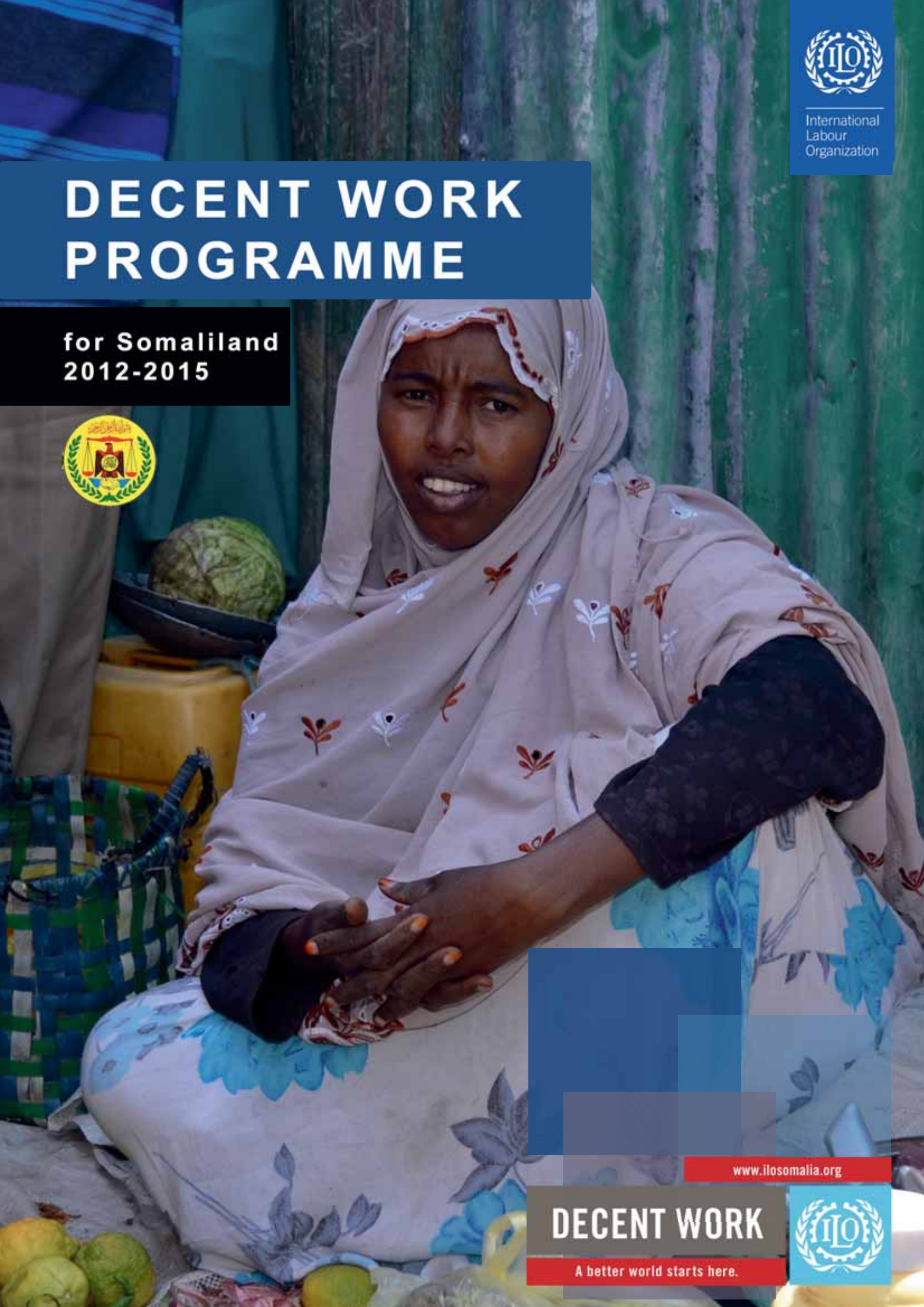




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# DECENT WORK PROGRAMME

for Somaliland  
2012-2015



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# **DECENT WORK PROGRAMME**

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**for Somaliland**

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**2012-2015**

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<b>AIDS</b>	Acquired Immune Deficiency Syndrome
<b>BDS</b>	Business Development Service
<b>CEDAW</b>	Convention of the Elimination of all forms of Discrimination against Women
<b>CSOs</b>	Civil Society Organisations
<b>DfID</b>	Development for International Development
<b>DWP</b>	Decent Work Programme
<b>EIIP</b>	Employment Intensive Investment Programme
<b>EPS</b>	Employment Promotion Services
<b>FETSU</b>	Federation of Somali Trade Unions
<b>GDP</b>	Gross Domestic product
<b>GER</b>	Gross Enrolment Rate
<b>GET</b>	Gender Enterprise Training
<b>HIV</b>	Human Immunodeficiency Virus
<b>IDP</b>	Internally Displaced Persons
<b>ILO</b>	International Labour Organization
<b>ILS</b>	International Labour Standard
<b>ISF</b>	Integrated Strategic Framework
<b>JNA</b>	Joint Needs Assessment
<b>JPLG</b>	Joint Programme on Local Governance and Decentralized Service Delivery
<b>KAB</b>	Know About Business
<b>i-DWP</b>	Interim Decent Work Programme
<b>LIMS</b>	Labour Information Management System
<b>LMI</b>	Labour Market Information
<b>LMIS</b>	Labour Market Information System
<b>MDGs</b>	Millennium Development Goals
<b>MOLSA</b>	Ministry of Labour and Social Affairs
<b>MSMEs</b>	Micro, Small and Medium Enterprises
<b>NEP</b>	National Employment Policy
<b>NGO</b>	Non-Governmental Organization
<b>NUSOJ</b>	National Union of Somali Journalists
<b>OHS</b>	Occupational Health and Safety
<b>PRSP</b>	Poverty Reduction Strategic Paper
<b>RDP</b>	Reconstruction and Development Programme
<b>SACB</b>	Somali Aid Coordination Body
<b>SCCI</b>	Somali Chamber of Commerce and Industry
<b>SEED</b>	Sustainable Employment and Economic Development
<b>SIYB</b>	Start and Improve Your Business
<b>SME</b>	Small and Medium Enterprise
<b>SONYO</b>	Somaliland National Youth Organization
<b>SSN</b>	Social Safety Net
<b>TFG</b>	Transitional Federal Government
<b>TOT</b>	Training Of Trainers
<b>TVET</b>	Technical and Vocational Education and Training
<b>UNDAF</b>	United Nations Development Assistance Framework
<b>UNDP</b>	United Nations Development Programme
<b>UN</b>	United Nations
<b>UNSAS</b>	United Nations Somali Assistance Strategy
<b>UNSC</b>	United Nations Security Council
<b>UNSCR</b>	United Nations Security Council Resolution
<b>UNTP</b>	United Nations Transitional Plan
<b>VDC</b>	Village Development Committees
<b>WED</b>	Women Entrepreneurships Development
<b>WFCL</b>	Worst Forms of Child Labour



The Somaliland Decent Work Programme (DWP) is a joint programme of the constituents: The Somaliland Government, the social partners and the International Labour Organization (ILO).

Through extensive tripartite consultations, a results-oriented framework has been developed for and behalf of Somaliland 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 Somaliland during the period 2012 – 2015.

The Somaliland 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.

This DWP responds to current Somaliland priorities and supports the existing policy framework. It aims to address the challenges of enhancing governance and legislative environment; improve capacity amongst all actors to increase effectiveness, extend coverage of social protection; and enhance the capacity of the government to generate new employment opportunities, as well as improving the capacity of the tripartite structure – Ministry of Labour and Social Affairs (MOLSA) and representative organisations.





## Decent Work Programme Development Goal:

“Contribute to poverty alleviation through decent work  
with a focus on young men and women.”

Introduction

# 1.0

Somaliland continues to show increasing maturity and provision of an environment whereby key stakeholders are looking to deliver on international conventions and rights. Whilst Somaliland is not officially recognised as a country by the international community, its government has taken steps to respect international conventions and deliver on their provisions. The institutions established provide a basis for further development and allow individuals to flourish and take advantage of the peaceable basis. Somaliland recognises the need to reduce poverty and to increase the productive ability of her people to not only maintain but deepen the peace established.

**In order to support Somaliland's effort to promote peace and reduce poverty, ILO is taking forward the process of developing a Decent Work Programme for Somaliland (DWP) built on an all inclusive approach. The underlying theme of the DWP is creating "opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity." In order to make this a reality in people's lives throughout Somaliland, the principles of decent work must be integrated in all development policies and programmes.**

This DWP responds to current Somaliland priorities and supports the existing policy framework. It aims to address the challenges of enhancing governance and legislative environment; improve capacity amongst all actors to increase effectiveness, extend coverage of social protection; and enhance the capacity of the government to generate new employment opportunities, as well as improving the capacity of the tripartite structure – Ministry of Labour and Social Affairs (MOLSA) and representative organisations.

A group of young men, likely students, are shown from the chest up, wearing white shirts. They are looking towards the camera with various expressions. The entire image is overlaid with a semi-transparent green filter. The text 'Somalia Context' is positioned in the lower right area of the image.

Somalia Context

2.0

## a) Background

Analysis undertaken for the Integrated Strategic Framework<sup>1</sup> 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.

Somaliland autonomously seceded from Somalia in 1991 and has taken a course which has now seen it hold three presidential level elections widely seen as free and fair. The last saw a change of government with the outgoing president conceding defeat and welcoming the continued development of Somaliland. Generally, Somalilanders have exercised a check and balance on politicians which has seen development realised and precedence set in terms of openness and growing accountability. Whilst no one will deny there remain challenges, all are open to dialogue to realise further development on all areas discussed in the DWP process.

## b) Geography and population

Somaliland covers an area of 176,120 square kilometres. Its population is estimated to be 3.5 million, of which 54 percent are pastoralists, 30 percent agro-pastoralists and 16 percent living in urban areas. Two-thirds of the population (70 percent) is below the age of 30. Somaliland’s population density is 25 persons per square kilometres, and its growth rate is 3.1 percent per year.

<sup>1</sup> Somalia Integrated Strategic Framework, Field Draft, 15 March 2011.

## 1.1 Political Context

Somaliland, previously the British Protectorate, has been a self-declared independent state for the past twenty years. It is governed with its own laws which evolved from the laws of Somalia; themselves developed during its period of independence. Somaliland is relatively peaceful and can be termed as in 'early recovery' phase; however the wider regional situation is such that Somaliland's security and further development is integrally linked into the Horn of Africa context. Its relative success has seen flows of people into key urban areas placing what development gains have been made in jeopardy without further considered of economic growth.

Since 1990s, Somaliland has seen remarkable progress on many fronts, not least in a unique reconciliation process, the creation and implementation of functioning governance, judiciary systems, and democratization process that has led to free and fair elections and multiparty legislative systems. This has been made possible primarily through the active involvement of a vibrant private sector, non-governmental organisations (NGOs), civil society organisations (CSOs), and the participation of traditional leaders and large inflows of remittances from the Diaspora.

However, the government lacks resources to fully develop the administration. This has led to poor service delivery as many employees do not have the required qualification for the service-delivery needed. There is need to increase the government's legitimacy to the public by building the capacity of the administration, in terms of systems and people able to deliver against policy frameworks, for better public service delivery and to create/build accountability.

## 2.2 Socio-Economic Context

Despite the impressive achievements in achieving a lasting peace, democratization and good governance, Somaliland is still struggling to make the final leap from economic recovery towards sustainable development and poverty reduction, development is unequal across sectors and regions and still below the African average for many key social and economic indicators. The foundations for further progress remain fragile due to the high prevalence of poverty, low income levels, high rates of unemployment, weak production, the depleted natural resource base and lack of access to finance and external assistance.

Given the prevailing significant capacity and institutional constraints, the government should be supported in taking forward the private sector into reconstruction and development to instigate economic growth and expend employment and income-earning opportunities.

### *a) Economic Indicators*

The traditional livestock and agriculture sectors dominate the economy of Somaliland and, hence, the employment of its people, since much of it is labour intensive. The main features of the livestock sector in Somaliland are the significance of disease and the dependence on an almost tree-less rangeland extremely sensitive to drought which has been depleted and destroyed over time. Livestock earnings contribute substantially to the country's economy and more particularly to public finance through export taxation.

Somaliland has potential in the fishing sector; most of this industry is in fairly good condition except for the lobster resource which is currently depleting. Crop production is sizeable, but plagued by many of the same problems as the livestock sector. This sector remains vulnerable to droughts and is increasingly constrained by environmental damage; crop yields are low in efficiency and productivity due to the lack

of available land for cultivation. The sector's economic potential is limited; however, it will continue to impact the domestic market due to high labour intensity and its importance for local market activity.

A strong private sector has emerged in Hargeisa and other urban centres as a result of the prolonged peace and achievement of relative security. The private sector is currently involved in a large range of economic activities and import - export businesses. Investments by the private sector in all these cities has resulted in the delivery of goods and services such as electricity, telecommunications, domestic water supplies and urban waste disposal.

However the cost of doing business is extremely high due partly to the lack of international recognition. Presently, Somalilanders do not have access to regular bank financing and cannot borrow at international market rates. Import and export activity also face large constraints, as traders cannot obtain international insurance or guarantees. Remittance companies are, however, prevalent and some have even started the transition towards regular banking operations; including offering savings accounts and limited forms of guarantees. Women's access to markets and investments in productive sectors is particularly constrained. This barrier increases the cycle of poverty for women as they are often left sole providers of the entire family without means to lift themselves above the daily grind of subsistence working.

Productive activity is also constrained by weak and deteriorated infrastructure which prevents access to markets and transportation. The road network is in particularly poor condition, most of the major routes are in need of repair with secondary roads often remaining the territory of robust four wheel drives. Although the port in Berbera has seen significant investments over the past decade, it still needs more investments to increase its capacity. The international airport in Hargeisa also needs further improvements to process increased import-export volumes.

**Somaliland has a large infrastructure deficit and investments will be crucial to achieve the Reconstruction and Development Programme (RDP) as it was framed and used to formulate the United Nations Transition Plan (UNTP), its successor the United Nations Somali Assistance Strategy (UNSAS) and the related Integrated Strategic Framework. Urgent priorities include expansion of the secondary roads network to improve basic accessibility to major centres of primary production.**

In addition to the direct economic effects, infrastructure investments can also have a secondary effect on the economy through the use of labour-based public works and supply structures.

Land disputes are undoubtedly a key constraint to development, between pastoralists and farmers, traditional and irrigated farmers and in relation to urban settlements. There is currently no consistent and comprehensive legal framework for land and property management. In particular, women's access to land and property is limited creating a major barrier for the socio-economic growth of women. Competition for water is also a continual potential source of conflict that needs to be addressed as part of efforts to generate sustainable livelihoods.

## *b) Social indicators*

The status of progress measured against selected social indicators for which data is available suggests a mixed picture (Table 1.2). Health indicators are among the worst in the world, with under-five and maternal mortality at a staggering 116 and 104 per 1,000 live births, respectively. Access to education is also limited, although the total gross enrolment rate (GER) of 40 percent – 48 percent for boys and 32 percent for girls has shown recent improvements.

Unemployment is high and associated with poverty, poor economic and social outturns and compounded by the extensive use of khat by a large percentage of the population. Analysis indicates that there is a correlation between unemployment and heavy khat abuse by young males; the two problems are closely interlinked. Youth complain of idleness resorting to engagement with militia or nefarious activities and substance abuse as a coping strategy. This also has severe gender aspects as women are left as sole providers for large families. Although traditional mechanisms still continue to provide coverage for the unemployed these are far from sufficient, and is being undermined by increased urbanization and a changing society. Per capita income was estimated at US\$250 in 2004, with pronounced geographical and urban-rural disparities. ILO will work with the tripartite structures to contribute to employment creation for under\unemployed youth.

Access to basic services is extremely limited in Somaliland, constrained by lack of trained staff and physical facilities, limited access to financing and the government's capacity to provide a sustainable policy framework on employment.

Although Somaliland has made significant progress on tertiary education, with four universities currently operating, these are also constrained by limited capacity, quality of staff and curricula and low competitiveness of graduates in the current job market.







Challenges Facing Somaliland  
in the Context of Decent Work

3.0

The Ministry Of Labour and Social Affairs (MOLSA), is mandated to take forward all labour related issues in Somaliland. It is expected to provide programmes and services aimed at enhancing the skills and employment opportunities of the workforce, addressing policy and legislations gaps, as well as improving the quality of the workplace.

### 3.1 Employment

The unemployment rate in Somaliland remains very high. There are no full figures on labour related issues, leading to a large number of the workforce being idle capacity, posing a serious burden to socio-political and economic development.

56.4 percent of the population, between the age group 15 – 64 is estimated to be working or available for work. Total employment (comprising self employment, paid employment, unpaid economically productive family work excluding normal household chores) among the economically active population is estimated at 38.5 percent for urban, 59.3 percent for rural and nomadic and 52.6 percent for the country.

The labour market faces significant challenges emerging from continued high levels of unemployment and skill shortages. Where skills are available, productivity is poor due to low remuneration of workers. There is a critical shortage of skilled and semi-skilled workforce due to the Mabsence of vocational education, training policies and master plans with the commensurate ability to deliver such plans.

Unemployment is prevalent among the youth and their frustration is compounded by their exclusion from decision-making bodies. This makes them vulnerable to poverty and social exclusion. Even amongst young people who have finished secondary or tertiary education, unemployment remains high as skills needed are not being developed within the education institutions to the fullest extent.

Young women are particularly disadvantaged in the labour market due to limited opportunities to access productive resources, cultural attitudes and practices and low enrolment in education. This leads to vicious cycle of poverty from one generation to the next.

In liaison with the Somaliland government, the international community needs to promote economic development through the creation of employment. Intervention measures include employment intensive investment programs; provision of further skills development; creating an enabling environment for small and medium size enterprises (SME); enhancing the productivity of existing SMEs and assisting in the establishment of new businesses.

### 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.<sup>2</sup> 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.

<sup>2</sup> United Nations Treaty Collection, [Online] <http://treaties.un.org/Pages/Treaties.aspx?id=4&subid=A&lang=en> [accessed 29 March 2012].

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.

As stated in the opening paragraph, Somaliland remains unrecognised in the legal sense and so remains bound by treaties and accessions signed or agreed by the constituted Somalia. However, since it's self declared withdrawal from the union which formed Somalia, Somaliland, has sought to meet international protocols and conventions where ever it possibly can. Somaliland has lived to attain the spirit of agreements even when it has not been able to formally sign such actions on the world stage.

### 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. 87<sup>3</sup>, C. 98**

**Discrimination, C. 100, C. 111\***

**Child Labour, C. 138 C.182<sup>4</sup>**

**\*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.

3 International Labour Organization. Labour Standards [Online] [http://www.ilo.org/dyn/normlex/en/f?p=1000:11210:7507747160274588::NO:11210:P11210\\_COUNTRY\\_ID:103244](http://www.ilo.org/dyn/normlex/en/f?p=1000:11210:7507747160274588::NO:11210:P11210_COUNTRY_ID:103244) [accessed 29 March 2012].

4 Ibid.

Somaliland has committed to the treaties ratified or acceded to by the Republic of Somalia and has confirmed compliance with them in its Constitution.<sup>5</sup>

The management structures and systems within MOLSA are too weak to be fully operational and efficient. During consultations, all stakeholders displayed their commitment to achieving the Decent Work agenda. However, they noted the need for capacity and quality technical support to enable the government and social partners to meet the prioritised needs.

### 3.4 Social Protection

In Somaliland, there are no universal security schemes. The systems of social protection (governing old-age and disability pensions and health and unemployment insurance); which were already malfunctioning before the war, as well the overall legal and judicial system governing employment and collective labour relations are non-existent.

The Somaliland Labour Code No 31 of 2004 provides severance payment, sick pay and maternity benefits; but it does not provide old-age or survivors pensions. There are no laws governing worker's compensation and pensions to provide non-contributory, earnings-related pensions to both permanent civil servants as well as private workers.

The labour inspection system in place is weak resulting in lack of cooperation and efficiency among the different parts of the administration. The labour inspectors are ill equipped, lack training and not fully employed by MOLSA. Therefore, there is a need to establish efficient and effective labour inspection systems facilitating compliance with ILO conventions.

### 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.<sup>6</sup> Independent trade unions, professional associations and political parties were prohibited.<sup>7</sup> 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.

Various other organisations exist which demonstrates the desire to participate in dialogue for development. Examples of these organisations are, the Somaliland Chamber of Commerce, Somaliland Lawyer's Association, and associations for hotels, caterers and transport workers. There are also strong youth movements, such as the Somaliland National Youth Organization (SONYO), and women's organisations plus a vibrant umbrella local NGO.

5 International Labour Organization. The 2011 Annual Review on 'The elimination of discrimination in respect of employment and occupation.' [Online] [http://www.ilo.org/wcmsp5/groups/public/@ed\\_norm/@declaration/documents/publication/wcms\\_091265.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_091265.pdf) [accessed 29 March 2012].

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

7 Invisible Human Rights: The Relationship of Political and Civil Rights to Survival Subsistence and Poverty, Human Rights Watch (Sep 1992).

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. However, the union Capacity gaps, funding and legal obstacles continue to hurt the process. Throughout all aspects of the social dialogue and representation among the social partners, aspects of democratic governance and gender representation will be important issues to take forward. Somaliland authorities have not ratified either the Freedom of Association or Protection of the Right to Organize Convention, 1948 (No. 87), or the Right to Organize and Collective Bargaining Convention, 1949 (No. 98). However, while the conventions are not ratified, the freedom to associate and organize is recognised in the Somaliland constitution.

In addition to the fundamental conventions mentioned above, and under point 3.2 Rights, Labour Standards, the International Labour Conference 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.”<sup>8</sup>

The absence of formal representative organisations for employer and workers poses challenges in promoting social dialogue. The ILO Somali Programme has supported the creation and establishment of business associations, youth networks, cooperatives and different representative groups of civil society to engage with the government in situations where tripartite representation can bring further structure and draw on wider institutional knowledge to take forward further development of Somali capacity.

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<sup>8</sup> International Labour Organization. Ratification and promotion of fundamental and governance ILO Conventions. [Online] [http://www.ilo.org/gb/GBSessions/WCMS\\_150863/lang-en/index.htm](http://www.ilo.org/gb/GBSessions/WCMS_150863/lang-en/index.htm) (2011) [accessed 29 March 2012].

International Labour Organization: Recovering from the crisis: A Global Jobs Pact. (2009) [Online] [http://www.ilo.org/public/libdoc/ilo/2009/109B09\\_101\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2009/109B09_101_engl.pdf) [accessed 29 March 2012].

## 3.6 Summary of Challenges Identified

- **Lack of national legislations, policies and action plans regarding labour rights and employment.**
- **Violation of employee rights.**
- **Weak tripartite structures.**
- **Absence of labour inspection systems.**
- **Absence of social safety nets.**
- **Coverage and enforcement of labour legislation in the large, growing, informal sector.**
- **Weak delivery of vocational/technical training & skill development services.**
- **Absence of reliable and operable labour market information system for relevant policy and programme formulation in both the public and private sectors.**
- **Lack of monitoring of occupational health and safety (OHS) standards in organised sector and the need to devise standards and monitoring mechanism for both formal and the informal sector.**
- **Women's involvement in decision making and government is still low. (Currently, there are only two women ministers out of twenty six in Somaliland, showing there is still room for improving gender justice and equality in leadership).**

## 3.7 ILO Technical Cooperation

### *a) Background*

The Somali Programme working under the auspice of lasting peace in Somaliland depends on a wide range of measures; critical among them is access to decent work and sustainable livelihoods. ILO's approach has been to enable an immediate and positive development process addressing the prevailing infrastructure, livelihoods and employment crisis to be set in motion unlocking the economic recovery process.

A strategic review was recently undertaken as the external and internal factors dictated the need to ensure ILO would deliver according to its mandate and mission given the changing operational environment. The strategy incorporates past experiences of ILO in Somaliland drawing on the knowledge accumulated in improving livelihoods through creation of decent work, promoting local economic development and accountability to create an environment encouraging sustainability.

The ILO Decent Work Agenda, which strives for economic growth with equity, contributes to all the eight Millennium Development Goals (MDGs) through its four elements i.e. employment creation, fundamental principles of rights, social protection, and social dialogue.

### *b) Lessons learnt*

The community contracting approach adapted by the ILO Somalia in 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. Such work has fed in to the UN's Joint Programme Local Governance and Decentralised Service Delivery (JPLG) where ILO

has taken forward practical job creation but not influenced employment related local governance as well as it should.

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 utilised triangulation of data and information from the 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 utilised in areas where accessibility is impossible and remote management required. Such approaches are being taken forward as a means to empower local entities, the lesson being to always seek a positive outcome from what is construed to be a negative setting.

**Table 1: Summary indicating areas of work under the existing ILO Somalia Programme**

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







**Towards a Decent Work Programme  
for Somaliland**

**4.0**

## 4.1 International Frameworks

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One of the over-arching international frameworks guiding the support to the entire region is 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)**

Somaliland, given its autonomous status, is a non-state party. But the TFG signed the convention on 23<sup>rd</sup> Feb 2006. It has not yet been ratified by either the Somaliland (or the TFG). Obstacles include agreeing on the compatibility of the universal declaration of human rights and convention of the elimination of all forms of discrimination against women (CEDAW) with Islam and Somali culture. In particular, this relates to leadership and participation in political and public life, equality of socioeconomic opportunity, marriage and family, cultural prejudice and restrictions related to honour and morality with the aim of achieving the respect of women rights in Somali communities.

### **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)**.

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. It builds on the unique experiences of Somaliland in reconciliation, peace-building, recovery, reconstruction, and renewed development.

The development effort is reinforced by the remarkable resilience and resourcefulness of the people of Somaliland, especially in creating a vibrant and engaged private sector and civil society capable of contributing significantly to development initiatives.

Somaliland's fairly well developed public administration, reinforced by the continuing peace and stability, a budding democracy and vibrant private sector, has achieved much but increased efforts are now needed to provide the underpinnings for sustainable and equitable poverty reduction, including improved service delivery and income earning activities.

Based on the Somaliland specific context, international best practice, and the priorities identified by both the authorities and the population at large, the following three pillars of priority objectives and needs have been identified, and will form the nexus of the RDP for Somaliland:

- 1. Investing in people through improved social services (especially education, health and water supply) save lives and raise human skills, and actions to address the needs of specific vulnerable groups such as women, children and the disabled.**
- 2. Establishing a sustainable enabling environment for rapid poverty-reducing development, by expanding opportunities for employment and reducing poverty through better infrastructure, policies and actions to overcome constraints facing the productive sectors and to ensure protection of the environment and sustainable use of natural resources.**
- 3. Deepening peace, improving security and establishing good governance through strengthening of core public and private sector and conflict resolution mechanisms.**

## **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 ISF is a shared vision for the UN’s strategic objectives, meeting the requirements for closely aligned or integrated planning; agreed results, timelines and responsibilities for the delivery of tasks critical to peace consolidation; and agreed mechanisms for monitoring and evaluation.

For the Somali region, this has resulted in the addition of two thematic priority areas to the UNSAS' three outcomes (additions in bold):

1. **Political Process and National Reconciliation;**
2. Good Governance and Human Security;
3. **Security Sector;**
4. Social Services;
5. Poverty Reduction and Livelihoods.

The ISF priority areas were developed to identify urgent priority needs that contribute to peace building, utilizing existing resources, and thereby minimizing the need for the creation of new projects.

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.

While ILO is integrating these frameworks and considerations into all its programming, in lieu of the strategic objective of consolidating peace building efforts, it is formally responsible for contributing to outcomes 2, and 5, through the Joint Programme on Local Governance and Decentralized Service Delivery (JPLG), and the Decent Work agenda, respectively.

## 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 Organization'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.<sup>9</sup>

**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.

<sup>9</sup> International Labour Organization. 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].

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.<sup>10</sup>

### **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.**<sup>11</sup>

### **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

<sup>10</sup> International Labour Organization. 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](http://www.ilo.org/global/resources/WCMS_082282/lang-en/index.htm) [accessed 29 March 2012].

<sup>11</sup> 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](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.<sup>12</sup>

## 4.3 Government Policies and Programmes

Due to the lack of focus and capacity, the policies and programmes in labour governance, and decent work in general remain weak. There is a deficiency in labour policies, legislations and regulatory framework. The only law developed by the MOLSA and ratified by the parliament is the Somaliland labour law 31/2004.

Somaliland has taken forward an all encompassing strategy entitled National Strategy 2011-2015 into which the Decent Work consultation has fed. Individual ministries developed their own strategies and related budgets but, at times, these have not flowed easily from the overall strategy. Somaliland's insistence, and influence, on UN planning tools has to be commended as showing the coming of age of the administration (alongside the achievement of a change of government through peaceable, respected, elections) and both these processes reflect the desire for the government to take greater leadership of the development of policy and related programming.

The UN's Joint Programme on Local Governance and Decentralised Service Delivery has taken a major set of steps forward in responding to Somaliland policy setting (as opposed to setting policy on Somaliland).

The government has pressed for further work in terms of building on past labour intensive programmes on feeder roads construction and rehabilitation supported by ILO. There are also other labour intensive schemes on rehabilitation of pastoral rangeland, water dams and small rain fed farms supported by the WFP on food for work basis.

The Somaliland Diaspora, have been widely involved in supporting family livelihoods and, in funding the private sector. 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.

<sup>12</sup> 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].

## 4.4 Milestones to the Decent Work Programme

The following activities were undertaken in the process towards developing a DWP for Somaliland:

The MOLSA, with the assistance from ILO, took preparatory steps in writing a concept note for the DWP. The second step was holding 1st consultative workshop for social partners on 5th – 7th may 2009, Hargeisa to formulate and draft the DWP.

The third step was holding the 2nd consultative workshop on decent work programme on 5th – 7th October 2010, Hargeisa.

During the process, the participants noted that even though the government (and the social partners) took on many initiatives to address the issues confronting the world of work in Somaliland, challenges were still inherent.

The proposed DWP for Somaliland is based on Somaliland priorities identified and agreed by constituents at the two consultative workshops held in Hargeisa. During the workshops the participants identified priorities and expected outcomes as well as reviewed the proposed programme/project interventions for achieving these defined outcomes. In essence, due to the timing of the process the DWP process has seen the development of a Somaliland employment strategy.

In identifying the priority areas, the action plan of the government was taken into due consideration:

- **Enhance government capacity for improved labour governance, rights and administration services.**
- **Promotion of social dialogue, especially through the tripartite forum of government, workers, and employers associations.**
- **Review, ratification and rationalisation of the Somaliland labour laws into seven categories (industrial relations, employment conditions, payment of wages, workers benefits and pension schemes, human resource development, occupational safety & health, and labour welfare & social safety net).**
- **Human resource development through technical and vocational training with an emphasis on public-private partnerships like the skill development councils.**
- **Provision of an effective social safety net on the basis of existing social security structures.**
- **Combat child labour and bonded labour.**
- **Eliminate gender discrimination at the work place.**
- **Develop and implement policies to manage labour migration.**
- **Review labour arrangements for contractual workers.**
- **Establish a national tripartite occupational Safety and Health Council.**
- **Develop a Labour Market Information System (LMIS).**
- **Encourage research on labour issues with the aim of informing policy decision-making.**
- **Develop employment and labour market policies, strategies, and action plans for all.**
- **Implement labour intensive and enterprise development schemes aimed at increasing employment opportunities.**
- **Build capacity of social partners for constructive engagement in social dialogue by supporting institutions.**





Decent Work Programme  
Priorities for Somaliland

5.0

During the 2nd consultative DWP workshop, the participants identified and agreed the following three broad priority areas with outcomes.

**Table 2: Overview of priorities and 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
Expected outcomes	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.	

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

### a) Background

Addressing the employment issue in Somaliland requires a comprehensive approach that will reform the labour market regulations and specifically design a Somaliland employment strategy. The programme intends to enhance workers' employability, productivity, competitiveness and income generation through employment intensive schemes, business development, and skills development, while strengthening awareness of core ILO labour standards, and safety at the workplace.

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 the 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.

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 in order to increase employability;**
- **Enhancing the capacity of cooperatives/associations and establishment of networks to promote business relationships across clan groups;**
- **Supporting the strengthening of Micro, Small and Medium Enterprises (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.**

## b) Strategy

Placing productive and decent employment at the centre of Somaliland's development policies and programmes requires the finalisation and adoption of the employment policy as well as more reliable data on the youth employment challenge.

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 to the implementation phase with at least 33 percent selection in the employment creation opportunities and fifty percent representation in the other areas.

ILO will ensure that all the policies drafted will be gender sensitive and include the contribution of women from the grassroots level to the governmental level. ILO will also use the already established women groups' networks in the social dialogue and awareness creation of social protection.

MOLSA and the social partners will be better equipped to design, implement and assess policies and programmes to promote regulatory environment favourable for labour intensive schemes and start-up of new enterprises and expansion of existing ones, as well as the establishment career guidance and counselling centres.

The availability and effective use of statistical data on the country's workforce and employment market are crucial for the formulation and successful implementation of national development programmes and projects.

The exact magnitude in terms of figures is lacking, and there are no direct estimates of unemployment for the whole country let alone the segment of concern. There is, therefore, a clearly perceived need to establish baseline data and to regularly monitor the situation and trends concerning employment, unemployment and manpower shortages as well as the conditions of work in the market place. In this context, a Somaliland wide survey will be carried out to address information gaps on trends, labour market and relevant socio-economic variables necessary for efficient employment and manpower planning and monitoring of development programmes and employment situation.

One of the major impediments for enterprise development is the absence of an enabling environment that facilitates and encourages start-ups. The ILO will work on:

- a) Promoting a conducive legal and regulatory framework for enterprise development with a special focus on start up businesses.
- b) Exploring the possibility of introducing need-based and affordable business development services to MSMEs through the development of a national business management training curricula and follow-up services in addition to building the capacity of national trainers/consultants.
- c) Strategies and tools to further foster an entrepreneurship culture in Somaliland will also be implemented. The immediate objectives of this concept are to create awareness of enterprise and self-employment as a career option for trainees; develop positive attitudes towards enterprise and self-employment; provide knowledge and practice of the required attributes and challenges for starting and operating a successful enterprise; and prepare trainees to work productively in MSMEs.

Technical assistance and advisory services will be provided to the government, youth organisations, businesses, trade unions and associations and other stakeholders to create a positive climate to enhance the employment for all.

Labour-intensive schemes will be implemented by constructing public infrastructure including roads, water management systems and facilities for service provision. Such schemes will have a tremendous impact in Somaliland as it is clearly demonstrated it is possible to employ large numbers of unskilled workers in public works schemes thereby combining the provision of cash income with productive work enhancing infrastructure, service delivery and productive capacity. Lastly, establishing links with small enterprise development institutions to provide comprehensive support to the emerging business owners as well as support existing business owners to improve their businesses.

## c) Outcomes, Outputs and Indicators

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

#### 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.
- 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.
- Work days created in targeted communities.

##### Outputs:

#### 1.1.1 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.



### 1.1.2 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.

### 1.1.3 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.

### 1.1.4 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 1.2: 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:

- One Somaliland employment policy in existence.
- Youth, women or disabled persons participating in training or services employed before starting programme.
- 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:****1.2.1 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.

**1.2.2 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.
1. 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 7 days 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 co-ordinate 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.

#### 1.3.3 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

Social dialogue has a particular role to play with regard to economic and social policy formulation and implementation as well as to wage determination mechanisms (in order to ensure decent wages for those at the lower end of the labour market).

In Somaliland the fundamental pillars forming the tripartite structure exist but are in an inchoate state. There is a need for capacity improvement for both government and social partners in order to enhance social dialogue. The chamber of commerce is also functional but remains in need of assistance as they remain with government appointees and undertake duties normally expected of government. As noted, there are under-developed business associations and some attempts by workers to organize. It is important to note, the gap of organised work force and employers associations has been partially filled by a rapidly growing civil society, small professional associations and vibrant private sector all seeking to exert their influence and claim representation of specific interest groups.

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 Somaliland government, the chamber of commerce and representatives from the social partners such as the workers and employers associations, local NGOs, community interest groups, the private sector for the process now resulting in this formulation of the DWP priorities and outcomes. Thus the very process of formulating the DWP has started to address aspects of the outcomes expected from the DWP.

Labour governance and administration systems are in need of serious attention to strengthen them in order to provide the required services. As a result, ILO will build the capacity of MOLSA including labour inspection management and labour dispute mechanisms, occupational safety and health systems.

Various forms of child labour exist in Somaliland including street vendors, restaurant workers, household work, animal rearing and more general farm and agricultural works. To address these problems the government and social partners will be engaged in the development and implementation of child labour related policies, programmes and activities. Emphasis will also be given to women headed or child headed households.

### b) Strategy

ILO will assist the tripartite constituents in establishing a conducive policy and legal environment for the elimination of child labour, including developing a knowledge base, raising awareness and mobilising defined stakeholders. It will strengthen the capacity of social partners with a view to development and implementation of interventions against the worst forms of child labour. Activities carried out by the partners will include, but not be limited to (as survey work further elucidates the situation), the prevention of child labour and, (depending on capacity), the withdrawal, rehabilitation and reintegration of children found in child labour conditions. Importantly, emphasis will be given to policy formulation and to integration of child labour concerns into relevant Somaliland development programmes, projects and budgets. The level of awareness among all 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 local and national level. Analysis of existing

social dialogue institutions will be conducted and recommendations for improvement will be provided and implemented.

Promotion of good governance through integrated approaches including effective participation of social partners, better international labour standards implementation, labour law, effective labour administration and sound industrial relations as well tripartism and social dialogue.

Training will be provided to social partners in order for them to develop a shared understanding of social dialogue and its benefits. Social partners will also be trained in representational skills and negotiations to enhance their participation in all relevant Somaliland institutions.

Capacity building programmes aimed at increasing the capacity of the government as well as of the employers' and workers' organisations will be provided to achieve a more conducive legal and institutional environment for collective bargaining and to promote tripartite and bipartite commissions.

Upgrading the capacity of social partners, workers and employers representative organisations to provide better protection and services to their members will also be supported. As a result, it is envisaged the capacity of social partners

to effectively run their organisations will be developed by providing defined skills upgrading. Women will be encouraged to participate in leadership roles or as officials within organisations with a view to representing the specific interests of women in the processes negotiation, notably collective bargaining.

Specific capacity-building activities targeting social partners' institutions will be provided to assist in developing their own policies and practices to address the existing challenges in the field of occupational safety and health. Introducing modern standards of working conditions including safety management system at enterprise level; developing a consultation mechanism for social dialogue and the establishment a national tripartite consultative council on OHS will be supported.

The ILO will provide technical advice and capacity building for the establishment of the labour laws and practice concerning recruitment, oversight and protection of workers. ILO will also provide expert assistance in training of administration personnel and the social partners in formulating and implementing labour market policies and provide information on relevant best practices available for the constituents.

Capacity assessment of the constituents will be conducted in the first year of the DWP in order to determine the required organisational capacities and staff skills to deliver DWP priorities. ILO will assist with this activity and determine a range of targeted training interventions over the DWP period. Certain, specific, training needs of the constituents have already been identified during consultative meetings with constituents. ILO will also lead partnering on:

- **Upgrading the skills of the social partners to understand labour conventions and its importance for human rights, the healthy functioning and growth of markets, as well as for labour market administration.**
- **Development of new legislations and regulatory labour laws that improve industrial peace and harmony at work place, freedom of association, and collective bargaining, which directly contribute to smooth and continuous productivity of the enterprises.**

## 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.

##### 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 delivery to their members.

## 5.3 Priority Three: Increased access and coverage of social protection

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### a) Background

In Somaliland, there are no universal social insurance schemes covering workers in the formal economy (public sector and private sector schemes); nor large-scale Social Safety Nets (SSN). The wider informal sector, subsistence and unemployed remain further removed from any ability to offer a social protection floor.

The government expressed its commitment to continue to explore ways of establishing comprehensive social protection to its workers. A new social security system needs to be established and adapted in order to guarantee future financial sustainability.

Recent studies and assessment reveal, in both rural and urban areas, a significant majority of the poor have reached limits and often now have difficulty to access even informal social protection and opt for risk choices. It is extremely important to rejuvenate and strengthen culturally developed, over generations, social protection practices and leverage them with the private sector as an approach to improved social protection aiming at most vulnerable/the poorest social groups to hedge them from various economic shocks and related risks.

A combination of new legislative and policy instruments is needed: A framework to achieve a comprehensive social security scheme such as unemployment benefits for formal sector workers, public works and a minimum benefit package for all workers, including those in the informal economy.

The social protection programme will help poor and vulnerable people in Somaliland in a variety of ways:

- **Human capital:** social protection programmes will increase poor and vulnerable households to have access to basic services. Such provision is shown to be the basis for incrementally raising productivity and facilitate the poor to participate labour market.
- **Risk management:** social protection would enable poor people to protect themselves and their assets against shocks, building a defence against a breakdown of their longer term income generating potential.
- **Empowerment and livelihoods:** social protection will promote growth and empowerment by increasing the negotiating power of subsistence workers and marginalized social groups - women would be economically empowered in the long run developing their participation in the labour market.
- **Social cohesion:** The social protection programmes, based on positive traditional model, are essential to cement relationships between poor communities and representative government.

## 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.



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## 6.1 Management and Implementation Framework

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The programme will be implemented by the Government of Somaliland with employers and workers representative organisations in close cooperation and assisted by the ILO.

The implementation plan of the programme will be developed by the parties to the programme and updated on a regular basis. The cooperation between the parties to implement the programme shall be conducted in the forms of exchange of information and materials in the sphere of labour relations; consultations between experts of the parties; participation of experts of the parties in all activities related to policy development, planning resulting from the adoption of the strategy and the implementation of the plans to achieve the defined results.

Achievement of the set priority goals will require development and implementation of projects in accordance with the identified priorities and established requirements. Based on the established principles, working groups consisting of experienced specialists representing all stakeholders will be formed to offer support to implementation of each project. The tripartite plus partners will take forward monitoring and management of projects. ILO will offer technical support directly or seek the necessary professionals to input to the projects.

The implementation of the programme will be coordinated by the Tripartite plus Steering Committee with ILO Somalia Programme in the technical advisory function. The implementation of the programme will be reviewed and strategies adjusted, if necessary, in order to react to changes in the Somaliland, or international, contexts. Activities may be rescheduled in order to allow for ad hoc response to short-term demands if necessary.

## 6.2 Monitoring and Evaluation (M&E)

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A result based monitoring system will be established, specifying indicators, targets and data collection methodology. Monitoring and evaluation of the progress of implementation will be undertaken on a regular basis by a working group composed of the tripartite plus constituents and the ILO. Such M&E frameworks will be complementary to, build upon, the existing frameworks ensuring full compatibility and compliance with standards Somaliland is setting for all assistance in accordance with international accords it is honouring.

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: Mid-cycle and an end-of-cycle. The monitoring and evaluation unit of the ILO's regional office and country office as well as the constituents will support ILO with the DWP evaluation.

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\* The Somaliland Implementation and Monitoring plans are available on <http://www.ilo.org/public/english/bureau/programme/dwcp/index.htm>

## 6.3 Resource Requirements

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The estimated resources to achieve the DWP objectives are indicated in the implementation plan. The government and ILO will discuss the various sources of funding to contribute to achieving the expected outcome of the DWP. ILO has provided the funds required for the preparatory work of the DWP. Some outputs are already being delivered through existing projects such as SEED. Programme (SEED), funded by UK Aid, and The Joint Programme on Local Governance and Decentralized Service Delivery (JPLG) supported by the European Commission, USAID, DANIDA, SIDA, DFID/UK Aid, Norway and Italy, and the Armed Violence Reduction programme funded by the Government of Japan.





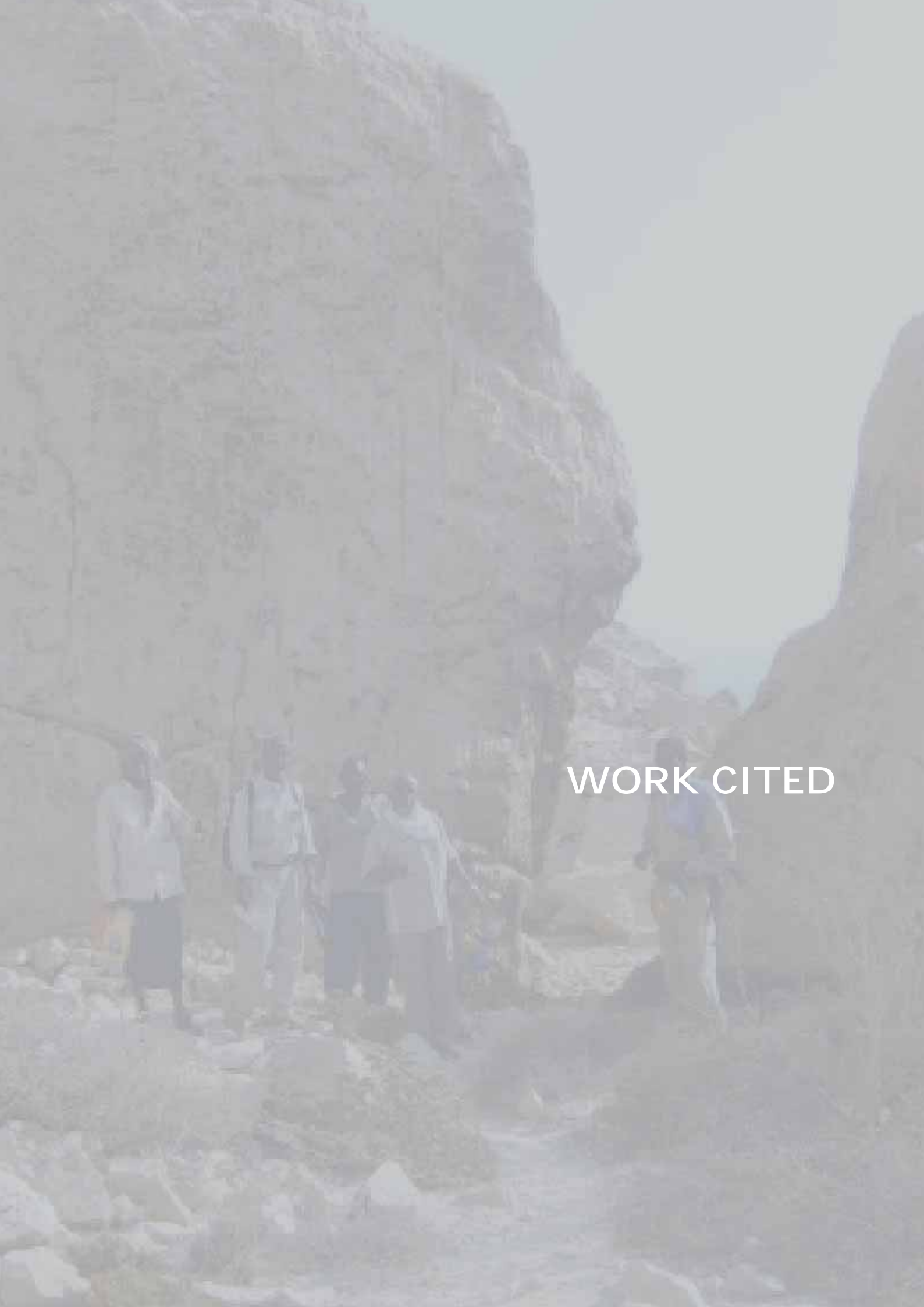


ANNEX:

7.0

## Conventions ratified by Somalia

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



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