increase in new MSME registrations.
- 50 percent increase in MSME networks and memberships in cooperatives and associations.

Outputs:

1.3.1 Draft Micro, Small and Medium Sized Enterprises (MSME) policy developed

Activities

1. Assessment and revisions to the legal, policy, regulatory, practical environment which affects MSMEs, including supporting functions such as accessibility of financial services and land/property ownership. Reducing gender biases by changing bank and court practices through information, training, policies and relevant legal framework is a necessity.
2. Development of a gender sensitive draft MSME policy.
3. Institutional capacity building support for the relevant stakeholders to facilitate and coordinate policies and strategies that promotes the Decent Work Agenda.

1.3.2 Access to Business Development Services (BDS) enhanced

Activities

1. Support the drafting of Business Development Services, BDS framework to the Somali context, using stakeholder imputes and introducing training of trainers, ToT, programmes.
2. Support to the provision of BDS to MSMEs,
3. Mainstreaming of ILO basic development tools such as Start and Improve Your Business (SIYB), Know About Business (KAB) and Gender Enterprise Training (GET) and drawing

on the experiences and resources available from the Women Entrepreneurships Development (WED) programme, with the aim of developing the knowledge and skills for work amongst the women, youth and vulnerable groups.

4. Support to the diversification of productive sectors/sub-sectors for employment creation, income diversification and socio- economic development.

I.3.3 MSME associations and cooperatives established and/or strengthened

Activities

1. Identify, mobilise and support existing and new MSME associations to network in to a national / regional umbrella association to give voice and representation.
2. Assess, develop and organize tailor-made capacity building programmes to address the MSME associations' organisational capacity building needs.

5.2. Priority two: Improving rights at work and extending social dialogue

a) Background

Since independence in 1960, Somalia has not had a strong history of social dialogue and tripartite structure. This is due to a non- existent independent labour and employer's organisations to build on those first emerging between 1960 and 1968.

In 1969, the last democratically elected government in place was overthrown by a military regime. The military regime adopted a doctrinaire approach built around a single party structure controlling all structured forms of voicing opinion and continued to rule the country up to 1990. As a result, the independent representative employers and workers organisations were stultified and any form of tripartite structure was in name only rather than the true spirit of the process facilitating employment related dialogue. The regime organized and controlled employee and employers bodies, such as the civil service commission and chamber of commerce as well as misusing the cooperative movement to control and stymie true representation and debate.

The situation worsened in 1991, when the country plunged into prolonged civil unrest that devastated all aspects of life including rule of law, governance and institutions to support basic human rights including the rights of employees and employers. Violations of all types of basic human rights, including child labour, become widespread and common in the country.

Out of the three fundamental pillars forming the tripartite structure, both the Somali central government and TFG are weak, with the latter struggling to survive opposition onslaughts. Puntland's Administration is continuing to seek support to address these challenges of under development and continued criminal and terrorists' activities. Chambers of commerce exist but remain in need of assistance as they are still embroiled with central government appointees. There are inchoate business associations and some attempts by workers to self organise. It is important to note, the gap of organized work force and employers associations has been partially filled by a rapidly growing civil society, small professional associations and a vibrant private sector all seeking to exert their influence and claim representation of specific interest groups. However, it is also to be noted businesses are stating they need to see a strong,

accountable, administration in order to place their own development into a governance framework.

Given this backdrop, as part of its strategy to promote social dialogue and a viable, representative tripartite structure in the given situation, ILO brought together the Somali TFG; the civil service commission; the chamber of commerce; representatives from the social partners such as the local NGOs; community interest groups; the private sector and professional associations for the process now resulting in this formulation of the Decent Work Programme priorities and outcomes. ILO has continued to seek to find avenues for Somali expatriate business people to engage positively and build on the vast amount of good will, major philanthropic undertakings continue, plus willingness to invest in business opportunities; particularly for youth.

b) Strategy

The main vehicle will be to develop a plan of action to strengthen the institutions and processes of social dialogue. This will be centred on a programme to strengthen the Ministry of Labour and Human Resource Development (MLHRD) and Puntland's Ministry of Labour, (MLYS) and the social partners. For the social partners, ILO technical assistance will be provided to enable them to develop and implement action plans across their zones of influence. Building on the outcome of the first and second consultative meetings and lessons learnt from previous and on-going ILO technical support, the constituents will be supported to undertake an assessment of social dialogue situation/institutions in Somalia and possible ways of developing representative employee and employer organisations to engage in social dialogue with government institutions. Utilising fully ILO's institutional knowledge, transfer of knowledge to the government and forming worker and employer associations will be fundamental to the promotion of social dialogue. Seeking means to sponsor association to association and inter-governmental exchanges for the development of capacity has been explored and must now be seen as a critical if all social partners and the administrative structures are to be fully integrated into the regional economic system. ¹⁷

Using ILO guidelines and other generic tools, training will be provided to social dialogue institutions to strengthen their capacity to engage in social dialogue and collective bargaining within the tripartite structure. Through the mass media, the constituents will be supported to engage in educating people on the labour standards and labour rights through awareness raising campaigns and to promote national acceptance of a culture of dialogue. Social partners will also be trained in representational skills and negotiations to enhance their participation in promoting labour standards, ratification and implementation at national and regional level.

The ILO will assist tripartite constituents to build capacity for social partners with a view to the development and implementation of interventions against the worst forms of child labour. Activities carried out by the partners may include the prevention of child labour and the withdrawal, rehabilitation and reintegration of children found in child labour conditions. Emphasis will be given to policy formulation and to the integration of child labour concerns into relevant national development programmes, projects and budgets. The level of awareness among stakeholders and the society at large will be increased. Actions will be carried out in a cooperative and coordinated manner following a multi-sectoral approach and based on information and experience already gained at all levels of operation.

c) Outcomes, Outputs and Indicators

Priority two: Improving rights at work and extending social dialogue

Outcome 2.1: Strengthened ability by government to inspect and enforce rights at work

Indicators

- Workplaces adopt existing practices in line with core labour standards.
- Evidence of government of capacity to follow-up on labour standards identification, policy development and application.
- Government has capacity and structures in place to operate a labour inspection system.

20 (A point emphasized by all as the Somali trading stance is noted as being a major factor for the development of employment in Somalia itself).

Baseline:

- Major workplaces are inspected for compliance with core-labour standards.
- Government has no staff available to follow-up on labour standards identification, policy development and application.
- Government has no capacity and structures in place to operate a labour inspection system.

Target:

- 50 percent of non-compliant workplaces have improved practices since last inspection.
- One government staff available and trained to follow-up on labour standards identification, policy development and application.
- One government staff available and trained in establishing and maintaining a labour inspection system.

2.1.1 Government capacity to coordinate employment related functions enhanced**Activities**

1. Provide technical support to Ministry of Labour to undertake assessment of the current state of labour laws and standards and identify areas for improvements.
2. Support Ministry of Labour in conducting tripartite sensitization on reviewing existing labour conventions and ratifying new ones, in particular the declaration on fundamental principles and rights at work (The 4 core labour rights).
3. Provide technical help and support to seek out financial assistance to identify and purchase simple workplace hazard reducing tools, (masks, gloves, etc) to reward participating businesses in workplace improvement initiatives.

2.1.2 Labour inspection system developed**Activities**

1. Provide technical assistance to MOLSA in conducting a diagnostic survey on the existing labour inspection services and systems and identify issues for interventions.
2. In consultation with social partners, assist MOLSA and other relevant elements of the administration to develop and implement action plan for improving and strengthening the existing labour inspection systems to an effective and efficient one.
3. Provide capacity building on labour inspection systems, targeting MOLSA personnel appointed labour inspectors.

Outcome 2.2: Elimination of the worst forms of child labour**Indicators**

- Report on the extent and forms child labour and its short-term and long-term consequences on children and communities is researched and published.
- Laws and policies on labour rights, child labour and its worst forms are revised.
- A Somaliland policy and plan of action is drafted and adopted on the elimination of the worst forms of child labour.
- High-risk workplaces are inspected for compliance with the legislation on child labour in the Private Sector Act for Somaliland and all other relevant laws.

Baseline

- No comprehensive knowledge on the extent and forms of child labour and its short-term and long-term consequences on children and communities.
- Laws and policies on labour rights, child labour and its worst forms are outdated, insufficient and/or not applicable.
- A government policy/plan of action does not exist to eliminate the worst forms of child labour.
- High-risk workplaces are not inspected for compliance with the legislation on child labour in the Private Sector Act for Somaliland.

Target:

- One researched and published report on the extent and forms of child labour.
- One law and policy on labour rights, child labour and its worst forms updated.
- One Government policy/plan of action on the elimination of the worst forms of child labour drafted/adopted.
- Five High-risk workplaces inspected for compliance with the legislation on child labour contained in the Private Sector Act for Somaliland and other relevant laws.

Outputs:

2.2.1 Prevalence of child labour is researched and documented

Activities

1. Assist in building the capacity of government officials and relevant social partners in conducting research on the worst forms of child labour with view to generating actions addressing the eradication of the worst forms.
2. Conduct research study on the prevalence of the worst forms of child labour in the Somali context.
3. Tripartite and stakeholder call to action adopted as a result of the study and recommendations to eliminate the worst forms of child labour.
4. Finalise the study on the prevalence of child labour and its short-term and long-term consequences on children and communities with clear, funded, action plan achieved.

2.2.2 A policy framework on child labour is developed and adopted

Activities

1. Design a skills training programme on the worst forms of child labour and deliver training to key officials, tripartite partners, government agencies and other stakeholders on high-risk industries for child labour using the recommendations of the Worst Forms of Child Labour (WFCL) study.
2. MOLSA is supported in the ratification of relevant ILO Conventions C138 on Minimum Age and C182 on the worst forms of child labour.
3. MOLSA is supported in the development of a policy and enforcement framework (policy and/or a national action plan) for the elimination of the worst forms of child labour based on relevant ILO Conventions C138 and C182 and adapted to the local context.
4. Awareness raising activities on the provisions of the child labour legislation are carried out.

2.2.3 Monitoring and Evaluation system designed

Activities

1. Organise and conduct training programmes on the potential for and design of a child labour M&E system on the Somaliland action plan, linking it with the LMI mechanism of output 1.1.3.
2. Provide technical assistance to the MOLSA to establish a child labour monitoring and evaluation system reflecting the realities of the local context.

Outcome 2.3: Strengthened mechanisms for social dialogue and improving worker/employer relations.

Indicators:

- Published report on formal and informal mechanisms and institutions for social dialogue.
- Available tripartite strategic plans with DWP integrated.
- Agreements of worker's and employers' organisations engagement in collective bargaining.

Baseline:

- No comprehensive knowledge on existing formal and informal mechanisms and institutions for social dialogue.
- No evidence of DWP elements in tripartite strategic documents.
- Formal and informal hindrances for the free operation of worker's and employer's organisations.

Target:

- One published on formal and informal mechanisms and institutions for social dialogue.
- Three tripartite strategic documents with DWP mainstreamed.
- Increase in compliance by private or state actors
- Decrease in encumbrances to achieving Decent Work (inclusive of enterprise creation).

Outputs:

2.3.1 Baseline information on the existing and level of social dialogue institutions and mechanisms established

Activities

1. Assess the current organisation set-up and capacity of professional, worker's and employer's organisations, and identify gaps and opportunities.
2. Consult social partners, professional, worker's and employer's associations on strategies to form strong, independent and representative organisations.

2.3.2 Strengthen institutions and mechanisms for social dialogue

Activities

1. Support the ratification of conventions 87 and 98 on social dialogue, as well as governance Convention Number 144.
2. Support sustainable operation, including how employer and worker associations generate revenue enabling service delivery to their members.

3. Develop and implement capacity building interventions to employer's and worker's associations.
4. Provide technical and financial assistance to worker and employer organisations in formulating their respective strategic plans to enhance their service deliver to their members.

5.3 Priority Three: Increased access and coverage of social protection

a) Background

The decades of conflict with continuing insecurity in much of the country and the absence of a strong government, fully operational public institutions, inadequate access to basic services and infrastructure has resulted in the loss and disruption of human lives, increased rate of unemployment and poverty, limited access to healthcare and education and other crucial services.

The ability to earn or generate a living has been severely impeded if not destroyed and people's ability to ensure their own welfare hampered. The increased risk and vulnerability to labour and human rights violation due to lack of protection systems has continued be a major issue for the international community as to how ordinary Somalis can realise universal rights. Further to the specific issue of child labour, the needs of those mentally and physically challenged the role of women within society and the possible exploitation of minority and disenfranchised groups remain as issues. The ability of those who have been displaced by conflict to gain work to support their families is an issue requiring further interventions.

b) Strategy

The Government will have to establish a social protection system offering the population a decent income in case of the occurrence of one of the social security risks to individuals, households and whole communities. In this regard, the Government has to build the social safety net noting the economic conditions. The design has to be efficient and comprehensive to take forward a poverty prevention and reduction strategy. This is to prevent excessive and chronic impoverishment of the most vulnerable layers of the population during crisis or in terms of being left behind as economic development takes off.

Accordingly, the government has to provide social cash transfers and ensure that workers with an earnings capacity are provided with access to an efficient and well designed social insurance scheme. Whereas social assistance schemes aimed at mitigating the social costs during the country's economic transition are benefiting from the assistance of other donors such as the World Bank, EU and UNDP, Somaliland has been left out mainly due to recognition factors. The ILO will provide assistance through the formulation of the Somaliland social security policy and action plan for the strengthening of existing mechanisms of social security and the extension of social security with the participation of private sector.

The development of a comprehensive social security policy and action plan will be done through a series of capacity building activities. As a first step, the ILO will develop a work plan which defines ILO's assistance in formulating the policy and action plan strengthening of existing mechanisms of social security and the extension of social security. This must encompass a mapping of existing structures and how these can be moved forward delineating a timescale against which achievement is measured.

In order to guarantee the effectiveness and sustainability of the social security reform, the capacity of

officials involved in social security policy making as well as in its administration needs to be built. In this regard, the ILO could provide training to tripartite constituents on social security principles, social security policy and social security financing.

In order to assist the government in reducing the high number of unemployed, the ILO can provide support to the consolidation of active labour market policies consistent with an unemployment benefit scheme to be developed. These policies are expected to improve the functioning of the labour market by better matching labour demand and supply needs.

In order to achieve the effectiveness and sustainability of the social security system, there is a need of inclusion of private sector participation in social security system. In this regard, the ILO could provide training to tripartite constituents on social security principles, social security policy and social security financing.

c) Outcomes, Outputs and Indicators

Priority three: Increased access and coverage of social protection

Outcome 3.1: Improved health, safety and working environment at work places

Indicators

- Adopted action plan to promote improved safety and health at work.

Baseline:

- No action plan on improvement of safety and health at work.
- No knowledge on the extent of workplace accidents and how they are resolved.

Target:

- One drafted/adopted Somaliland action plan on improvement of safety and health Prefer to leave out as cannot be measured
- 50 percent drop in accidents, or severity of accidents, in select workplaces.

Outputs:

3.1.1 Somaliland policy and forum on safety and health developed/formed

Activities

1. Provide technical assistance to MOLSA in conducting diagnostic survey on OSH, identifying key stakeholders.
2. Facilitate OSH forum and develop implementation action plan, as well as a health/ safety reporting facility at the MOLSA.
3. Support MOLSA and social partners to adopt the action plan for OSH.

Outcome 3.2: Increased capacity for extending social protection mechanisms

Indicators

- Full assessment on formal and informal mechanisms on social protection.
- Social protection mechanisms extended to vulnerable groups.

Baseline:

- No assessment on formal and informal mechanisms on social protection.
- Identify vulnerable groups unable to access social protection mechanisms.

Target:

- Published Somaliland assessment on formal and informal mechanisms on social protection.
- Five vulnerable communities able to access social protection mechanisms.

Outputs:

3.2.1 Assessment on existing formal and informal mechanisms for social protection conducted

Activities

1. Conduct community-based needs assessment and mapping of the stakeholders (formal and informal) involved in social protection.
2. Conduct consultative and planning meeting to develop common mechanisms for more effective service delivery.
3. Strengthened the linkages with the local communities to provide more effective local response.

3.2.2 Social security base improved building on existing practices

Activities

1. Support the development of proactive informal (traditional) interventions that empower communities to reduce vulnerability and cope with risk and to secure less vulnerable and more self-reliant communities.
2. Baseline survey in targeted communities on outside support and coping mechanisms.

A group of people in a meeting room, with a woman in the foreground looking towards the camera. The background shows other people standing and talking. The image is overlaid with a dark green filter.

**Decent Work Work Programme in
Partnership - Implementation and
Management**

6.0

6.1 Management and Implementation Framework

As a framework to support and assist government in its development objectives, the achievements of the outcomes of the DWP requires high coordination, effective cooperation for full commitment and participation of social partners at all levels. They need to support and promote the decent work approach and actions in forums where they are active. In addition to being beneficiaries of programmes, government and social partners will be implementing partners in all priority areas.

Institutional capacity-building of government and the tripartite partners for project implementation and research will also be extended through partnerships on specific work items with civil society, academic institutions and other local institutions.

In addition to gender, social dialogue and in some cases tripartism will be mainstreamed across all interventions and programmes.

It is recognized the programme priorities and technical support outlined above represent joint commitments of partners and the ILO and the ILO is not a funding agency. The ILO will work in collaboration with government and social partners to mobilize resources from financial partners for the implementation of actions outlined in the DWP.

Some of the indicators mentioned above, presently receive financial resources from development partners. All technical cooperation projects will be in agreement with government and social partners on their role in project steering committees and set time tables and allocate funds for appropriate mid-term reviews and evaluations and will influence future policy, advocacy and project formulation in the country and throughout the ILO's global work.

The ILO is also increasingly assessed on its efforts and contribution towards the development initiatives and activities with other UN agencies under a common development framework. Some of the activities in the DWP are carried out jointly and substantial partnerships are maintained with other UN agencies and other international development partners.

6.2 Monitoring and Evaluation (M&E)

The monitoring and evaluation of the DWP are integral parts of programme implementation. The DWP requires the establishment of monitoring, evaluation and review arrangements to allow a comparison of objectives against achievements.

Monitoring the implementation and evaluating the impact of the programme will be conducted jointly by the constituents and the ILO. The monitoring arrangements will also enable participating organisations to examine the ILO's catalytic and strategic role in achieving the desired outcomes. Monitoring will be based on the use of a selected number of indicators agreed upon with government, social partners and other stakeholders. The information obtained from these indicators will serve as a basis for the analysis and review of performance, to assess progress made, identify lessons learnt and, if necessary, recommend changes or adjustments in relevant strategies.

Evaluating the DWP will take place at two critical points in the implementation cycle. There will be a mid-cycle and an end-of-cycle evaluation. These evaluations will provide valuable information on the implementation progress in terms of interim outcomes and impact. The Bureau for Programme and Management (PROGRAM), Evaluation Unit, CODEV, Regional Office for Africa and country office in Addis Ababa, with support from the DWP unit in Cairo, Egypt.

6.3 Resource Requirements

The estimated resources to achieve the DWP objectives will be decided following the consultation meeting between the government and ILO. The government and ILO will discuss about the various sources of funding to be solicited to contribute to achieving the expected outcome of the decent work programme. ILO has provided the funds required for the preparatory work of the DWP.

*The Southern Somalia and Puntland Implementation and Monitoring plans are available on www.ilo.org/public/english/bureau/programme/dwcp/index.htm



Annex:

7.0

Conventions ratified by Somalia

	Conv. Number	Convention Name	Year adopted	Year ratified by Somalia
1	C16	Medical Examination of Young Persons (Sea) Convention	1921	1960
2	C17	Worker Compensation (Accidents) Convention	1925	1960
3.	C19	Equality of Treatment (Accident Compensation) Convention,	1925	1960
4.	C22	Seamen's Articles of Agreement Convention	1926	1960
5.	C23	Repatriation of Seamen Convention	1926	1960
6.	C29	Forced Labour Convention	1930	1960
7.	C45	Underground Work (Women) Convention	1935	1960
8.	C50	Recruiting of Indigenous Workers Convention	1936	1960
9.	C64	Contracts of Employment (Indigenous Workers)	1939	1978
10.	C65	Penal Sanctions (Indigenous Workers)	1939	1960
11.	C94	Labour Clauses (Public Contracts) Convention,	1949	1960
12.	C95	Protection of Wages Convention,	1949	1960
13.	C105	Abolition of Forced Labour	1957	1961
14.	C111	Discrimination (Employment and Occupation)	1958	1961



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A blue-tinted photograph of a woman in a white dress standing in a room. In the background, there is a table and chairs. The word "CONTACTS" is written in white, bold, uppercase letters in the bottom right corner.

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