

NATIONAL LABOUR MIGRATION POLICY

Implementation Strategy and Action Plan of Somalia



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► FOREWORD

Labour migration has played an integral role in Somalia's social and economic development. From supporting household incomes through remittances to facilitating skills development and contributing to national resilience. The movement of Somali has been a cornerstone of opportunity and survival for many families. Somalia's status as a country of origin, transit, and destination places it at the centre of increasingly complex regional and global migration dynamics. However, for far too long, the absence of unified coherent, and rights-based framework to guide this mobility has left Somali migrant workers, particularly, women and youth, exposed to exploitation, abuse, and limited protection.

Considering this, the launch of this National Labour Migration Policy Implementation Strategy and Action Plan marks a milestone in our migration governance efforts. This is Somalia's first comprehensive strategy that translates the guiding principles of our National Labour Migration Policy into concrete actions and measurable outcomes. It sets out a practical roadmap to ensure that labour migration is safe, orderly, regular, and grounded in human rights, dignity, and decent work.

This Strategy and Action Plan is aligned with the Sustainable Development Goals (SDGs), particularly targets 8.8 and 10.7, and reinforces commitments under the Global Compact for Safe, Orderly and Regular Migration (GCM). It also complements national frameworks, including the National Transformation Plan (NTP) and the evolving legal architecture for labour and social protection. The Strategy adopts a gender-responsive and inclusive approach that addresses the specific vulnerabilities of women, youth, and persons with disabilities across all stages of the migration cycle while promoting stronger engagement with the Somali diaspora as a key driver of development. Developed through an extensive consultative process, this Strategy

reflects the views and priorities of a wide spectrum of actors, including, government institutions at both federal and state levels, social partners, civil society, diaspora representatives, private sector actors, and development partners. Accordingly, it was developed through dialogue, technical analysis, and collective commitment, ensuring that the resulting framework is not only nationally owned but also locally relevant and globally informed.

I would like to extend my heartfelt appreciation to the International Labour Organization (ILO) under the Better Regional Migration Management Programme Phase II, funded by the UK Foreign, Commonwealth & Development Office (FCDO) for its technical leadership and continued support. I also recognize all stakeholders who have played a vital role in supporting this process.

This Strategy outlines eight key policy areas—from strengthening labour migration governance and regulating private employment agencies to enhancing social protection, data systems, and return and reintegration mechanisms. It includes a comprehensive Theory of Change, a detailed Results Framework, and costed interventions with clearly defined milestones and institutional responsibilities. The Strategy also emphasizes the central role of coordination, through the National Coordination Mechanism (NCM) and the Labour Migration Coordination Committee, in ensuring effective implementation across sectors and actors.

As Minister of Labour and Social Affairs, I am proud to present this Strategy and Action Plan as a foundational tool for building a more inclusive, rights-based, and development-oriented labour migration system in Somalia. We are committed to its full implementation and to ensuring that Labour migration serves as a source of opportunity, dignity, and shared prosperity for all Somalis and migrant workers in Somalia.



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► Abbreviations and acronyms

AU	African Union
BLMAs	Bilateral Labour Migration Agreements
COMESA	Common Market for Eastern and Southern Africa
CSOs	Civil Society Organizations
DTM	Displacement Tracking Matrix (IOM)
DWCP	Decent Work Country Programme
EAC	East African Community
ESCWA	Economic and Social Commission for Western Asia
FESTU	Federation of Somali Trade Unions
FMPT	Free Movement of Persons and Transhumance
FMS	Flow Monitoring Survey
FMS	Federal Member States
GCM	Global Compact for Safe, Orderly and Regular Migration
GDP	Gross Domestic Product
IDPs	Internally Displaced Persons
IGAD	Intergovernmental Authority on Development
ILO	International Labour Organization
IOM	International Organization for Migration
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MOLSA	Ministry of Labour and Social Affairs
MWSS	Migration Worker Support System
NBS	National Bureau of Statistics
NCM	National Coordination Mechanism
NDP	National Development Plan
NGOs	Non-Governmental Organizations
NLFS	National Labour Force Survey
PEAs	Private Employment Agencies
SDGs	Sustainable Development Goals
SWOT	Strengths Weaknesses, Opportunities and Threats
TVETs	Technical and Vocational Education and Training Institutions
UNHCR	United Nations High Commissioner for Refugees

▶ EXECUTIVE SUMMARY

▶ About the Labour Migration Policy for Somalia

The National Labour Migration Policy aims to establish a system that protects and empowers migrant workers, maximizing their contribution to Somalia's national development. The policy encompasses the following:

Vision

A sustainable, integrated, gender-responsive, and rights-based labour migration system for national development.

Mission

Establish a comprehensive and equitable framework facilitating safe, orderly, and regular labour migration.

Goal

Optimize benefits for the prosperity of inward and outward migrant workers.

▶ Strategy Theory of Change

The theory of change emphasizes establishing a sustainable framework for labour migration. This will be achieved through a cohesive institutional arrangement supporting interventions that ensure rights-based and gender-responsive policy implementation.

In the long term, the Government will ensure legislation, led by the revised National Labour Code, and ratified ILO Conventions on labour migration to ensure safe, orderly and regular migration.

In the intermediate term, the Government will work within the Tripartite arrangement to support social partners in advancing the protection of inward and outward migrant workers' rights. This will involve promoting skills development and protections at work for their dignity and prosperity. The Government will also collaborate with the diaspora, within the framework of the diaspora policy, to build a vibrant diaspora community. This will strengthen the critical mass of outward migrant workers, enabling them to optimally contribute to their own and national development. Furthermore, a labour migration management information system (LMIS) will be established to provide data that guides policy discussion and reform.

In the short and immediate term, various interventions will be made, as outlined in the theory of change for this strategy. These interventions will include finalizing critical legislation and BLAs, integrating critical cross-cutting issues into planning and implementation (including gender and disability inclusion, climate change), and strengthening systems for return and reintegration to support inbound migrant workers.

► Monitoring and Evaluation and Results Framework

All stakeholders will be required to monitor activities outlined in this policy and report annually on progress achieved. This progress will be measured against agreed-upon Key Performance Indicators (KPIs). A baseline survey will be conducted in the first year of policy implementation to gather initial data on labour migration, against which targets will be set for the policy. The Ministry of Labour and Social Affairs (MoLSA) will compile information submitted by various entities at all levels into an annual performance report. The establishment of a functional labour market information system is expected to provide updated data on labour, complementing this process.

Annual performance reviews will be conducted to measure progress, and reports will be presented at meetings convened by the National Coordination Committee on Labour Migration and the National Coordination Mechanism (NCM). This will provide an opportunity for the NCM to assess the efficacy of the indicators and parameters used to assess progress.

► Required Resources

The estimated cost for implementing the policy over the first year is \$10,053,000. The computation is based on financing earmarks within MoLSA for various activities, converted into United States Dollars. According to the cost requirement, the item with the highest expenditure allocation over the next five years will be supporting social partners and strengthening their roles in institutional coordination. A similar level of investment will be allocated to social protection for migrant workers and their families. Regulating (PEAs) is the second-largest expenditure allocation, as they play a crucial role in the labour migration process. Key resource provision has been allocated to skills development, strengthening skills, and overall labour migration governance to support the National Coordination Mechanism (NCM).

► Risks and Assumptions

The ongoing civil conflict in Somalia poses the most significant risk to implementing the labour migration policy. It is assumed that peace-building efforts will continue over the coming decade to restore a conducive environment for safe, regular and orderly migration. Additional risks to implementation include:

- Coordination challenges among institutions in their work with social partners.
- Limited data on labour migration characterized by limited data disaggregation

- ▶ An overall weak and almost non-existent labour governance framework, marked by limited coordination among and between key stakeholders.

The results framework assumes the following:

- ▶ Active and sustained engagement and cooperation of all stakeholders in policy implementation at national and state levels.
- ▶ Employment agencies' willingness to adhere to regulations
- ▶ Active support and participation of social partners and their support agencies
- ▶ Availability of resources and cooperation from development partners

▶ Time Frame

This strategy will be implemented over the next five years (2025-2030). A mid-term review will be conducted in 2028, and a final evaluation will be commissioned in 2030.

Throughout the implementation period, the Government and implementing agencies will continue to execute labour migration governance and related interventions, guided by MoLSA and the Coordination Committee on Labour Migration.

1

INTRODUCTION

► 1.1 Background and Context

Somalia's population is estimated to be approximately 18.7 million people, with an economy dominated by services (notably merchandising), subsistence agriculture, and fishing.¹ The majority of the population lives in the subsistence sector, with agriculture contributing 80.3% to the country's total GDP. In 2023, Somalia's GDP stood at \$10.42 billion, with an annual GDP per capita of \$592.² The country's GDP growth rate is 2.43% and is projected to expand to 3.5% in 2024 and 3.8 per cent in 2025, slightly outpacing the estimated population growth rate of 2.43%. Despite these growth projections, Somalia faces significant economic challenges, including low domestic revenue mobilization and high poverty rates exacerbated by insecurity. Efforts to attract foreign direct investment (FDI) and stimulate private sector activity are crucial for enhancing Somalia's economic development, creating employment opportunities and reducing the current poverty levels.

1.1.1 Migration and Dynamics in Somalia

Somalia is a country of mixed migration flows, serving as a transit country, destination, and origin for both inward and outward migration across the Horn of Africa and beyond. The country faces the challenge of creating sufficient jobs and opportunities for all, with an unemployment rate of 19.29%.³ Poverty remains widespread, with over 60% of the population living below \$1.90 per day. The literacy rate stands at 41.03%. Labour force participation rates reveal significant gender gaps between male and female participation in the labour market, with only 33% of men and 12% of women actively engaged.⁴ The Government of Somalia through MoLSA, is working with development partners to accelerate institution-building and develop resilience fundamental for growth, poverty reduction, and transition from fragility. Somalia's young population has the potential to be drive economic development. However, high youth unemployment, particularly among educated youth, persists. Those with valuable skills are more likely to migrate in pursuit of new work opportunities.

1.1.2 Refugees and Asylum Seekers

According to the United Nations High Commissioner for Refugee (UNHCR) data, as of April 2023,⁵ there were 685,198 Somali refugees, with the majority remaining in neighbouring countries, primarily in Kenya (301,526) and Ethiopia (253,616). By 2020, Somalia was hosting 35,461 registered refugees and asylum seekers, mostly from Ethiopia (23,701). Somalia also has a large diaspora community, estimated to be around 1-1.5 million people, primarily residing in the United Kingdom, the Netherlands, Norway, Sweden, the United States, Canada, and Australia (FMPT, 2022).

1. <https://www.macrotrends.net/global-metrics/countries/SOM/somalia/>

2. World Bank (2022): Macro Poverty Outlook (MPO) Somalia and <https://www.macrotrends.net/global-metrics/countries/SOM/somalia/>

3. <https://www.macrotrends.net/global-metrics/countries/SOM/somalia/literacy-rate>

4. EASO (2021): Somalia Key socio-economic indicators, European Asylum Support Office

5. Document - Somalia Situation: Population Dashboard - 30 April 2023 ([unhcr.org](https://www.unhcr.org))

1.1.3 Inbound Migration

Looking at inward migration, according to the UNHCR Protection and Return Monitoring Network (PRMN)⁶ report, there are than 1.2 million new internally displaced persons in 2023. The 2021 IOM Displacement Tracking Matrix (DTM) Report for Somalia revealed 121,671 movements into Somalia, where 66% originating from Ethiopia, 13% from Kenya and 10% from Djibouti. The same report noted 159,812 movements exiting Somali in 2020. The primary destination countries were Ethiopia (46%), Saudi Arabia (23%), Yemen (15%), Kenya (11%) and Djibouti 6%. According to the Ministry of Labour and Social Affairs (MOLSA), approximately 15,000 work permits were issued in Somalia over the last two years, mainly to nationals of Uganda, Kenya, India, the United Kingdom, Pakistan, and Bangladesh.

1.1.4 Out-bound Migration

Somalia's common migration routes include: (i) crossing by sea to Yemen (less popular since 2015 due to conflict in Yemen) and onward movement to Gulf countries; (ii) moving south through Kenya to South Africa; and (iii) westward through Sudan and Libya, with the goal of crossing the Mediterranean Sea to reach Europe.⁷ Updated data on irregular migration is unavailable. Somalia has finalized its BLA with Qatar⁸ and is concluding a BLA with the Kingdom of Saudi Arabia, which hosts the majority of Somalia's migrant workers, particularly women.

1.1.5 Diaspora Engagement

Somalia's diaspora community is estimated to comprise 2 million Somalis residing in the United Kingdom, Netherlands, Norway, Sweden, the United States, Canada, South Africa, and Australia (FMPT, 2020).⁹

1.1.6 Remittances

Remittances play a vital role in Somali's economic development. The diaspora's contributions are critical, with remittances estimated to range between US\$ 1.73 billion to 2 billion in 2023 and 2024.¹⁰ This exceeds the value of Somalia's combined annual exports.

6. Somalia: Internal Displacement ([unhcr.org](https://www.unhcr.org))

7. Integral Human Development Report (2024)

8. Source: Update Provided by the Representative of MoLSA at Consultative Workshop with Federal Member States in July 2024

9. FMTP (Free Movement of Persons and Transhumance) Report 2020 Published by ILO and IGAD

10. Danish Refugee Council (2024) Diaspora Program web seen at www.pro.drc.ngo

1.1.7 Reasons for Migration

Somalia remains a source, transit and destination country for irregular migratory flows characterized by:

- i. Lack of sustainable economic opportunities for the youth: 60% of Somali population is below 25 years old (as of 2020), facing limited decent employment opportunities, which drives out-migration.
- ii. Conflict, insecurity, and environmental factors: These factors, including flood, drought, poverty, and famine, exacerbate internal displacement and limit employment within the country
- iii. Irregular mobility: Somalis migrate through three main routes: (i) crossing by sea to Yemen, (ii) moving south through Kenya to South Africa; and (iii) westward through Libya, aiming to cross the Mediterranean Sea to Europe.

There are two main forms of migration: voluntary and involuntary/forced migration.

Voluntary Migration

Voluntary migration occurs when individuals choose to leave their homes for destinations within their country (internal) or outside their country of origin (external), primarily seeking better livelihood opportunities. In Somalia, the estimated rate of voluntary migration is 44%, as documented by the IOM Cross Border Movements report (October 2023). The main reasons for voluntary migration in Somalia are: economic reasons (26%), seasonal migration (9%), especially due to cattle farming and harvesting, family reasons (3%), returnees (2%). Other reasons accounted for 4% of voluntary migration.

Forced Migration

Forced migration refers to migratory movement caused by instances of force, expulsion, compulsion, or coercion, often due to circumstances such as natural disasters (severe droughts and floods), and conflict or insecurity. In Somalia, forced migration accounts for 53% of all migration, with 31% of migrants displaced due to natural disasters, 20% due to food insecurity, and 2% due to conflict.

The following sub-sections examine the two main aspects of forced migration:

- i. **Refugees, Internal Displacement and Returnees** due to Conflict According to UNHCR Operations Data Portal¹¹ (5 February 2024), Somalia had:
 - ▶ 2,788,453 estimated internally displaced persons (IDPs)
 - ▶ 17,957 refugees
 - ▶ 20,506 asylum seekers.
 - ▶ As of January 2024, there were 93,721 returnees in Somalia.
- ii. **Migration as a Result of Climate Change**

In 2024, Somalia reported 13,000 newly displaced persons, primarily due to conflict, floods and drought-related incidents.

11. UNHCR (2024) Operational Data Portal see as www.data.unhcr.org/en/situations/hom/location/192

► **Table 1.**
Reasons for Migration

Form of Migration	Reason for Migration	Percentage
Voluntary Migration	Economic Reasons	26%
	Seasonal Migration	9%
	Family Reasons	3%
	Returnees	2%
	Others	4%
Sub-Total		44%
Forced Migration	Conflict and insecurity	2%
	Natural Disasters	31%
	Food Insecurity	20%
Sub-Total		53%
Other	Other forms of Migration	3%

Source: IOM (2023) Cross Border Movements

1.1.8 Somalia's Diaspora

According to Somalia's National Diaspora Policy, approximately 2 million Somalis reside in the diaspora.¹² The policy notes that "Government efforts to unify and mobilize the Somalia Diaspora Networks have the potential to contribute towards a stronger and more resilient nation" (Page 9). This is also acknowledged by the Somalia National Development Plan (NDP 2020-24). The Department of Diaspora Affairs under the Ministry of Foreign Affairs, will implement interventions to execute the National Diaspora Policy.

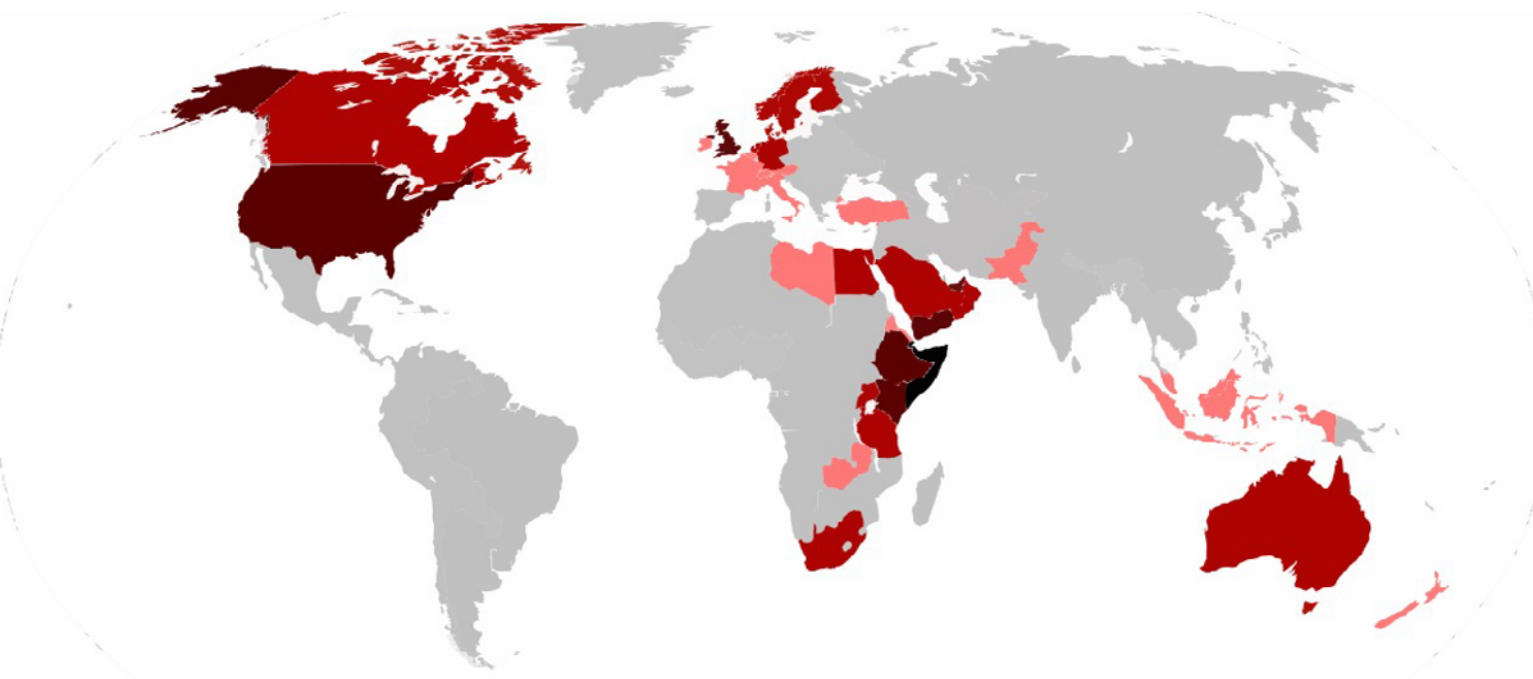
Key Areas of Focus: Migration and Economic Development

- i. Migration and its contribution to economic development are central to the policy. The diaspora is critical to the country's development, particularly in the following areas:
Remittances: (estimated to be between US\$ 1.73 billion and 2 billion);¹³
- ii. Human Capital Development: Contributions to skills development and expertise
- iii. Skills Strengthening: Sharing new innovations and best practices
- iv. Cultural Exchanges and Diversity: Promoting cross-cultural understanding and exchange
- v. Institutional Capacity Building: Strengthening institutions through sharing good practices

12. As referenced from DEMAC 'Diaspora Organizations and their Humanitarian Response in Somalia (July 2021)

13. Danish Refugee Council (2024) Diaspora Program web seen at www.pro.drc.ngo

► Map showing Somalis in the Diaspora



Source: https://commons.wikimedia.org/wiki/File:Somali_people_around_the_world.svg (July 2021)

English: Map of the Djibouti, Somalia and Somaliland population by country.

Challenges faced by Somali Nationals in the Diaspora

As noted by the National Diaspora Policy, Somalis in the diaspora face several challenges, including:

- i. **Limited Coordination and Collaboration:** Insufficient coordination and collaboration between the diaspora, government and private sector in Somalia have eroded trust in some instances.
- ii. **Unfavorable Working Conditions:** Somalis in the diaspora face unfavourable working conditions in host countries, exacerbated by high living costs, taxes, language, weather and other cultural challenges
- iii. **Limited Information Exchange:** The diaspora has limited access to information about developments back home, relying on limited sources and media reporting. Limited There are inadequate provisions and programmes for the return and re-integration of diaspora members.
- iv. **Constitutional and Legislative Gaps:** Amendments to the Constitution 2012 and key legislation are needed to guide diaspora management.

Government Interventions

In response to these challenges, the government is implementing the following interventions:

- i. **Centralized Coordination Mechanisms:** Establishing a centrally coordinated mechanism to engage the diaspora, including a central platform and database of key data needed to guide opportunities for diaspora engagement and investment back home.
- ii. **Strengthening Consular Services:** Enhancing consular services at embassies, missions and consulates, particularly in countries with substantial Somali populations.

- iii. **Information Sharing:** Sharing information about developments and investment opportunities in Somalia and various productive sectors of the economy.
- iv. **Supporting Diaspora Network:** Supporting diaspora networks and organizations to organize and implement projects for knowledge and skills transfer, particularly for youth. (especially to the youth); and
- v. **Linking the work being done by Government with the Migration for Development in Africa (MIDA)** which has been offering training for diaspora experts since 2008.

1.1.9 SWOT Analysis

Somalia's labour migration landscape is described in this section using a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis, which maps current potentialities against outstanding challenges and constraints. This tool will serve as a reference point for strategic planning, decision-making processes, and the overall management of Somalia's labour migration ecosystem in the following ways:

- i. **Strengths:** Strength's occurrences, positions, and characteristics that give Somalia a competitive advantage and provide a foundation for the future labour migration.
- ii. **Opportunities:** Opportunities refer to potentialities, environmental factors, and possibilities that offer better future prospects for the labour market, which can be leveraged.
- iii. **Weaknesses:** Weaknesses encompass failures, constraints and disadvantages that remain as obstacles to furthering the development locus for labour migration in Somalia.
- iv. **Threats:** Threats are internal and external factors that could impede Somalia's development prospects, largely beyond the country's control.

The SWOT analysis distinguishes between internal and external factors. Strengths and weaknesses are internal aspects over which Somalia has substantial control. Opportunities can be both internal and external and can be harnessed. Threats, however, are primarily external factors, some of which are beyond Somalia's control, but against which the country can take measures through legal and policy options.

► SWOT Analysis for Labour Migration Landscape in Somalia

Strengths	Weaknesses
Somalia has demonstrated strong political will at the highest level of government, acknowledging the importance of labour migration and its governance. Key frameworks and institutions include: • A legal, policy and institutional framework governing labour migration • A Labour Code pending before Parliament in 2024. • Signed and ratified ILO Conventions providing a basis for strengthening the legal and policy framework • Bilateral Labour Agreements (BLAs) with countries hosting Somali migrant workers. National Diaspora Policy (2013) • National Declaration on Durable Solutions for Somali Refugees and Reintegration in Somalia Established bodies addressing various aspects of labour migration include: • National Commission for Refugees and IDPs • Department of Diaspora Affairs • Office of the Special Envoy for Children and Migrants' Rights) • Taskforces and Technical Working Groups on labour migration management, PEAs and coordination mechanisms to support labour migration • Somalia benefits from an efficient international money transfer system, enabling expedited remittances from abroad. • The Somali population has demonstrated remarkable resilience and adaptability, thriving in various conditions and sectors in the destination countries.	Coordination challenges exist among some institutions in their work with social partners. What is being done? • To address this, the government is restructuring Technical Working Groups and their membership to foster harmonious working relations among current task forces and groups. • Labour migration in Somalia is characterized by limited data and disaggregation. What is being done? • In response, the government conducted the 2019 Labour Force Survey and is developing a Labour Market Information System to provide labour statistics • Somalia's labour governance is weak, with limited coordination among key stakeholders. What is being done? • To strengthen this framework, the government is developing harmonized and coherent national policies and Acts of Parliament contributed to by multiple stakeholders. • Programmes and resources to support inward and outward labour migrants are limited. These limitations include limited pre-departure training for migrant workers, limited pre-departure training for migrant workers, limited support provided by PEAs and resultant cases of rights violations and irregularities. What is being done? • The government establishing policies and regulations, including those for PEAs, to support migrant workers. Various agencies are offering pre-departure training to migrant workers, although currently on a limited scale. Furthermore, efforts are underway in collaboration with the Ministry of Gender to introduce pre-departure gender screening.
Opportunities	Threats
Regional and International Partnerships Regional blocks, including COMESA, EAC, and IGAD, have provided significant support towards efforts to ensure safe, orderly, and regular migration. This support is evident in efforts to enforce various dispensations, such as the Khartoum Process and the Nairobi Declaration. Development partners Various development partners, including the ILO, IOM, UNHCR, EU, and World Bank, have provided sustained support to Somalia to address its migration issues. Diaspora Networks and Associations Community Over the years, the Somalia diaspora community has established diaspora networks and associations to supplement efforts in labour migration management.	Political instability and conflict in Somalia and neighbouring countries are likely to exacerbate humanitarian crises, internal displacement, and sustained labour emigration. Climate change is expected to worsen, leading to unpredictable weather patterns. Given the weakness of early warning systems, this threat is likely to manifest as food insecurity, driving outward migration. Somalis may opt to travel to other countries offering relatively more conducive living and employment opportunities and conditions.

2

▶ ABOUT THE NATIONAL LABOUR MIGRATION POLICY

The National Labour Migration Policy aims to establish a system that protects and empowers migrant workers, harnessing their optimal contribution to Somalia's national development. It has the following components:

Vision

A sustainable, integrated, gender-responsive and rights-based labour migration system for national development

Mission

Establishing a comprehensive and equitable framework that facilitates safe, orderly, and regular labour migration

Goal

Optimizing benefits for the prosperity of in-ward and out-ward migrant workers

Core Values and Guiding Principles

The core values and principles that underpin this policy are:

- i. Good Governance
- ii. Decent Work
- iii. Empowerment, Inclusion and Participation
- iv. Social Protection, Social Justice and Social Dialogue
- v. Transparency and Accountability
- vi. Sustainable development

Policy Strategic Objectives

The following are the core policy objectives:

- i. Strengthen labour migration governance in line with international labour standards and norms.
- ii. Promote skills development and recognition for migrant workers.
- iii. Strengthen social protection and social security for migrant workers.
- iv. Strengthen the role of social partners.
- v. Enhance labour migration data production, management and dissemination.
- vi. Regulate Private Employment Agencies (PEAs);
- vii. Support systems for the return and re-integration of migrant workers.
- viii. Optimize the contribution of Somalis in the diaspora.

3



PRIORITY AREAS FOR IMPLEMENTATION

The National Labour Migration Policy framework aims to implement a range of interventions under eight core policy areas, as outlined below:

Policy Area 1: Strengthening Labour Migration Governance to align with International Labour Standards and Norms

Key interventions under this policy area shall include:

- i. Strengthening the National Coordination Mechanism (NCM) under the Office of the President to coordinate core policy implementation institutions on migration up to the Federal Member States level.
- ii. Initiating, negotiating, strengthening and revising Bilateral and Multilateral Labour Migration Agreements (BLMAs and MLMAs) with countries hosting high concentrations of Somali migrant workers.
- iii. Ratifying, domesticating, implementing and reporting on the enforcement of relevant international labour standards, including conventions, protocols and commitments related to labour migration.

Policy Area 2: Promoting Skills Development and Recognition

Key interventions under this policy area shall include:

- i. Instituting a national skills profiling and employment planning mechanism;
- ii. Establishing and operationalizing labour mobility schemes with focus on skills partnerships to support labour market needs and skills development in Somalia;
- iii. Investing in skilling, up-skilling, and re-skilling programmes for inbound and outbound migrant workers;
- iv. Introducing job portals at all level government to advertise work opportunities and required skill sets, linking employers with job seekers in and out of Somalia;
- v. Supporting knowledge and skills transfer for inbound and outbound migrant workers;
- vi. Developing support mechanisms to strengthen access to information, education, training for migrant workers and their families.

Policy Area 3: Extending Labour and Social Protection to Migrant Workers and Their Families

Key interventions under this policy area shall include:

- i. Revising national social protection policies, laws and schemes to include migrant workers, based on the equality of treatment principle;
- ii. Strengthening institutional capacity by instituting focal points for international and migration-specific social protection within the MoLSA and agency, and establishing a tripartite committee to develop local knowledge on social protection for migrant workers with national and local social partners;
- ii. Establishing Bilateral Labour Agreements (BLAs) with social provisions and/or multilateral social security agreements to ensure portability and optimization of benefits;
- iv. Supporting the implementation of the EAC Common Market (2003) on coordination of social security rights and benefits.

Policy Area 4: Strengthening the Role of Social Partners, Development Partners and the Private Sector

Key interventions under this policy area shall be:

- i. Building capacity for social partners to engage in social dialogue on labour migration;
- ii. Supporting social partners with information and empowerment actions to enable migrant workers to organize and advocate for their rights;
- iii. Supporting the role of social partners in advocating for migrant workers' access to justice;
- iv. Strengthening collaboration between government, development partners and the private sector.

Policy Area 5: Strengthening Labour Migration Data Production, Management and Dissemination

Key interventions under this policy area shall be:

- i. Contributing to the mainstreaming of the labour migration dimension into the establishment of an LMIS
- ii. Designing a labour migration statistics framework for routine reporting on migrant worker flows and their characteristics aligned with International Conference of Labour Statisticians (ICLS) recommendations;
- iii. Regularly conducting labour force surveys with specific modules on labour migration to provide data on labour migration and diaspora management, aligned with ICLS recommendations;
- iv. Building government capacity and structures to collect, analyze, and disseminate labour migration data, including data disaggregated by sex and other relevant characteristics; and ensuring the accessibility of data across government and to the general public, including media, academia, civil society, development partners and other non-state actors.

Policy Area 6: Regulating Private Employment Agencies (PEAs)

Key interventions under this policy area shall be:

- i. Establishing a legal, policy and regulatory framework and procedures for PEAs;
- ii. Enforcing guidelines for the regulation and monitoring of private employment agencies;
- iii. Implementing capacity-building programmes to regulate and support private employment agencies to achieve fair recruitment. These programmes will include strengthening the capacity of PEAs to ensure that gender-responsive approaches are mainstreamed across all the labour migration process, including pre-departure, training, arrival post-arrival, employment in the country of destination, and return and re-integration
- iv. Furthermore, regulating employment agency practices with mutually enforceable guidelines will be pursued.

Policy Area 7: Supporting Systems for Return and Re-integration of Migrant Workers

Key interventions under this policy area shall be:

- i. Supporting MoLSA to anticipate and plan the return of migrant workers, and establishing a mechanism to provide information, training and assistance to returnees (legal or advisory) for their re-integration into the country, including through the work of private employment agencies and TVET institutions;
- ii. Supporting efforts by financial intermediaries to provide financial services, such as non-resident accounts, as part of wider efforts to protect migrant workers from financial loss and ensure the enjoyment of financial freedoms;
- iii. Facilitating remittances flow by strengthening the framework for the portability of social protection benefits;
- iv. Facilitating re-unification of families and children of returnee migrant workers by integrating and orienting them into the national education and vocational training systems, thereby shaping their career growth options;
- v. Establishing a responsive follow-up mechanism, complete with a complaints and re-dress facility, to ensure challenges emerging during the transition from return to re-integration are addressed expeditiously.

Policy Area 8: Optimizing the Contribution of Somalis in the Diaspora

Key interventions under this policy area will be:

- i. Establishing and strengthening consular and labour attaché services (including complaints and redress mechanisms) at embassies, missions, and consulates abroad to conduct regular diaspora mapping (including data on numbers, locations, skill sets, gender and services needed);
- ii. Supporting the work of diaspora networks and associations to support migrant workers;
- iii. Setting up and facilitating a diaspora engagement hub;
- iv. Creating awareness among the general public and policy makers of the contributions of Somalis in the diaspora to national development.

4

THEORY OF CHANGE

► 4.1 Strategy Actualized through a Theory of Change

This strategy outlines the underlying assumptions and drivers that explain how different pathways derive a desired impact, using a Theory of Change (ToC) approach. This modular framework explains how the policy mission and vision will be attained through a detailed, step-by-step description of the processes and pathways. A typical Theory of Change includes:

- i. Long-term goals: The desired outcomes or impact.
- ii. Intermediary outcomes: The steps or changes that lead to the long-term goals.
- iii. Interventions: The specific actions or programmes that will drive change.
- iv. Outputs: The direct results of these interventions.
- v. Assumptions: The underlying beliefs or hypotheses that explain why these outcomes will occur.
- vi. Drivers: The external factors that may influence the outcomes.

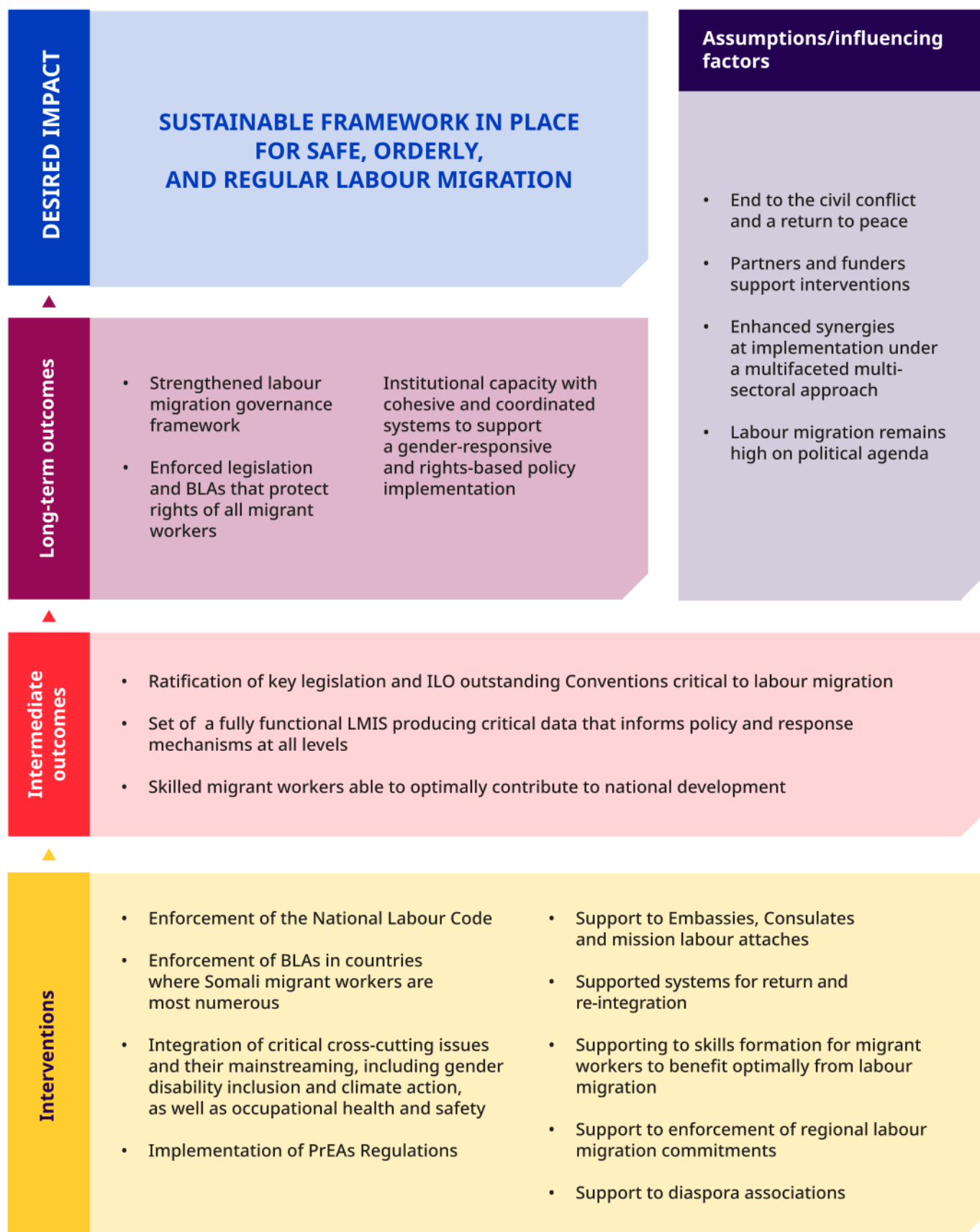
By developing a Theory of Change, MoLSA which is taking the lead in implementation shall be able to clarify goals and assumptions, identify key drivers of change, prioritize interventions and resources, anticipate potential risks and challenges, measure progress and evaluate impact. As illustrated in the Theory of Change diagram on the next page, all efforts to implement the policy will focus on establishing a sustainable framework for labour migration. This will be achieved through the establishment of a cohesive institutional arrangement that supports a range of interventions, ensuring a rights-based and gender-responsive policy implementation.

In the longer term, the Government will ensure that legislation, led by the revised National Labour code and the ratified ILO Conventions on labour migration are enforced to ensure Somalia's progress towards safe, orderly and regular migration.

In the intermediate term, the Government working within the tripartite arrangement will support the work of social partners to advance the protection of inbound and outbound migrant workers' rights, promote skills development, and protect workers dignity and prosperity. The Government will also work with the diaspora, within the confines of the diaspora policy, to build a vibrant diaspora community, strengthening the critical mass of outbound migrant workers to optimally contribute to their own and national development. Furthermore, a labour migration management information system (LMIS) will be established to provide data to guide policy discussions and reform.

In the short and immediate term, various interventions will be made, including finalizing critical legislation and BLAs, integrating critical cross-cutting issues in planning and implementation (including gender and disability inclusion, and climate change), and strengthening systems for return and re-integration to support inbound migrant workers.

► Illustrative theory of change



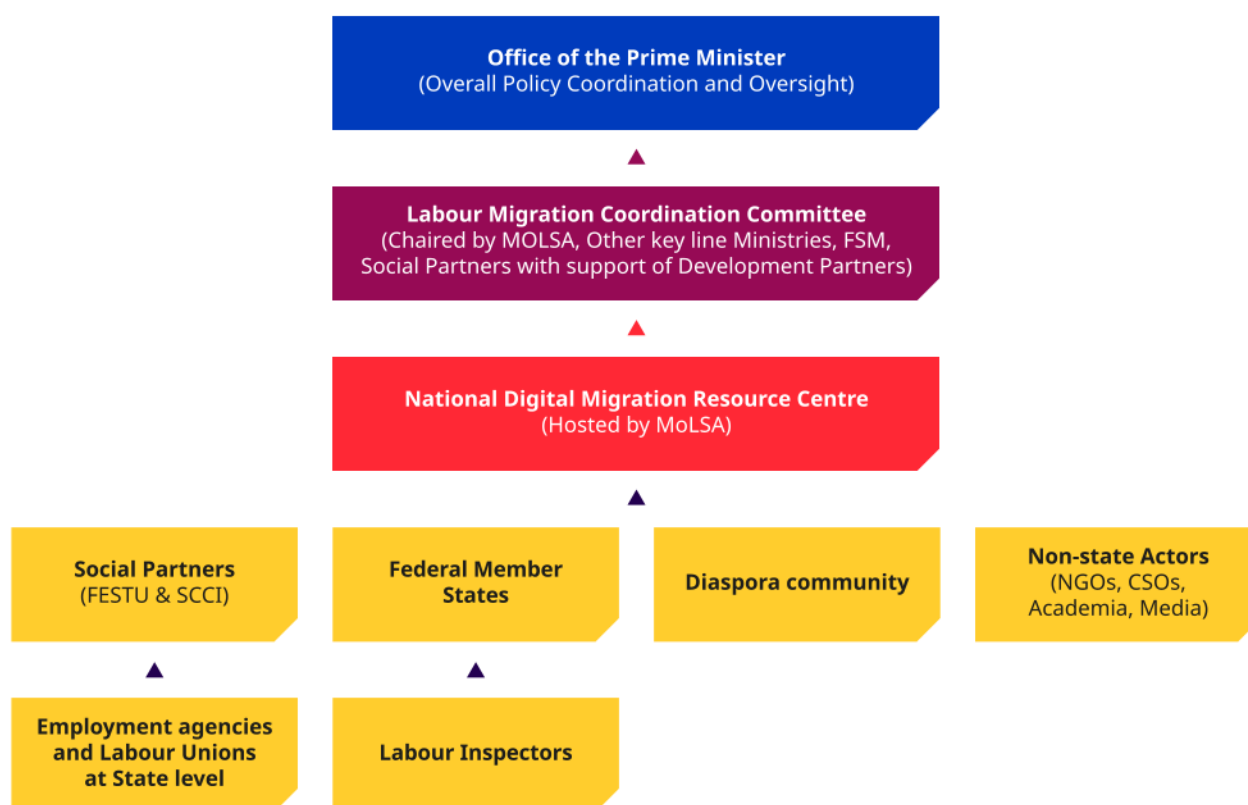
5



STAKEHOLDER ROLES AND RESPONSIBILITIES

The Prime Minister, who leads the executive arm of Government, shall oversee the implementation of this Policy, ensuring liaison between Cabinet and Parliament. MoLSA will be responsible for the day-to-day implementation, oversight, and reporting. To ensure a whole-of-Government, whole-of-society approach, the Government will promote a policy and institutional framework that fosters collaborative and cohesive implementation. This will establish an integral, sustainable system for labour migration. The Government will establish a coherent, cohesive, and well-resourced system under an elaborate implementation structure (as shown below).

► Illustrative chart on policy implementation arrangements



The Government will strengthen the National Coordination Mechanism (NCM) on Migration (which will oversee the implementation of this policy on labour migration among other key tasks). The NCM will be supported by a Coordination Committee on Labour Migration comprising key Ministries, Departments, and Agencies (MDAs), and chaired by the MoLSA. Under this mechanism, the Office of the President will be represented by a Special Envoy for Migration, Returnees and Children's Rights. A National Migration Resource Centre will inform this Coordination Committee and host the National Labour Market Information System (LMIS), among other functions. MoLSA, through its Social Partners platform, will collaborate with the Federation of Somali Trade Unions (FESTU), the Somali Chamber of Commerce, the diaspora community, development partners, and other non-state actors to advance implementation of this policy. At the Federal State level, this policy will be implemented across the country, supported by Director Generals and Labour officers within fully established Labour departments.

Ultimately, inbound and outbound migrant workers will be the main beneficiaries and targets of this policy to ensure they benefit optimally from labour migration. The following will be the key roles of leading institutions for policy implementation:

Institution	Responsibility as pertains Policy Implementation
Office of the President	- Chair of the National Coordination Mechanism on Migration - Support the Special Envoy for Migration, Returnees, and Children's Rights.
Office of the Prime Minister	- Coordinate ministries, agencies and departments to effectively play their roles and report on interventions aimed at actualizing the policy's aspirations. - Represent the country at regional and international fora on labour migration.
Parliament	- Appropriate resources for policy implementation - Enact, review, and monitor policy implementation
Attorney General	- Establish a legal framework and policy review process - Represent the country in legal matters related to labour migration - Protection of Migrant Workers' Rights - Advise on legal mechanisms for dispute resolution - Collaborate with other legal authorities and agencies to monitor the legal impacts of labour migration - Monitor the legal impacts of labour migration - Provide legal advice on immigration and employment laws - Advocate for legal reforms on labour migration
National Coordination Mechanism	Coordination of Taskforces under a whole-of-government, whole-of-society approach aims to facilitate the sharing of information and enhance the nationally coordinated response to migration priorities, including labour migration.
National Coordination Committee on Labour Migration Somalia	This Committee, chaired by MoLSA, shall comprise representatives from key government agencies and social partners. Its overall objective is to strengthen coordination among key stakeholders and ensure cohesive implementation of this policy.
Ministry of Labour and Social Affairs	- Provide overall leadership and guidance. - Offer technical support to galvanize all actors for policy implementation - Coordinate a national liaison office for policy implementation - Engage in dialogue with development partners for resource mobilization. Lead on budgeting, strategic planning, regulation, and implementation across sectors - Support the conclusion of BLMAs - Lead on domestication, implementation, and reporting on international labour standards - Provide work permits - Guide general procedures and services to oversee Somali workers travelling abroad for employment - Lead the implementation of a Labour Market Information System, in coordination with Somalia's National Bureau of Statistics, to produce, manage and disseminate labour migration data
Ministry of Foreign Affairs and International Cooperation	- Host the Department of Diaspora, which oversees the implementation of the national diaspora policy, closely linked to labour migration. - Support regulatory efforts aimed at mainstreaming labour migration within and outside the country. Facilitate the establishment and enforcement of BLMAs to ensure to ensure optimal labour beneficiation from - Support the work of missions, embassies, and consulates to assist the diaspora
Ministry of Education	- Recognize qualifications of inward and outward migrants - Support skills development in TVET institutions and higher education institutions and higher education institutions, with MoLSA's role focusing on education up to diploma level and the Ministry of Education's role focusing on education levels higher than Diploma.
Ministry of Internal Security	- Support naturalization, immigration, and customs processes in Somalia - Ensure effective border control for safe and regular migration
Ministry of Women and Human Rights	- Develop and implement cross-cutting policies, legal instruments, and programmes to ensure the development, care, and protection of families - Strengthen complaints handling mechanisms to reduce the vulnerability of migrant workers, particularly women, including those in the diaspora. - Encouraging women in the diaspora to invest in the country
Ministry Planning, Investment and Economic Development	- Support the design and implementation of pro-employment policies, planning and budgeting. - Ensure efficient allocation and accountability for resources through budget monitoring mechanisms.

Ministry of Family and Human Rights Development	• Promote gender equality in labour migration • Provide support for vulnerable migrant groups • Protection of Migrant Workers' Rights Offer advocacy and legal assistance for migrants • Collaborate with international human rights organizations • Develop policies on family reunification, monitor and report on migrant welfare • Conduct public awareness and education campaigns • Coordinate social protection programmes for migrants • Ensure Compliance with Human Rights Standards
Ministry of Health	• Conduct health assessments and ensure medical requirements are met. • Provide health insurance and access to healthcare • Implement health protection and measures to prevent the spread of diseases. Collaborate with other government and international agencies • Monitor health outcomes and research • Launch public health campaigns and education initiatives.
Somalia National Bureau of Statistics	• Plan and conduct surveys to collect key labour migration data • Collect and disseminate statistics to feed into the Labour Market Information System (LMIS) • Support decentralization and disaggregation of statistical services • Provide technical support on producing labour statistics. • Document and disseminate research studies and thematic evaluations on emerging trends in employment planning, policy perspectives to inform implementation decisions. • Participate in the implementation of a Labour Market Information System, in close coordination with MoLSA, to produce, manage and disseminate labour migration data
Immigration & Citizenship Agency	• Issue visas and control borders • Enforce immigration regulations • Document and register migrants • Conduct labour market assessments and set quotas • Coordinate with employers and recruitment agencies • Monitor and enforce employment conditions • Coordinate with other government agencies • Ensure compliance with international migration standards • Conduct public education and awareness campaigns to inform stakeholders about labour migration policies and procedures • Respond to migration crises or emergencies
Development Partners	• Mobilize financial resources to support policy implementation. • Provide technical assistance throughout policy implementation. • Conduct strategic reviews, evaluations and studies. • Share international best practices on labour migration.
Federal States	• Mainstream employment planning and coordinate labour and employment matters at the state level. • Oversee policy implementation at the local level. • Ensure recruitment and deployment of labour officers. • Enforce labour laws and • support implementation of related employment services.
District Level Labour Inspectors	• Monitor and enforce labour standards and migration policies at the district level
Social Partners	• Support compliance with the standards and regulations • Advocate for advancement of worker rights, protection and collective bargaining • Conduct research, inventory, documentation, and share findings to support policy implementation.
Private Sector	• Complement government efforts by providing expertise, revenue and innovation in the world of work • Create employment opportunities, including advancing technology and innovation • Support industrial training, apprenticeship and internship programmes • Support public private partnerships for employment creation
Other Non-State Actors (NGOs And Civil Society Organizations (CSOs), Academia, Media)	• Partner with the government to implement employment development programmes • Advocate for observance of labour standards and regulations to protect migrant workers' rights. • Support and participate in training and research on employment and job creation • Identify and share best practices with social partners • Advocate for compliance monitoring and follow-up to ensure adherence to minimum labour standards and laws • Popularize the tenets of this policy through various media outlets

6



RISKS, CHALLENGES AND ASSUMPTIONS

► 6.1 Risks and Challenges

The implementation of the labour migration policy faces significant risks, primarily due to continued civil conflict in Somalia. This conflict poses a substantial threat to policy implementation. It is assumed that peace-building efforts will continue over the next decade to create a conducive environment for safe, regular, and orderly migration.

Additional risks and challenges include:

- i. Coordination challenges among institutions and social partners.
- ii. Limited data on the labour migration characterized by inadequate data disaggregation.
- iii. A weak and non-existent labour governance framework, marked by limited coordination among key stakeholders.
- iv. Limited programmes funded and resources to support inward and outward labour migrants.
- v. Insufficient programmes and resources to support inward and outward labour migrants, including:
 - Limited pre-departure training for migrant workers.
 - Inadequate regulation of and support provided by Private Employment Agencies (PEAs), resulting in cases of rights violation and irregularities. Climate change, which is expected to alter weather patterns. Furthermore, early warning systems with the government remain weak, exacerbating the threat. This is likely to manifest in food insecurity, driving outward migration as Somalis seek more conducive living and employment opportunities in other countries.
- vi. To mitigate these risks, the government is establishing the following interventions: Restructuring Technical Working Groups to foster harmonious working relations among different task forces and groups.
- vii. Conducting labour force surveys (e.g., the 2019 labour force survey) and developing labour market information system to provide labour statistics under MoLSA
- viii. Establishing policies and regulations, including guidelines for PEAs, to support migrant workers and lift the current suspension.
- ix. Offering pre-departure training to migrant workers through various agencies.

► 6.2 Assumptions

In addition to the risks outlined above, this results framework is based on the following assumptions, which are crucial for successful policy implementation:

- i. Active and sustained engagement and cooperation from all stakeholders at national and state levels;
- ii. Bilateral cooperation from destination countries;
- iii. Government's sustained commitment to international labour standards;
- iv. Employment agencies' willingness to adhere to regulations;
- v. Active support to and participation from social partners and their support agencies;
- vi. Availability of resources and cooperation from development partners;
- vii. Facilitation of inspectors and commitment to adhere to labour standards;
- viii. Acceptance by migrant workers abroad to engage in diaspora networks and meetings;
- ix. Adequate funding for hard and soft infrastructure for training programmes;
- x. Collaboration and sustained active participation between federal and state governments
- xi. Public interest in migrant workers' issues;
- xii. Cooperation from education institutions and financial intermediaries;
- xiii. Adequate funding and expertise in statistical reporting;
- xiv. Effective collaboration between diaspora groups and government;
- xv. Adequate funding and staffing for reintegration services;
- xvi. Fully functional embassies, consulates and missions to support the policy implementation.

7



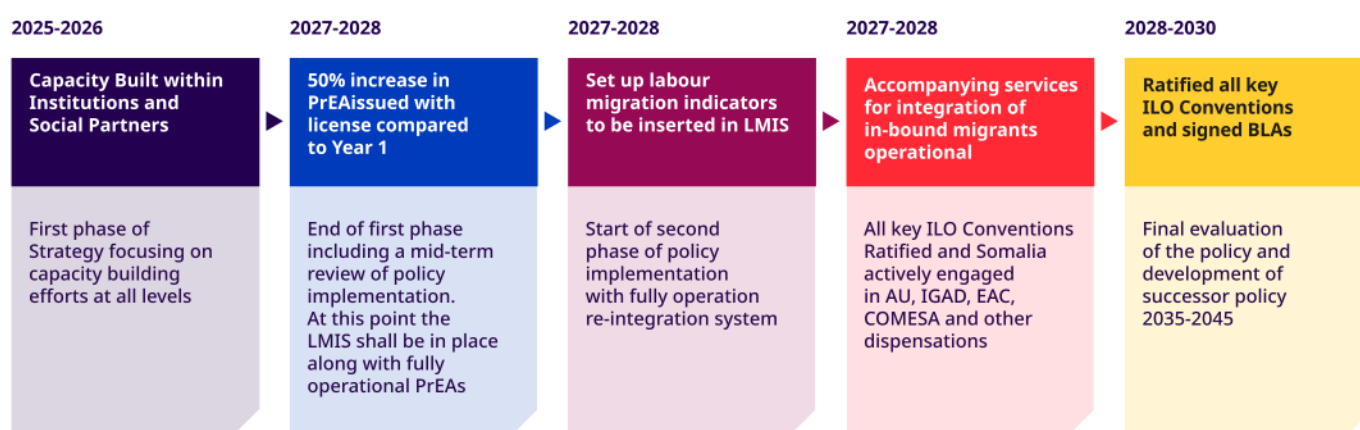
TIMEFRAME AND MILESTONES

To operationalize the policy, this strategy will be implemented in two phases over the next decade: this strategy (2025-2034). Phase 1 will span from 2025 to 2030.

A mid-term review will be conducted in 2028, and a final evaluation will take place in 2030. Prior to the end of Phase 2, a final evaluation of the policy itself will be conducted.

Throughout the implementation period, the Government and implementing agencies will continue to execute labour migration governance and related interventions, guided by MoLSA and the National Coordination Committee on Labour Migration. The table below outlines the time scheduling of policy implementation activities:

► **Flow-chart: Continuum of Labour Migration Policy Implementation Roadmap**



As shown in the flowchart above, the prioritized interventions for the 5-year policy implementation period include:

- Institutional strengthening, including for ministries, departments and agencies (MDAs) and social partners at all levels;
- Establishing a functional LMIS; and
- Ensuring PEAs comply with set regulations.

In 2028, a mid-term evaluation will assess policy performance and explore reform options. The latter stages of policy implementation will focus on strengthening re-integration systems.

By the end of the policy duration, Government aims to have:

- Ratified all outstanding ILO Conventions and
- Signed critical BLAs with countries hosting the majority of outbound migrants.

8



M&E AND RESULTS FRAMEWORK

The Ministry of Labour and Social Affairs will be responsible for ensuring the implementation of the Labour Migration Policy, guided by the results framework outlined below. This framework illustrates the cause-and-effect logic for achieving policy outcomes over the next decade, using cascaded lower-level results to be achieved by various actors and implementation partners at national and state levels.

MoLSA will play a coordination role to ensure that assumptions hold, resources are allocated and various routinely report on progress for remedial actions.

► 8.1 Uses and Users of the Results Framework

This results framework guides implementing partners on a step-by-step procedure to achieve expected policy targets and results as interventions are undertaken by various institutions. The framework serves the following purposes:

- i. Identification of core activities to focus on, given limited technical, financial, and logistical resources, as well as operational uncertainty;
- ii. Facilitating consensus and ownership among institutions on collaborative actions and joint implementation.
- iii. Providing a modular approach, acknowledging that different development partners may adopt divergent implementation approaches.
- iv. Serving as a reference document for tracking results, informing monitoring and evaluation processes at baseline, mid-term, and end line stages.
- v. Supporting continuous learning and adaptation, providing lessons for improvement in a dynamic labour migration environment. With performance data, policy changes can be informed as needed.

The key users of this results framework will include:

- i. The Office of the Prime Minister, responsible for overall government policy coordination will use this framework as a reference to assess policy goal realization in relation to national development plan aspirations. The National Coordination Mechanism will obtain feedback on policy performance during reporting sessions;
- ii. MoLSA, chairing the Coordination Committee on Labour Migration, will reference this framework in presenting policy performance bi-annually and annually.
- iii. Other Ministries, Departments and Agencies, whose roles are articulated in the results framework;
- iv. Social Partners, who will use the framework for advocacy, consensus-building and accountability.
- v. Non-State Actors, such as Private Recruitment Companies, will refer to results in annual performance reports. Federal Member States will cascade policy implementation at state level, mainstream policy aspects in workplans and budgets, and report annually on progress. MoLSA will compile performance reports, communication, and disseminate them. Interactive feedback sessions will be organized to ascertain Government responsiveness to migrant worker concerns.

The Flow process for the Results Framework

In achieve the expected results, stakeholders assigned roles in implementing this strategy (Chapter 6) will follow a five-step sequence as shown below.

Step 1

Institution-specific policy actions will be incorporated into workplans and budgets: Given limited resources, MoLSA will guide MDAs on priority actions to implement annually. This prioritization will be guided by the results framework matrix (at the end of this chapter) And will be at the discretion of both MoLSA and the implementing institution.

For example, the international relations work may prioritize supporting diaspora entities to strengthen their associations and networks, addressing migrant worker concerns. MoLSA has prioritized establishing the National Labour Management Information System to enhance data management. Federal members states have expressed interest in strengthening their labour departments' capacity to respond to migrant worker issues at the state level.

Step 2

Identifying and allocating resources to implementing partners for various interventions across different sectors and locations: In this context, all implementing partners will submit reports to MoLSA on their prioritized annual activities and budgets. These reports will include details on the sources of funding, which may include support from development partners for specific policy areas, in addition to MoLSA funding. The reports will also provide an illustration of the activities being implemented, their locations, and clear descriptions of each intervention, including its purpose and rationale.

Step 3

Bi-annual and annual reporting will be undertaken as part of institutional performance reporting to track progress achieved: MoLSA will provide a standardized reporting template to guide MDAs and FMS in their routine reporting on progress made covering the following aspects:

Project Title		Implementation of the National Labour Migration Policy	
Name of Institution Implementing Partner(s)			
Primary and Secondary Contact:		Director General	Project Focal Point
		Name:	Name:
		Phone number:	Phone number:
		Email:	Email:
Project Start Date:		Project End Date:	
Total Project Budget:		Total Actual Funds Received:	
Reporting Quarter (e.g.Y1Q1)		Reporting Period (e.g., April 20xx – June 20xx)	
Report submission date:			
Description of Task Conducted			
Results Registered			
Challenges Noted			
Remedial Proposals			
Actions Proposed for Next Financial Year			
Budget Requisition			

MoLSA will compile reports from various institutions and produce an annual report highlighting progress, actions for the subsequent year, and associated cost implications

Step 4

Participation in committee meetings, coordination sessions, and dialogues to foster collaborative learning and improvement:

MoLSA will synthesize reports submitted (under Step 3) and use the inputs to make presentations both to the national coordination committee and NCM, as required. This level of engagement will facilitate discussions on emerging issues, policy direction, and subsequent actions.

Step 5

Preparing another round of intervention in the subsequent year – basing on past year experience, lessons learned and with options for improvement:

The final step will involve preparing actors for subsequent interventions – based on past experiences, lessons learned, and options for improvement. MoLSA will discuss proposals with each actor, aligning with their mandates and prioritization, subject to resource availability and a peaceful environment.

► 8.2 Attainment of Goal, Targets and Results

At the macro level, policy implementation will ensure the attainment of the following seven high-level results:

Outcome Level Indicator

A comprehensive and equitable framework facilitating safe, orderly, and regular labour migration

Macro/Objective level Indicators

- i. Strengthened governance framework aligned with international norms
- ii. Empowered inbound and outbound migrant workers with upheld rights.
- iii. Promoted skills development enhancing migrant worker profiles and beneficiation.
- iv. Promoted social integration and inclusion
- v. Strengthened data management for labour migration, including the LMIS for Somalia
- vi. Optimized contributions of Somalis in the diaspora
- vii. Strengthened systems for return and reintegration of migrant workers.

Key Results/Output area

- i. Operational national coordination mechanism on labour migration;
- ii. Finalized and enforced Bilateral Labour Agreements (BLAs) with countries hosting Somali migrant workers;
- iii. Ratified and domesticated outstanding conventions, protocols, and commitments;
- iv. Enhanced capacity for employment agencies focusing on fair recruitment;
- v. Regulated and monitored private employment agencies with enforced guidelines Industry-level action supported, with capacity building for social partners and related agencies;
- vi. Supported social partners for effective tripartite institutional arrangements (for collective bargaining, enhanced responsiveness to migrant workers' demands);
- vii. Empowered migrant workers to organize and advocate for their rights provided social security guarantees provided to protect migrant workers by preventing or alleviating poverty, vulnerability and social exclusion;
- viii. Strengthened complaints and grievance handling mechanisms for migrant workers to enhance their access to justice;
- ix. Supported labour inspection function with capacity strengthening for areas including recruitment, occupational health and safety, worker compensation, and safeguarding and social protection of migrant workers;
- x. Functional decentralized employment services bureau at the federal-state level;
- xi. Enhanced investment in skilling, up-skilling and re-skilling programmes for both inbound and outbound migrant workers;
- xii. Established national qualifications framework for mutual recognition of skills and qualifications in the countries of destination;
- xiii. Strengthened gender mainstreaming throughout the migration cycle, including pre-departure processes, training, arrival, post-arrival, return and re-integration;
- xiv. Mechanisms established to ensure migrant workers and their families have access to information, education, training, skills recognition and financial services. Operational indicators related to labour migration feeding into the Labour Market Information System;
- xv. Strengthened consular and labour attaché services at embassies, missions and consulates;
- xvi. Mechanisms ensured portability of social security benefits;
- xvii. Set up skills transfer frameworks set up for immigrants, emigrants and returnees;
- xviii. Vibrant diaspora networks and associations mobilizing migrant workers for their own development and the development of their country of origin. Supported efforts to enhance access to financial and other services for migrant workers.

Whereas additional indicators are listed in the results framework matrix at the end of this section, the policy implementation priorities for the next first five years (2025-2030) will focus on the above **22 intermediate-level indicators**, which will be reported annually by MoLSA.

► 8.3 Reporting Arrangements

The following reporting frameworks, as outlined in the policy's Monitoring and Evaluation (M&E) framework:

- i. MoLSA will compile annual performance reports based on information submitted by various entities at all levels;
- ii. Annual performance reviews will be conducted on an annual basis and will be undertaken to measure the progress and reports presented at meetings convened by the Coordination Committee on Labour Migration and later on to the NCM;
- iii. Technical reviews of submissions made by implementing actors will identify areas requiring action, informing government responses for subsequent implementation years, reviewing targets, and estimating financial, technical, and other resource requirements.
- iv. Federal Member States (FMS) will report bi-annually (twice a year) on progress made, which will be compiled by MoLSA.

► 8.4 Results Framework Matrix

The results framework matrix (presented on the following pages) outlines policy areas, strategic interventions, expected outputs, key performance indicators, and verification methods. It also highlights underlying assumptions and responsible institutions tasked with implementation. This initial proposal will be revised periodically according to policy governance processes. The detailed matrix is presented below:

Policy Areas	Strategic Interventions	Activities	Output	Performance Indicators	Target	Means of verification	Assumptions	Responsible Person	Time Frame
1. Strengthening labour migration governance in line with international labour standards and norms	1.1 Strengthen the National Coordination Mechanism (NCM) under the Office of the President, to coordinate core policy implementation institutions on migration, including those at the Federal Member States level.	Develop and implement ToR for coordination body	Resolutions made by the National Coordination Mechanism that advance labour migration are implemented	Number of coordination meetings held annually	4 coordination meetings per year; one per quarter.	Meeting reports and documents of the National Coordination Mechanism.	Active engagement and cooperation among all stakeholders	Ministry of Labour and Social Affairs	2025-2026
	1.2 Initiate, negotiate, strengthen and revise Bilateral and Multilateral Labour Migration Agreements (BLMAs and MLMAs) with countries where Somali migrant workers most concentrated	Develop, negotiate and sign BLAs between with target countries	Signed and enforced BLAs with target countries	Number of former agreements upgraded and new agreements signed, aligned with International Labour Standards (ILS).	5 new or upgraded BLAs developed / upgraded, negotiated and signed, aligning with ILS, over the policy cycle	Signed BLAs, and supporting government documentation	Commitment and willingness of the Somalia Government and social partners and countries to engage with ILS	Ministry of Foreign Affairs, MOLSA, Ministry of Planning and International Cooperation	2025-2029
	1.3 Ratify, domesticate, implement and report on the enforcement of relevant international labour standards, including conventions, protocols and commitments related to labour migration.	International Convention on the Protection of the Rights of All Migrant Workers and Their Families (UN CMW 1990) ILO P029 (Protocol of 2014 to the Forced Labour Convention, 1930) ILO C189 (Domestic workers) ILO C190 (Violence and Harassment Convention) Palermo Protocol, 2003, Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (2003) Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime (2004)	Relevant international labour migration conventions ratified	Number of conventions ratified and domesticated	3 conventions ratified within the policy period	Legal documentation, website from international custodian organizations (OHCHR, ILO)	Government commitment to international labour standards	Ministry of Labour and Social Affairs, and the ministry family and human rights and MOFA and ministry of Justice.	2026-2027

Policy Areas	Strategic Interventions	Activities	Output	Performance Indicators	Target	Means of verification	Assumptions	Responsible Person	Time Frame
2. Promoting skills development and recognition	2.1. Establish a national skills profiling and employment planning mechanism;	Conduct a national skills profiling survey to gather data on the workforce skills of the Somalia.	Operationalize a national skills profiling system.	Profile at least 25,000 workers through the national skills profiling system.	Profile at least 25,000 through the national skills profiling within 5 years	Skills profiling reports	Availability of profiling tools and cooperation from stakeholders	Ministry of Labour and Social Affairs, Vocational Training Institutes	2025-2030
	2.2. Establish and operationalize labour mobility schemes, with focus on skills partnership to support labour market needs and skills development/ growth in Somalia	Work on the basis of existing agreements; conduct a preliminary labour market needs and skills assessment, and negotiate the conditions of the scheme, including its financing, with a zero cost-to- worker principle.	Labour mobility schemes operational	Number of workers benefiting from labour mobility schemes	Place at least 10,000 workers in jobs through labour mobility schemes within 5 years	Labour mobility scheme reports, participant feedback	Labour market demand and support from private sector	Ministry of Labour and Social Affairs, Private Sector Employers	2025-2030
	2.3. Investing in skilling, up-skilling and re-skilling programmes for both inbound and outbound migrant workers	Develop skills training programmes for skilling, up-skilling and re-skilling.	Skilling programs implemented for in-bound and out-bound migrant workers	Number of workers trained	Provide training to at least 2500 workers trained within 5 years	Training reports, programme evaluations	Adequate funding and infrastructure for training programmes	Ministry of Education, Vocational Institutes	2025-2030
	2.4. Establish job portals at all levels of government to advertise work opportunities, required skill sets, and facilitate linkages between employers and job seekers within Somalia and abroad.	Develop and launch an online job portal, and conduct awareness campaigns to promote user access and utilization.	Establish and operationalize a national job portal at both federal and state levels.	A comprehensive online job portal established.	A fully operational, job portal is decentralized to the state level, posting employment opportunities available for migrant workers	Job portal analytics, government records	Employers' and job seekers' engagement with the portals	Ministry of ICT, Ministry of Labour and Social Affairs	2025-2030
	2.5. Facilitate knowledge and skills transfer for in-bound and outbound migrant workers.	Develop mentorship programmes and skill-sharing initiatives	Knowledge and skills transfer programmes implemented	Number of skills transfer initiatives organized	Complete at least 2 skills transfer projects within 5 years	Programme reports, testimonials from participants	Interest and willingness from the diaspora to share skills	Ministry of Labour and Social Affairs, Ministry of Education	2025-2027
	2.6. Establish and support mechanisms to enhance migrant workers' and their families' access to information, education, training, skills recognition and finance services.	Establish information hubs at community centres to provide migrant workers and their families with easy access to relevant information and resources.	Effective mechanisms established to improve migrant workers' and families' access to essential services.	Number of migrant workers and families benefiting from services	5,000 workers supported annually	Service delivery reports, access records	Coordination with financial institutions and education providers	MoLSA, Ministry of Finance	2025-2030

Policy Areas	Strategic Interventions	Activities	Output	Performance Indicators	Target	Means of verification	Assumptions	Responsible Person	Time Frame
3. Extending labour and social protection to migrant workers and their families	3.1. Revision of national social protection policies, laws and schemes to include migrant workers (unilateral measures) based on the equality of treatment principle;	Conduct a policy review to identify gaps in social protection coverage	National Social Protection policies, laws and schemes reviewed to include migrant workers	Percentage of migrant workers covered by National Social Protection policies, laws and schemes	National Social Protection policies, laws and schemes inclusive of migrant workers	National Social Protection policies, laws and schemes reports	Adequate financial resources and institutional capacity	Ministry of Labour (MoLSA), Social Security Institutions	2025
	3.2 Strengthen institutional capacity by instituting focal points for international and migration-specific social protection within the MoLSA and agency, tripartite committee to develop local knowledge on SP for migrant workers with national and local social partner;	Establish a dedicated unit within MoLSA for migration-related social protection	Focal persons for international and migration-specific social protection within the MoLSA and agencies appointed	Number of Focal persons appointed annually	10 Focal persons appointed within 5 years	Appointment reports, workplace audit data	Sufficient focal persons and funding available	Labour Inspectorate, MoLSA	2025-2030
	3.3 Facilitate the implementation of the EAC Common Market Regulations 2023, focusing on the coordination of social security rights and benefits.	Build the capacity of MoLSA staff on the EAC framework. Disseminate information on the regulations to workers and employers	EAC Common Market (coordination of social security rights and benefits) regulations 2023 implemented and domesticated.	EAC Common Market (coordination of social security rights and benefits) regulations 2023 implemented and domesticated.	12 domestication events annually	Implementation and domestication reports	Support from financial institutions	Central Bank of Somalia, Private Sector Banks	2025-2030
4. Strengthening the role of social partners, development partners and private sector	4.1 Build capacity for social partners to engage in social dialogue on labour migration	Develop guidelines on the inclusion of labour migration in collective bargaining for social partners Insert labour migration in labour inspectors' strategic training	Tripartite arrangements for collective bargaining in place Training of labour inspectors in place	Number of tripartite dialogues held, outcomes from negotiations	4 tripartite meetings held annually (20 meeting held) over duration of policy cycle 2 national training for labour inspectors held over duration of policy cycle	Meeting reports, agreements from tripartite negotiations Labour Inspectors training manual amended	Strong collaboration from government, workers, and employers	Ministry of Labour and Social Affairs, Social Partners	2025-2030
	4.2 Support social partners with information and empowerment actions for migrant workers to organize and advocate for their rights;	Establish Migration Resource centre. Develop documentation and advocacy plan for the awareness of migrant workers	Establish equip and staff them, and secure budget allocation Information campaigns for migrant workers' rights conducted	Number of Migration Resource Centre established Number of information sessions held, Number of workers reached	1 centre established 10 sessions annually, 1,000 workers	MRC statutes Campaign reports, participant feedback	Availability of resources and cooperation from social partners and media	MoLSA, Workers' Unions	2025-2029

Policy Areas	Strategic Interventions	Activities	Output	Performance Indicators	Target	Means of verification	Assumptions	Responsible Person	Time Frame
4. Strengthening the role of social partners, development partners and private sector	4.3 Support the role of social partners in advocating for Migrant Workers' access to justice	Setup dispute resolution mechanism	Operational grievance handling mechanism for migrant workers	Proportion of complaints resolved, within three months of reporting	80% complaints resolved within three months of reporting	Grievance records, reports from grievance handling bodies	Effective implementation and resourcing of grievance mechanisms	MoLSA, Legal Aid Services,	2025-2029
	4.4 Strengthening the collaboration between Government, development partners and the private sector	Establish national immigration coordination forum	Coordination fora launches at least bi-annually	Number of forums	2 forums annually	Forum reports, meeting minutes	Commitment from stakeholders to participate	MoLSA, Office of the Prime Minister	2025-2030
	5.1 Establish and operationalize Sub-Technical Working Group under a National Migration Resource Centre under the National Labour Market Information System;	- Form and train the LMIS Sub-Technical Working Group to 19th and 20th International Conference of Labour Statistics Recommendations - Develop guidelines and digital tools for LMIS operations - LMIS Link to NBS - Train staff on data management	Labour Market Information System (LMIS) sub-working group on labour migration operational.	Number of meetings held, progress in LMIS establishment	6 stakeholder engagements by TWGs per year aimed to operationalize the LMIS	Meeting minutes, LMIS reports	Collaboration from all relevant ministries	Ministry of Labour and Social Affairs, National Bureau of Statistics.	2025
5. Strengthening labour migration data production, management and dissemination	5.2 Designing routine reporting statistics framework on migrant worker flows and their characteristics;	- Conduct workshops with NSO, other data producers, and social partners to design the framework. - Pilot reporting system and refine based on feedback.	Labour migration statistics framework designed and implemented	Number of reports generated annually	2 reports generated annually	Labour statistics reports, survey data	Adequate funding and expertise in statistical reporting	Ministry of Planning, Investment and Economic Development, National Bureau of Statistics	2025-2026
	5.3 Regularly conducting labour force surveys gender-sensitive including migration module on emigration and immigration	- Develop survey tools and methodologies - Train Survey management and enumerators - Conduct data collection and analyze surveys,	National Labour force survey held twice a year to inform policy and planning	Number of surveys including labour migration module conducted	5 surveys in 5 years	Survey reports, household data	Access to reliable household data and government support	Ministry of Planning, Investment and Economic Development, NGOs	2025-2030

Policy Areas	Strategic Interventions	Activities	Output	Performance Indicators	Target	Means of verification	Assumptions	Responsible Person	Time Frame
5. Strengthening labour migration data production, management and dissemination	5.4 Building government capacity and structures to collect and analyze labour migration data including data disaggregated by sex and other relevant characteristics and ensure regular dissemination.	Conduct training on data disaggregation and gender-sensitive analysis	Government structures and capacity enhanced for data collection	Number of gender-disaggregated reports produced annually	4 reports per year	Monitoring reports, data management evaluations	Government commitment to capacity building	MoLSA, Ministry of Gender	2025-2030
	5.5 Ensure the accessibility of data across Government and to the general public (for use by media, academia, civil society, development partners and other non-state actors).	Develop an open-access migration data portal	Government and the general public are able to access and use data on labour Migration	Number of actors (State and Non state) using the data and disseminating information about Labour Migration	Actors (State and Non state) accessing and dissemination data	Data Request and Usage Report	Labour Migration Data is available for use	Media, Academia, Civil Society, Development Partners, MoLSA, Ministry of Planning	2025
6. Regulating Private Employment Agencies (PrEAs)	6.1 Adopt regulatory framework and establish fair and ethical recruitment and capacity-building programmes for private employment agencies	Adopt the regulations for PEAs Develop compliance and capacity-building programme Streamline and digitalize licensing process	Regulations for PEAs adopted Compliance and capacity-building programme established Streamlined and digitalized licensing process in place	PEAs promulgated and gazette Number of fair and ethical compliance and capacity-building programme established Reviewed, streamlined, modernized and digitalized licensing process Number of compliant reports after Year 1 of PEAs Regulations adopted	1 PEAs Regulations 1 programme established and functional 1 operational, streamlined, digitalized licensing process Establish phased target mechanism	Official Gazette Manual and didactic tools available; proof of training SOPs for Licensing process available and approved / Digital platform operational	Ongoing monitoring and reporting commitment of MoLSA	Ministry of Labour and Social Affairs, Ministry of Foreign Affairs and International Cooperation	2028-2029
	6.2 Enforcement of guidelines for the regulation and monitoring of private employment agencies; and	Conduct regular inspections of private employment agencies. Develop a reporting mechanism for monitoring compliance. Impose penalties for non-compliance to ensure accountability	Guidelines enforced, and agencies monitored	Percentage of agencies compliant with regulations	90% compliance by 2025	Compliance reports, monitoring data	Adequate monitoring capacity	MoLSA, Labour Inspectorate	2025

Policy Areas	Strategic Interventions	Activities	Output	Performance Indicators	Target	Means of verification	Assumptions	Responsible Person	Time Frame
6. Regulating Private Employment Agencies (PrEAs)	6.3 Capacity building programmes to regulate and support private employment agencies to achieve fair recruitment.	Develop training modules on gender-responsive recruitment practices. Organize capacity-building programs for PEAs on international standards	Capacity-building programmes implemented, and procedures established	Number of agencies trained annually	10 agencies annually	Training reports, feedback surveys	Agencies are willing to participate	MoLSA, Employment Agency Regulatory Body	2025-2030
	6.4 Regulate employment agency practices with mutually enforceable guidelines;	Develop a grievance redressal mechanism for agency-related complaints	Mutually enforceable guidelines operational	Number of guidelines implemented	5 guidelines adopted by 2025	Signed guidelines, audit reports	Agencies comply with the regulations	MoLSA, Legal Department	2025
7. Supporting systems for return and re-integration of migrant Workers	7.1 Support MoLSA to profile the return of migrant workers with a mechanism to provide information, training and assistance to returnees (legal or advisory) for their re-integration to the country (including through the work of private employment agencies and TVET institutions);	Develop a digital platform for returnee profiling	Returnee profiling and support systems operational	Number of returnees profiled and assisted	2,000 returnees assisted annually	Profiling database, reintegration reports	Resources and services are available	MoLSA, Private Employment Agencies, TVET Institutions	2025-2029
	7.2 Support efforts by financial intermediaries to provide financial services (for instance non-resident accounts) as part of wider efforts to protect migrant workers from financial loss and ensure enjoyment of financial freedoms and facilitate the portability of social protection benefits;	Collaborate with banks to develop non-resident account products tailored for migrant workers. Simplify account application processes for migrant workers through digital onboarding and embassy support.	Financial services tailored for returnees, such as non-resident accounts	Number of migrant workers and returnees accessing financial services	Three financial products over 5 years established to support returnees for their reintegration	Bank and financial institution reports	Interest and awareness among migrant workers about financial services	Ministry of Finance, Private Banks	2025-2027
	7.3 Facilitate remittances flow by strengthening the framework for the portability of social protection benefits	- Advocate for bilateral agreements on social security portability. - Organize awareness campaigns on Diaspora mapping benefits	Comprehensive diaspora mapping exercises conducted regularly,	Number of mapping reports generated	15 mapping exercises conducted by 2030	Mapping reports, surveys, feedback from diaspora groups	Active participation of diaspora communities	MoLSA	2026-2028

Policy Areas	Strategic Interventions	Activities	Output	Performance Indicators	Target	Means of verification	Assumptions	Responsible Person	Time Frame
7. Supporting systems for return and re-integration of migrant Workers	7.4 Facilitate re-unification of families and children of returnee migrant workers by integrating and orienting them into the national education and vocational training systems to shape their career growth options; and	- Assist children of returnees with school enrollment and catch-up programs as well health services. - Conduct assessments to identify and map families of migrant workers and children needing reintegration into the education system and public services. - Create a database to monitor and track the enrollment and public services. - progress of children of migrant workers.	Migrant worker families and children reintegrated into the education system and public services.	Number of children of returnees enrolled in schools	5,000 children of returned re-enrolled in the education system in 5 years	School enrollment records, Ministry of Education reports	Availability of education resources for returning families	Ministry of Education, Ministry of interior, Immigration, Ministry of health and Ministry of Labour and Social Affairs	2025–2029
	7.5 Establish a responsive follow-up mechanism with a complaints and redress to ensure timely resolution of challenges faced by returnees during their transition from return to reintegration.	- Establish a Centralized Complaints and Redress Mechanism. - Develop a digital platform for registering and tracking returnees' complaints and issues - Train dedicated staff to manage and resolve complaints efficiently and effectively.	Operational responsive follow-up mechanism with a complaints and re-dress facility for returnees	Number of complaints resolved; time taken to resolve complaints	Proportion of complaints resolved within 5 years	Grievance records, reports from grievance handling bodies	Effective implementation and resourcing of grievance mechanisms	MoLSA, Legal Aid Services	2025–2028
8. Optimizing the contribution of Somalis in the diaspora	8.1 Establish and strengthening consular and labour attaché services (including complaints and redress mechanisms) at embassies, missions and consulates abroad to regularly conduct diaspora mapping (in terms of number, location, skill sets, gender and services needed);	- Develop labour attaché job description and train labour attachés - Establish diaspora offices - Conduct regular diaspora mapping - Deploy labour attachés to embassies in key destination countries. - Organize diaspora mentorship programs - Facilitate collaborations between diaspora professionals and local entities	Consular and labour attaché services whose staff have completed and demonstrate value of the mentorship programmes	Number of consular services provided to migrant workers	Proportion of embassies providing labour-related consular services by 2030 as a result of mentorship expended (to be decided following baseline study)	Reports from embassies, feedback from migrant workers	Cooperation from destination countries	Ministry of Foreign Affairs, Ministry of Labour and Social Affairs	2025–2027

Policy Areas	Strategic Interventions	Activities	Output	Performance Indicators	Target	Means of verification	Assumptions	Responsible Person	Time Frame
8. Optimizing the contribution of Somalis in the diaspora	8.2 Supporting the work of Diaspora Networks and Associations to support migrant workers;	Facilitate collaborations between diaspora professionals and local entities	Stronger diaspora networks contributing to national development	Number of active diaspora networks and initiatives supporting development	5 networks supported by 2030	Network activity reports, collaboration agreements	Effective collaboration between diaspora groups and government	Ministry of Foreign Affairs, Ministry of Labour and Social Affairs	2025-2029
	8.3 Set-up and facilitating a Diaspora engagement hub	Design and launch an interactive web platform for diaspora engagement	Diaspora engagement hub operational	Number of active users on the hub annually	5,000 users annually	Platform analytics, user feedback	Availability of IT infrastructure	Ministry of ICT, MoLSA	2025-2030
	8.4 Create awareness through the sensitization of migrant workers on their contributions to national development.	- Establish Migration Resource centre. - Develop documentation and advocacy plan for the awareness of migrant worker rights	Establish equip and staff them, secure budget allocation Information campaigns for migrant workers' rights conducted	Number of Migration Resource Centre established Number of information sessions held, Number of workers reached	1 center established 10 sessions annually, 1,000 workers	MRC statutes Campaign reports, participant feedback	Availability of resources and cooperation from social partners and media	MoLSA, Workers' Unions	2025-2029

9

 **REQUIRED RESOURCES**

To implement this policy, MoLSA will lead the mobilization of financial, technical, and logistical resources. MoLSA invites development partners and stakeholders to support implementation through various means.

► 9.1 Cost Requirement

The estimated cost for implementing this policy from FY 2025/26 to FY 2029/30 is \$10,053,000

The Methodology for Arriving at This Cost

The cost estimate was determined through a national validation workshop held in Mogadishu, from December 3rd to 5th 2024. Stakeholders agreed on a computation for costed activities, considering available national resources and potential mobilization of additional resources from development partners based on current support levels. The computation was based on earmarked financing within MoLSA for various activities, converted to United States Dollars.

► Table Cost Imperatives for Policy Implementation

Policy Area	Total (United States Dollars)
1. Strengthening Labour Migration Governance in line with International Norms	1,120,000
2. Promoting Skills Development	1,090,000
3. Extending labour and social protection to migrant workers and their families	1,865,000
4. Strengthening the role of Social Partners	1,865,000
5. Strengthening labour migration data production, management and dissemination (noting that the statistics bureau already has funding earmarked for related aspects including surveys over next 3 years)	188,000
6. Regulating Private Employment Agencies (PEAs)	1,765,000
7. Supporting systems for return and re-integration of migrant workers	1,480,000
8. Optimizing the contribution of Somalis in the diaspora	680,000
Grand Total over 5-year implementation period	US\$ 10,053,000

The cost requirement for the next five years, prioritizes two key areas: supporting social partners and institutional coordination and social protection for migrant workers and their families. The same level of investment will be placed on social protection for migrant workers and their families. Regulating PEAs takes on the second largest expenditure assignment since these are key in the labour migration process. Key resource provision has been placed on skills development and strengthening of skills as well as for overall labour migration governance to strengthen the NCM.

► 9.2 Funding Sources

Cognizant of the financial and other resource constraints within the country, the government will utilize various mechanisms to finance and resource various interventions as outlined below:

- i. Funds allocated to various MDAs from the national budget and pertain to aspects of labour migration (this includes the current allocation to MoLSA);
- ii. Support from development partners (including ILO, IOM, UNOCHA, UNHCR, UNDP, World Bank, Islamic Bank, GIZ and other development partners);
- iii. Resources raised domestically through various sources of non-tax revenue (for instance, collection of payments made for Visas, work permits and fees paid by PrEAs, business registration, among others);
- iv. Finances raised from public-private partnerships (PPPs) for interventions undertaken as a collaboration between the government the private sector and other development partners;
- v. Grants, loans (including concessional loans) that the government may seek for critical interventions to support labour migration processes;
- vi. Use of private equity funds and other financial packages with financial institutions, international organizations and CSOs supporting labour migration governance within IGAD, COMESA region and beyond;
- vii. Alternative funding sources (for instance, climate financing that addresses the challenge of climate-induced disasters that contribute to population displacement and forced migration.
- viii. Fundraising from members of the diaspora.

► 9.3 Accountability

The Government will ensure that funds raised for labour migration are utilized as planned and stringent accountability mechanisms are established to prevent fiscal mismanagement. To achieve this, the following mechanisms will be put in place include:

- i. Conducting feasibility assessment to ascertain the value of investment and spending;
- ii. Ensuring readiness to implement and allocative efficiency through financial analysis;
- iii. Financial reporting, internal and external audit of all public works in line with Somalia Government Accounting Standards;
- iv. Ensuring the implementation of audit recommendations to promote accountability and reforms for value for money.

Moreover, the Government will be accountable to all the people of Somalia, demonstrating that prudent investments in labour migration can substantially contribute to national development.

► Table Detailed Policy Implementation Cost Implications for Five Years 2025-2030

Policy Areas	Strategic Interventions	Activities	No. Units	Unit Costs	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	FY 2029/30	Total	
1. Strengthening labour migration governance in line with international labour standards and norms	1.1 Strengthen the National Coordination Mechanism (NCM) under the Office of the President to ensure overall coordination of core policy implementation institutions on migration, from the federal level to the Federal Member States.	Develop and implement ToR for the NCM	4	200,000	200,000	200,000	200,000	200,000	0	800,000	
		1.2 Initiate, negotiate, strengthen and revise Bilateral and Multilateral Labour Migration Agreements (BLMAs and MLMAs) with countries hosting the largest concentrations of Somali migrant workers.	Develop, negotiate and sign the BLAs between target countries	5	40,000	40,000	40,000	40,000	40,000	40,000	200,000
	1.3 Ratify, domesticate, implement and report on the enforcement of relevant international labour standards, including conventions, protocols and commitments related to labour migration.	International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (UN CMW 1990)	1	20,000	20,000	0	0	0	0	0	20,000
		ILO P029 (Protocol of 2014 to the Forced Labour Convention, 1930)	1	20,000	0	20,000	0	0	0	0	20,000
		ILO C189 (Domestic workers)	1	20,000	0	0	20,000	0	0	0	20,000
		ILO C190 (Violence and Harassment in the World of Work)	1	20,000	0	0	0	0	20,000	0	20,000
	Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (Palermo Protocol), supplementing the United Nations Convention against Transnational Organized Crime (2003)	1	20,000	0	0	0	0	0	20,000	20,000	
	Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime -2024	1	20,000	0	0	0	0	0	20000	20000	
Subtotal					260,000	260,000	260,000	260,000	80,000	1,120,000	

Policy Areas	Strategic Interventions	Activities	No. Units	Unit Costs	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	FY 2029/30	Total
2. Promoting skills development and recognition	Institute national skills profiling and employment planning mechanism;	Conduct skills profiling survey in the Country	1	180,000	180,000	0	0	0	0	180,000
		Generate data on workforce skills of the country	1	200,000	200,000	0	0	0	0	200,000
	Establish and operationalize labour mobility schemes, with focus on skills partnership to support labour market needs and skills development/growth in Somalia	Work on the basis of existing agreements; preliminary labour markets needs and skills assessment; negotiate conditions of scheme including its financing with zero cost to worker principle	1	100,000	25,000	25,000	25,000	25,000	0	100,000
		Develop a monitoring framework to track mobility scheme outcomes.	1	100,000	25,000	25,000	25,000	25,000	0	100,000
	Invest in skilling, up-skilling and re-skilling programs for both in-bound and out-bound migrant workers	Develop curricula for training programmes tailored to labour market demands	1	50,000	0	50,000	0	0	0	50,000
	Introduce job portals at all levels of government that advertise work opportunities and required skill sets to link employers with job seekers in and out of Somalia	Develop online job portal.	1	200,000	0	0	200,000	0	0	200,000
	Support knowledge and skills transfer for in-bound and outbound migrant workers.	Develop mentorship and skill sharing initiatives	1	50,000	0	50,000	0	0	0	50,000
	Develop and Support mechanisms to strengthen access to information, education, training, skills recognition and finance for migrant workers and their families	Set up information hubs at community centers for migrant workers and their families	2	80,000	0	0	80,000	80,000	0	160,000
Subtotal					480,000	150,000	330,000	130,000	-	1,090,000

Policy Areas	Strategic Interventions	Activities	No. Units	Unit Costs	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	FY 2029/30	Total
3. Extending labour and social protection to migrant workers and their families	3.1 Revision of national social protection policies, laws and schemes to include migrant workers (unilateral measures) based on the equality of treatment principle;	Conduct a policy review to identify gaps in social protection coverage	1	10,000	10,000	0	0	0	0	10,000
	3.2 Strengthen institutional capacity by instituting focal points for international and migration-specific social protection within the MoLSA and agency, a tripartite committee to develop local knowledge on SP for migrant workers with a national and local social partner;	Establish a dedicated unit within MoLSA for migration-related social protection	1	55,000	55,000	0	0	0	0	55,000
	3.3 Support the implementation of the EAC Common Market (coordination of social security rights and benefits) regulations 2023	Conduct capacity-building sessions for MoLSA staff on the EAC framework.	12	100,000	300,000	200,000	300,000	200,000	200,000	1,200,000
		Disseminate information about the regulations to workers and employers	12	50,000	150,000	100,000	150,000	100,000	100,000	600,000
	Subtotal				515,000	300,000	450,000	300,000	300,000	1,865,000
	4. Strengthening the role of social partners, development partners and private sector	4.1 Build capacity for social partners engage in social dialogue on labour migration	20	30,000	120,000	120,000.00	120,000.00	120,000.00	120,000.00	600,000
		Incorporate labour migration in labor inspectors' strategic training	1	100,000	0	100,000.00	0.00	0.00	0.00	100,000
		Establish Migration Resource centre.	1	300,000	0	0.00	300,000.00	0.00	0.00	300,000
		Develop documentation and advocacy plan for the awareness of migrant workers	12	50,000	150,000	100,000	150,000	100,000	100,000	600,000
Subtotal	4.3 Support the role of social partners in advocating for Migrant Workers' access to justice	Set up a dispute resolution mechanism	5	145,000	145,000	145,000.00	145,000.00	145,000.00	145,000.00	725,000
	4.4 Strengthen the collaboration between Government, development partners and the private sector	Establish National immigration coordination fora	1	200,000	0	0	200,000	0	0	200,000
Subtotal				425,000	475,000	715,000	365,000	365,000	365,000	1,865,000

Policy Areas	Strategic Interventions	Activities	No. Units	Unit Costs	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	FY 2029/30	Total
5. Strengthening labour migration data production, management and dissemination	5.1 Establish sub technical working group under a national migration resource center under LMIS	Form and train the LMIS Sub technical working group	1	5,000	5,000	0	0.00	0	0.00	5,000
	5.2 Design a routine reporting framework on migrant worker flows	Workshops to design the framework	8	5,000	0	10,000	10,000.00	10,000	10,000.00	40,000
		Pilot reporting system	1	5,000	0	5,000	0.00	0	0.00	5,000
	5.3 Regularly conduct household, client satisfaction and labour force surveys with specific modules on labour migration to provide data on labour migration and diaspora management aligned on ICLS; and	Conduct data collation and analyses surveys	2	45,000	45,000	0	0.00	45,000	0.00	90,000
	5.4 Build government capacity and structures to collect and analyze labour migration data including data disaggregated by sex and other relevant characteristics and ensure regular dissemination.	Conduct training on data disaggregation and gender-sensitive analysis	4	12,000	12,000	12,000	12,000.00	12,000	0.00	48,000
Subtotal					62,000	27,000	22,000	67,000	10,000	188,000
Policy Areas	Strategic Interventions	Activities	No. Units	Unit Costs	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	FY 2029/30	Total
6. Regulating Private Employment Agencies (PrEAs)	6.1 Adopt a regulatory framework and procedures for PEAs	Develop a compliance and a capacity building program	1	100,000	100,000	0	0	0	0	100,000
		Streamline and digitalize the licensing processes	5	10,000	10,000	10,000	10,000	10,000	10,000	50,000
	6.2 Enforcement of guidelines for the regulation and monitoring of private employment agencies; and	Conduct regular inspections of private employment agencies.	15	5,000	15,000	15,000	15,000	15,000	15,000	75,000
		Develop a reporting mechanism for monitoring compliance.	1	200,000	200,000	0	0	0	0	200,000
	6.3 Capacity building programmes to regulate and support private employment agencies to achieve fair recruitment. This will include strengthening their capacity to ensure that gender-responsive approaches are mainstreamed across all the labour migration process, including pre-departure processes, training, arrival post-arrival, employment in the country of destination and return and re-integration	Impose penalties for non-compliance to ensure accountability	2	30,000	0	30,000	0	30,000	0	60,000
		Develop training modules on gender-responsive recruitment practices.	10	100,000	200,000	200,000	200,000	200,000	200,000	1,000,000
		Organize capacity-building programs for PEAs on international standards	1	180,000	0	180,000	0	0	0	180,000
	6.4 Regulate employment agency practices with mutually enforceable guidelines;	Develop a grievance redressal mechanism for agency-related complaints	1	100,000	100,000	0	0	0	0	100,000
Subtotal					625,000	435,000	225,000	255,000	225,000	1,765,000

Policy Areas	Strategic Interventions	Activities	No. Units	Unit Costs	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	FY 2029/30	Total
7. Supporting systems for return and re-integration of Migrant Workers	7.1 Support MoLSA to profile the return of migrant workers with a mechanism to provide information, training and assistance to returnees (legal or advisory) for their re-integration to the country (including through the work of private employment agencies and TVET institutions);	Develop a digital platform for returnee profiling	1	250,000	250,000	0	0	0	0	250,000
	7.2 Support efforts by financial intermediaries to provide financial services (for instance, non-resident accounts) as part of wider efforts to protect migrant workers from financial loss and ensure the enjoyment of financial freedoms, and facilitate the portability of social protection benefits; Facilitate remittance flow by strengthening the framework for portability of social benefits	Partner with banks to develop customized financial products for returnees	5	20,000	20,000	20,000	20,000	20,000	20,000	100,000
		Advocate for through the organization on awareness of diaspora mapping of benefits	12	80,000	160,000	160,000	160,000	240,000	240,000	960,000
	7.3 Facilitate re-unification of families and children of returnee migrant workers by integrating and orienting them into the national education and vocational training systems to shape their career growth options and	Develop orientation program for integrating returnee children into schools	1	20,000	5,000	5,000	5,000	5,000	0	20,000
	7.4 Establish a responsive follow-up mechanism with complaints and re-dress facility to ensure challenges that may emerge during transition from returnee return to re-integration are expeditiously addressed.	Establish a centralized and digital complaints and redress Mechanism	1	150,000	0	0	150,000	0	0	150,000
Subtotal					435,000	185,000	335,000	265,000	260,000	1,480,000
Policy Areas	Strategic Interventions	Activities	No. Units	Unit Costs	FY 2025/26	FY 2026/27	FY 2027/28	FY 2028/29	FY 2029/30	Total
8. Optimizing the contribution of Somalis in the diaspora	8.1 Establish and strengthen consular and labour attaché services (including complaints and redress mechanisms) at embassies, missions, and consulates abroad to regularly conduct diaspora mapping (in terms of number, location, skill sets, gender and services needed);	Develop job descriptions and train labour attaches in destination countries	1	60,000	60,000	0	0	0	0	60,000
	8.2 Support the work of Diaspora Networks and Associations to support migrant workers;	Facilitate networking events for diaspora associations.	10	40,000	80,000	80,000	80,000	80,000	80,000	400,000
	8.3 Establish and facilitate a Diaspora engagement hub	Design and launch an interactive web platform for diaspora engagement	1	20,000	20,000	0	0	0	0	20,000
	8.4 Creating awareness through the sensitization of migrant workers on their contributions to national development.	Establish a Migration Resource center for migration and worker rights	1	200,000	200,000	0	0	0	0	200,000
Subtotal					360,000	80,000	80,000	80,000	80,000	680,000
Grand Total					3,162,000	1,912,000	2,417,000	1,722,000	1,320,000	10,053,000

The total cost for implementing the policy is \$10,053,000 over the five-year period

**ILO Country Office for Ethiopia, Djibouti,
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