

NATIONAL LABOUR MIGRATION POLICY

of Somalia



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▶ FOREWORD

Labour migration has played a vital role in Somalia's development journey, shaping livelihoods, contributing to skills development, and enabling critical remittance flows that support millions of families. Positioned as country of origin, transit, and destination, Somalia is situated at the heart of a dynamic regional and global migration context. Yet, for too long, the absence of a coherent national framework to guide and govern this complex phenomenon has left many Somali migrant workers vulnerable to unsafe conditions, exploitation, and limited protection.

This National Labour Migration Policy marks a historic milestone for Somalia. It is the first dedicated national framework to establish a clear, rights-based, gender-responsive, and inclusive approach to managing labour migration. It articulates the Federal Government of Somalia's vision to promote safe, orderly, and regular labour mobility while protecting the rights and welfare of Somali migrant workers, strengthening institutional coordination, and maximizing the contributions of the Somali diaspora to national development. The policy is rooted in the core principles of decent work, good governance, and social justice, and aligns with international labour standards and key global and regional instruments. These include the Sustainable Development Goals (SDGs), the Global Compact for Migration (GCM), the ILO's Conventions on labour migration, and the African Union's frameworks on migration governance. It also builds on Somalia's own National Transformation Plan (NTP) and the recently revised Labour Code. The policy integrates a cross-cutting focus on gender, disability inclusion, climate resilience, youth employment, and digitalization, ensuring no one is left behind.

This policy was developed through an inclusive, participatory, and consultative process. It reflects

the collective input of diverse stakeholders across government institutions, social partners, civil society actors, and international organizations. It is the result of a whole-of-government and whole-of-society approach, anchored in social dialogue and collective policymaking.

I wish to extend my sincere appreciation to the International Labour Organization (ILO), through the Better Regional Migration Management Phase II Programme for providing support throughout the process, and the UK Government's Foreign, Commonwealth & Development Office (FCDO) for their generous financial support to the ILO BRMM. I would also like to thank all stakeholders whose contribution has been instrumental in developing this landmark document.

This policy outlines strategic interventions across eight priority areas, including strengthening governance, regulating private employment agencies, extending social protection, supporting return and reintegration, and optimizing the contribution of Somali migrants abroad. Its implementation will be supported through strong institutional coordination, data-driven decision-making, and sustainable financing mechanisms. We will also rely on ongoing dialogue with social partners and continued collaboration with federal member states, non-state actors, and regional and international partners.

As Minister of Labour and Social Affairs, I am proud to present this policy as a cornerstone for Somalia's long-term vision for decent employment, equitable labour mobility, and strengthened migration governance. The Federal Government of Somalia reaffirms its commitment to the full implementation of this policy to ensure that Labour migration becomes a driver of opportunity, protection, dignity, and prosperity for all Somalis and migrant workers in Somalia.



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► Table of contents

► Abbreviations and acronyms	4
► Glossary of terms	6
► Executive summary	8
► 1. Introduction and situational analysis	14
1.1 Demographic, Economic and Employment Context	15
1.2 The employment landscape and the need for gradual upskilling	15
1.3 Migration Landscape in Somalia	16
1.3.1 Refugees and Asylum Seekers	16
1.3.2 Inbound Migration	16
1.3.3 Outbound Migration	17
1.3.4 Diaspora Engagement	17
1.3.5 Remittances	17
1.4 Governance Framework for Labour Migration	17
1.4.1 Problem Context and Rationale for the Policy	18
1.5 Policy Justification	19
► 2. Strategic direction	20
2.1 Vision	21
2.2 Mission	21
2.3 Goal	21
2.4 Core Values and Guiding Principles	21
2.5 Policy Strategic Objectives	22
2.6 Cross-cutting Themes	22
► 3. Policy interventions, actions and measures	24
Policy Area 1: Strengthening labour migration governance in line with international labour standards and norms	25
Policy Area 2: Promoting Skills Development and Recognition	25
Policy Area 3: Extending Labour and Social Protection to Migrant Workers and their Families	25
Policy Area 4: Strengthening the Role of Social Partners, Development Partners and Private Sector	26
Policy Area 5: Strengthening Labour Migration Data Production, Management and Dissemination	26
Policy Area 6: Regulating Private Employment Agencies (PEAs)	26
Policy Area 7: Supporting Systems for Return and Re-integration of Migrant Workers	26
Policy Area 8: Optimizing the Contribution of Somalis in the Diaspora	27

► 4. Policy implementation framework	28
4.1 Legislative and regulatory framework	29
4.1.1 National Frameworks	29
4.1.2 Global Frameworks and Norms	32
4.1.3 Regional Frameworks	34
4.2 Policy implementation arrangements	34
4.3 Implementation actors and inter-agency coordination and collaboration	35
4.4 Institutional arrangements	36
► 5. Financing and resource mobilization	38
► 6. Communication arrangements	40
► 7. Monitoring, evaluation and learning framework	43

► Abbreviations and acronyms

AU	African Union
BLA	Bilateral Labour Agreement
BLMA	Bilateral Labour Migration Agreement
BRMM	Better Regional Migration Management
CERD	Committee on the Elimination of Racial Discrimination
COMESA	Common Market for East and Southern Africa
CSOs	Civil Society Organizations
DACs	Displacement Affected Communities
DTM	Displacement Tracking Matrix
DWCP	Decent Work Country Programme
EAC	East African Community
EASO	European Asylum Support Office
ESCWAE	Economic and Social Commission for Western Asia
EU	European Union
FCDO	Foreign Commonwealth and Development Office
FDI	Foreign Domestic Investment
FESTU	Federation of Somali Trade Unions
FMPT	Free Movement of Persons and Transhumance
FMS	Flow Monitoring Survey
FRS	Federal Republic of Somalia
GCM	Global Compact for Migration
GCR	Global Compact on Refugees
GDP	Gross Domestic Product
GIZ	German International Cooperation (Gesellschaft für Internationale Zusammenarbeit)
HIV	Human Immunodeficiency Virus
ICLS	International Conference of Labour Statisticians
IDPs	Internally Displaced Persons
IEC	Information, Education and Communication
IGAD	Intergovernmental Authority on Development
ILO	International Labour Organization
IOM	International Organization for Migration
KPIs	Key Performance Indicators
LMIS	Labour Market Information System
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MoJCA	Ministry of Justice and Constitutional Affairs

MOLSA	Ministry of Labour and Social Affairs
MPO	Macro Poverty Outlook
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
ODA	Overseas Development Assistance
PPP	Public-Private Partnerships
PrEAs	Private Recruitment and Employment Agencies
PRMN	Protection and Return Monitoring Network
PWD	Persons with Disabilities
ReDSS	Regional Durable Solutions Secretariat
SCCI	Somalia Chamber of Commerce and Industry
SDGs	Sustainable Development Goals
SNDP	Somalia's National Development Plan
SOM	Somalia
STEM	Science, Technology, Engineering and Mathematics
SWOT	Strengths, Weaknesses, Opportunities and Threats
TVETs	Technical, Vocational Education and Training Institutions
TWG	Technical Working Group
UN	United Nations
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
UNOCHA	United Nations Office for the Coordination of Humanitarian Affairs
USD	United States Dollars

► GLOSSARY OF TERMS

Collective Bargaining	All negotiations between employers and/or employers' organizations on the one hand and workers' organizations on the other, aimed at determining working conditions and terms of employment, regulating relations between employers and workers, regulating relations between employers or their organizations and workers' organizations
Gender Responsive Policies	Are a set of deliberate interventions that recognize that while both men and women migrate for economic reasons and better employment opportunities, female migrant workers experience more disadvantages and discrimination at all stages of the migration process.
Durable Solution	Refers to a set of interventions that offer options for refugees, returnees or Internally Displaced Persons who no longer require specific assistance and protection, enabling them to sustainably enjoy their fundamental constitutional and human rights.
Human Trafficking	Also known as trafficking in persons under the Palermo Protocol, ¹ refers to the recruitment, transportation, transfer, harbouring or receipt of persons by means of threat or force, other forms of coercion, abduction, fraud, deception, abuse of power or position of vulnerability, giving or receiving payments or benefits to achieve consent. of a person having control over another person for the purpose of exploitation. ²
Labour Market Information System	Refers to a network of institutions, persons, and information with mutually recognized roles, agreements, and functions regarding the production, storage, dissemination and use of labour market-related information. This system aims to maximize the potential for relevant and applicable policy and programme formulation and implementation. ³
Gender-responsive Labour Migration Policy	A policy that acknowledges both men and women migrate for economic reasons and better employment opportunities, recognizing the differing migration experiences of men and women. It also acknowledges female migrant workers may face increased disadvantages and discrimination throughout the migration process due to factors like employment categories, education requirements, and stereotyping, often exacerbated by intersectional marginalization based on multiple factors. ⁴
Labour Migration	The movement of persons from one state to another, or within their own country of residence for employment purposes. ^{5 6}
Labour Force Participation Rate	The labour force as a percentage of the working age population.
Labour Force	It comprises all persons of working age who are employed and those who are unemployed.

1. The Palermo Protocol to prevent, suppress and punish trafficking in persons supplementing United Nations Convention Against Transnational Organized Crime

2. ILO Protocol (C029) Forced Labor Convention, 1930 (No.29)

3. ILOSTAT(2024) seen on 8th April 2024 at www.test-ilo-stat.pantheonsite.io/resources/labour-market-information-system/

4. ILO (2022) Practical Guide on Developing Labour Migration Policies

5.

6. IOM (2024) Essentials of Migration Management (2.0) Handbook seen on 8th April 2024 at www.emm.iom.int/handbooks/labour-migration#introduction

Migrant Worker	A person who migrates or who has migrated from one country to another with a view of being employed.
Migration	The movement of people from one place in the world to another, often occurring over long distances from countries (external migration) or within a single country (internal migration), with internal migration being the dominant form of human migration globally. ⁷
Occupational Safety and Health	The placement and maintenance of workers in an occupational environment adapted to their physical and mental capacities.
Portability⁸	Measures aimed at maintaining rights acquired or in the process of acquisition and paying benefits broadly. Portability requires cooperation between host and origin countries.
Private Employment Agencies (PEAs)⁹	Also known as recruitment companies, refer to any natural or legal person (s) or entity, independent of a public authority, providing one or more labour-related services. as laid out in Article 1 of ILO Private Employment Agencies Convention 1997 (No. 181).
Pre-departure Training	Processes aimed at building capacity and providing information on visa and work permit procedures, required documents, relevant legislation protecting workers, institutions to contact in case of need, and contacts with diaspora organizations in the receiving country. ¹⁰
Recruitment	A process that includes advertising, information dissemination, selection, transportation, placement into employment, and, for migrant workers, return to the country of origin where applicable. This applies to job seekers and those in employment relationships. ¹¹
Skills Matching	Approaches and actions aimed at increasing the employability of the workforce and reducing skill shortages by filling job openings with qualified job seekers.
Social Dialogue	All types of negotiation, consultation and exchange of information among representatives of workers, employers, and governments on common interests in economic, labour and social policy, aimed at giving stakeholders a voice and stake in issues affecting their societies and workplaces.
Social Partners	Representatives of management and labour (employer organizations and trade unions) and, in some contexts, public authorities and civil society, engaging in roles related to employment relationships and participating in tripartite discussions with government.
Tripartite Constituents	Government, employers' organizations and workers' organizations.

7. IOM World Migration Report (2020)

8. ILO (2021): Extending social protection to migrant workers, refugees and their families: A guide for policy makers and practitioners: Geneva

9. ILO (C181), Private Employment Agencies Convention, 1997, (No.181)

10. ILO (2024) Glossary of Skills and Labour Migration: www.ilo.org/global/topics/labour-migration/WCMS_830770/lang

11. ILO (2019) General Principles and Operational guidelines for Fair Recruitment (2018)

▶ EXECUTIVE SUMMARY

This policy provides strategic direction for governing labour migration in Somalia, aiming to establish a system that protects and empowers migrant workers, optimizing their contribution to Somalia's national development. This policy also guides interventions to transform Somalia's job landscape, including upskilling the population to maximize employment benefits domestically and internationally, aligning with the country's broader development objectives.

Policy Vision

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

Mission Statement

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

Goal

Optimize benefits for the prosperity of inward and outward migrant workers

Core Values and Guiding Principles

The core values and principles that underpin this policy are:

- i. Good governance and adherence to the rule of law
- ii. Decent work, including: Safety and well-being at the workplace
- iii. Empowerment, inclusion and participation
- iv. Social protection, social justice and social dialogue
- v. Transparency and accountability
- vi. Sustainable development.

Policy Strategic Objectives

The core policy objectives are:

- i. Strengthening labour migration governance in line with international labour standards and norms
- ii. Promoting skills development and recognition
- iii. Extending labour and protection coverage to migrant workers and their families
- iv. Strengthening the role of social partners, development partners and the private sector
- v. Strengthening labour migration data production, management and dissemination;
- vi. Regulating Private Employment Agencies (PEAs)
- vii. Supporting systems for return and re-integration of migrant workers
- viii. Optimizing the contribution of Somalis in the diaspora.

Cross-cutting Themes

- i. To ensure inclusive, gender-responsive implementation aligned with international best practices, the government will address: socio-economic issues
- ii. Gender-responsiveness
- iii. Disability inclusion
- iv. Vulnerability reduction
- v. International cooperation and consular support
- vi. Public-Private Partnerships
- vii. Peace and conflict resolution
- viii. Climate change, pandemics and epidemics, and other natural factors that cause forced migration and displacement

► Policy interventions and proposed actions

To implement this policy and realize its objectives, the core policy interventions are:

Policy Area 1: Strengthening Labour Migration Governance

Key interventions under this policy area shall be:

- i. Strengthen the National Coordination Mechanism (NCM) under the Office of the President for the overall coordination of core policy implementation institutions on migration (up to the Federal Member States level).
- ii. Initiate, negotiate, strengthen and revise Bilateral and Multilateral Labour Migration Agreements (BLMAs and MLMAs), beginning with countries where Somali migrant workers are most concentrated.
- iii. Ratify, domesticate, implement, and report on the enforcement of relevant international labour standards (conventions, protocols and commitments related to labour migration).

Policy Area 2: Promoting skills development and recognition

Key interventions under this policy area shall be:

- i. Instituting a National Skills Profiling Mechanism to support labour market needs and skills development in Somalia. Establishing Labour Mobility Schemes, focusing on skills partnerships to support labour market needs and skills development/growth in Somalia.
- ii. Investing in skilling, up-skilling, and re-skilling programmes for both in-bound and out-bound migrant workers.
- iii. Introducing 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.
- iv. Developing supporting knowledge and skills transfer for inbound and outbound migrant workers.
- v. Developing support mechanisms to strengthen access to information, education, training, skills recognition and finance for migrant workers and members of their families.

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

Key interventions under this policy area shall be:

- i. Revision of national social protection policies, laws and schemes to include migrant workers (unilateral measures) 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. establishing a tripartite committee to develop local knowledge on social protection for migrant workers with national and local social partners.
- iii. Establish 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 (coordination of social security rights and benefits) regulations 2023

Policy Area 4: Strengthening the Role of Social Partners, Development Partners and 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 help migrant workers 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 mainstreaming the labour migration dimension into the establishment of a Labour Market Information System (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.
- iv. Building government capacity and structures to collect and analyze labour migration data including data disaggregated by sex and other relevant characteristics and ensuring regular dissemination. Ensuring 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).

Policy Area 6: Regulating Private Employment Agencies (PEAs)

Key interventions under this policy area shall be:

- i. Putting in place the legal policy and regulatory framework and procedures for PEAs
- ii. Enforcement of guidelines for the regulation and monitoring of private employment agencies; and
- iii. Capacity building programmes to regulate and support private employment agencies to achieve fair recruitment. Strengthening their capacity to ensure that gender-responsive approaches are mainstreamed across all the labour migration processes, including pre-departure processes, training, arrival post-arrival, employment in the country of destination and return and re-integration.
- iv. Regulating employment agency practices with mutually enforceable guidelines.

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) to returnees for their re-integration to the country, including through the work of private employment agencies and TVET institutions.
- ii. Supporting 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.
- 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 them into the national education and vocational training systems.
- v. Establishing a responsive follow-up mechanism with complaints and redress facility to ensure that 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 regularly conduct diaspora mapping (in terms of number, location, 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 policymakers on their contributions to national development.

Implementation Framework

- ▶ Under the Office of the President, the Government shall strengthen the National Coordination Mechanism (NCM) on Migration. The Office of the Prime Minister, which leads the executive branch of government shall oversee the implementation of this policy with liaison between the Cabinet and Parliament.
- ▶ The NCM will be supported by a Coordination Committee on Labour Migration, comprising key Ministries, Departments and Agencies (MDAs), and chaired by the Ministry of Labour and Social Affairs (MoLSA). Under this mechanism, the Office of the President will be represented by a Special Envoy for Migration, Returnees and Children's Rights. This Coordination committee shall provide policy guidance and strategic direction on issues of labour migration as they arise and guide on implementation of resolutions.
- ▶ To inform policy actions, MoLSA shall strengthen the National Digital Migration Resource Center to provide much-needed data on labour migration trends. MoLSA, under its Social Partners platform, will work with workers' and employers' organizations, including the Federation of Somali Trade Unions (FESTU), the Somali Chamber of Commerce and with the diaspora community, development partners, as well as 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 with Labour officers under a fully established Labour Department. Ultimately, inbound and outbound migrant workers will be the main beneficiaries and targets of this policy to ensure they benefit optimally from labour migration.

Financing Options

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

- i. Funds allocated to various MDAs from the national budget;
- ii. Support from development partners;
- iii. Resources raised domestically through various sources of non-tax revenue;
- iv. Finances raised from public-private partnerships (PPPs);
- v. Grants, loans (including concessional loans) that the Government may seek for critical interventions.
- vi. Use of private equity funds, and other financial packages with financial institutions;
- vii. Alternative funding sources (including climate financing) and fundraising from members of the diaspora.

Communication of the Policy

Different segments of the population will be reached with diverse modes of communication commensurate with their needs.

Communication with and within Government: The Office of the Prime Minister will announce the adoption of this policy by the Executive branch of government. This Policy will be translated into the national Somali language, reviewed, and gazetted by the State Attorney General before being disseminated across its entities in partnership with the Ministry of Labour and Social Affairs. An abridged popular version of this policy will thereafter be disseminated to all MDAs, at the Federal level, Member states, as well as local states.

Communicating to Social Partners: MoLSA, leading on the side of Government as part of the tripartite arrangement, will utilize networking and social dialogue events, conferences, workshops, dissemination of newsletters, and other media engagements to popularize this policy.

Communication with Outbound and Inbound Migrant Workers: To communicate with outbound migrant workers, MoLSA will set up various engagements (through radio and TV talk shows, conferences, community meetings, and online engagements with Somali nationals in the diaspora, social media, and its interactive website. For inbound migrants, tailored messages will be developed to suit their information needs, including this policy, related policies, legal regimes and services the government will provide support to them. On their part, FESTU will utilize its migration centre and other mechanisms to disseminate this policy to its stakeholders.

Communication with Governments in Countries of Destination. Government will utilize embassies, missions and consulates abroad and leverage the use of modern technology and communication applications to ensure efficiency in communication and relay of information to governments in countries of destination.

Policy Monitoring and Evaluation

MoLSA will lead the routine monitoring of the implementation of the policy and commission its evaluations. MoLSA will present the results of policy reviews and evaluation to the NCM and provide arising reports and recommendations to the Ministry in charge of Planning as well as the Somalia National Bureau of Statistics. All implementing actors/stakeholders will be required to monitor activities as outlined in this policy and report on an annual basis on the progress attained. A baseline survey will be conducted in the first year of policy implementation to gather information and data on the initial state of labour migration against which targets shall be set for the policy. Performance reviews held on an annual basis will be undertaken to measure the progress. A mid-term review will be conducted to assess the extent to which the policy would have performed halfway through its implementation. Reviews of the policy implementation framework will be suggested at this time. At the end of the policy implementation period, an end-line evaluation will be commissioned by MoLSA which will inform the design of a successor policy - a decade after implementation.

1



INTRODUCTION AND SITUATIONAL ANALYSIS

This policy presents a whole-of-government and whole-of-society strategic direction on the issue of labour migration governance in and out of Somalia. It is based on a gender-responsive and rights-based approach to ensure a safe, orderly, and regular labour migration framework for the country. This policy has also been set up to guide interventions to support a transformation of the job landscape in Somalia, including a process to gradually upskill the population to optimize the benefits from employment both in Somalia and abroad.

► 1.1 Demographic, Economic and Employment Context

Somalia's population is estimated at 18.7 million people, with an economy dominated by services (especially merchandising), subsistence agriculture and fishing.¹² The majority of the population works in the subsistence sector, with the agriculture sector contributing 80.3 % of the country's total GDP. In 2023, Somalia's GDP was \$10.42 billion, with an annual GDP per capita of \$592.¹³ The country's GDP growth rate has oscillated between 2-3% from 2019 to 2023 and is estimated to grow at 3.1% in 2024, slightly outpacing the estimated population growth of 2.92%. Despite these growth projections, the country 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.

► 1.2 The Employment Landscape and the Need for Gradual Upskilling

Somalia's young population has the potential to 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. The literacy rate stood at 41.03% in 2021. The formal sector labour force participation rate was 15.9% in 2022, with an unemployment rate of 19.3% (youth unemployment rate: 34.6%).¹⁴ The majority of the population is currently employed in the services sector (mainly in merchandise trade (wholesale and retail (48%); agriculture and forestry (24%) and other domestic work (17%); works around construction, hoteling and hospitality services (11%) among others.¹⁵ According to the IOM Displacement Tracking Matrix (DTM) Report 2023, 59% of women and 18% of men migrant workers outside Somalia reported not having reported not having attained any certified level of education.

This, however, was based on a sample of 1,628 surveyed in 2023, of whom 926 were men and 702 were women. The DTM report noted that for those surveyed, only 8.2% had completed a degree (7.4%) and vocational study (0.8%) and only 0.5% had short on-the-job training certificates. With the current skilling landscape, there is a 66.1% probability that a migrant worker from Somalia, by 2021, only 8.2% of those serving as migrant workers abroad were serving under a professional services contract. In this context, the Government aims to provide a policy direction through this document that will establish a rights-based, decent work for inbound and outbound migrant workers so that they optimally contribute to their own as well as to national development.

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

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

14. Somalia Labour Force Survey 2021 and added reporting from www.macrotrends.net/global-metrics/SOM

15. IOM (2023) Cross-border Movements Report

► 1.3 Migration Landscape in Somalia

Somalia is a country of mixed flows, as a country of mixed flows, serving as a country of origin, destination, and transit, for migration across the Horn of Africa and beyond. Somalia faces challenges in creating sufficient jobs and opportunities with an unemployment rate standing at 19.29%.¹⁶ Poverty remains widespread, with over 60% of the population living below \$1.90 a day. The literacy rate stands at 41.03%. Labour force participation rates reveal significant gender gaps, with only 33% of men and 12% of women actively engaged in the labour market.¹⁷ The Government of Somalia, through the Ministry of Labour and Social Affairs (MoLSA), is working with development partners to build institutions and develop resilience, fundamental for growth, poverty reduction, and transition from fragility. Somalia's young population has the potential to drive economic development. However, high youth unemployment, particularly among educated youth, persists. Those with valuable skills are more likely to be in pursuit of new work opportunities.

1.3.1 Refugees and Asylum Seekers

According to the United Nations High Commissioner for Refugees (UNHCR) data, as of April 2023,¹⁸ there were 685,198 Somali refugees, mostly in neighbouring countries, primarily in Kenya (301,526) and Ethiopia (253,616). In 2020, Somalia hosted 35,461 registered refugees and asylum seekers, mostly from Ethiopia (23,701). Somalia also has a significant diaspora community, estimated at 1-1.5 million people, primarily in the United Kingdom, the Netherlands, Norway, Sweden, the United States, Canada, and Australia (FMPT, 2022).

1.3.2 Inbound Migration

Inward migration includes internally displaced persons and refugees. The UNHCR Protection and Return Monitoring Network (PRMN)¹⁹ report, noted over 1.2 million new internally displaced persons in 2023. The 2021 IOM Displacement Tracking Matrix (DTM) Report for Somalia showed that there were 121,671 movements into Somalia, primarily from Ethiopia (66%), Kenya (13%), and Djibouti (10%). In 2020, there were 159,812 movements exiting Somalia, mainly to Ethiopia (46%), Saudi Arabia (23%), Yemen (15%), Kenya (11%) and Djibouti (6%). According to MoLSA, approximately 15,000 work permits have been issued in Somalia over the last two years, primarily to nationals of Uganda, Kenya, India, the United Kingdom, Pakistan, and Bangladesh. According to MoLSA reporting that informed the Integral Human Development Report (2024), most migrant workers in Somalia come to pursue mainly the following occupations: as provided by MoLSA, the categorization of expatriates includes consultants, staff in international NGOs and CSOs, among others; security personnel; construction workers; plumbers; technicians in specialized sectors (mainly on short contracts) as well as workers in various hotels, humanitarian, and hospitality sectors. However, there is no data that shows the distribution per sector for migrant workers holding issued work permits – due to limited structures and systems for their follow-up.

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

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

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

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

1.3.3 Outbound Migration

The common migration routes out of Somalia are through three main corridors: crossing by sea to Yemen (which has become less popular since 2015 due to the conflict in Yemen) and moving on to the Gulf countries; moving south through Kenya to South Africa; and west through Sudan and Libya in the hope of crossing the Mediterranean Sea and reaching Europe.²⁰ Updated data on irregular migration is not available. Somalia has finalized its BLA with Qatar²¹ and is concluding the BLA with the Kingdom of Saudi Arabia, which hosts most of her migrant workers, especially women.

1.3.4 Diaspora Engagement

Somalia has a large diaspora community with an estimated two million Somalis in the United Kingdom, Netherlands, Norway, Sweden, the United States, Canada, South Africa, and Australia (FMPT, 2020).²²

1.3.5 Remittances

Migration and its contribution to economic development are at the heart of this policy. The diaspora is seen as critical to the country's development, particularly in terms of remittances, which are estimated to be between US\$ 1.73 billion to 2 billion in 2023 and 2024.²³ This amount surpasses the total value of Somalia's annual exports and is second only to Overseas Development Assistance (ODA) to Somalia, which totalled US\$ 2.6 billion in 2023.²⁴

► 1.4 Governance Framework for Labour Migration

At the international level, Somalia has ratified 26 ILO conventions,²⁵ 22 of which are currently in force. These include eight fundamental conventions (C097 and C143). In February 2021, the Minister of Labour and Social Affairs ratified seven additional ILO Conventions on behalf of the Federal Government of Somalia., and in the presence of social partners (including FESTU).²⁶

20. Integral Human Development Report (2024)

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

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

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

24. UNOCHA (2023) Humanitarian Funding Overview dashboard at July 31 2023

25. Key of these Conventions are: **Convention No. 95 of 1949** on the protection of wages remuneration or earnings; **Convention No. 105 of 1957** to prevent compulsory or forced labour. **Convention No. 87 of 1948** on right to establish and join federations and confederations and right to organize; **Convention No. 98 of 1949** referring to among others issues the right to apply principles of the right to organize and to bargain collectively; **Convention No. 155 of 1981** referring to among others the occupational safety and health at the world of work; **Convention No 19 of 1925** in regard to the equality of treatment for national and foreign workers in particular worker compensation as a result of accidents or other injury; **Convention No. 182 of 1999** referring to among others the elimination of the worst forms of child labour; **Convention No. 97 of 1949** relating to emigration and immigration; information on specific provisions concerning migration for employment and conditions of work and livelihood of migrants for employment; **Convention No. 143 of 1975** on Migrant workers to protect the interests of workers when employed in countries other than their own.; **Convention No. 181 of 1997** on Private Employment Agencies

26. ILO Convention 97 on emigration and migration; **143 of 1975** on obligation of countries to protect migrant workers, **181 of 1997** on Private Employment Agencies; **190 of 2019** on gender at the world of work; **144 of 1976** on the tripartite machinery to promote labour standards; **187 of 2006** on health and safety and **155 of 1981** on occupational safety

- At the national level, the National Coordination Mechanism (NCM) on Migration was re-established under the Office of the President in 2023. The NCM comprises three task forces: High-Level Task Force on Migration Management: Develops national labour policies and legislation aligned with international standards and laws, led by the Ministry of Internal Security.
- Technical Taskforce on Human Trafficking and Smuggling: Co-chaired by the Ministry of Interior and Federal Affairs and Ministry of Justice and Constitutional Affairs (MojCA), supports implementation of migration-related policies and legislation.
- Technical Taskforce on Return and Re-admission of Migrant Workers: Coordinates the return and re-admission of Somali migrant workers.

The NCM provides a governance framework to guide, share information and regulate efforts to implement the national migration policy. In 2024, the Office of the President hosted the NCM and the Office of the Special Envoy for Children's and Migrants' Rights. With support from UNHCR, ILO and IOM, a Mixed Migration Taskforce is being established to complement the federal level task-force on migration management. A national coordination committee on labour migration was established in March 2024, reporting to the NCM. In addition, Government through MoLSA, with support from ILO and IOM, has put in place a national coordination committee on labour migration that reports to the NCM. This committee includes membership of the following stakeholders:

- i. Ministry of Labour and Social Affairs;
- ii. Ministry of Foreign Affairs – Diaspora Department;
- iii. Ministry of Family and Human Rights Development;
- iv. Ministry of Interior and Federal Affairs;
- v. Somalia National Bureau of Statistics;
- vi. Federation of Somali Trade Unions (FESTU); and
- vii. Somalia Chamber of Commerce and Industry (SCCI).

A chart illustrating the institutional set-up and governance structure for labour migration is presented under Section 4.4 of this document.

Over the last five years, there have been improvements in the engagement between the Government and social partners under the tripartite dialogue. Migrant workers have begun to engage with trade unions in Somalia under the Federation of Somali Trade Unions (FESTU). With the support of the ILO, FESTU has developed and validated an organizing strategy for migrant workers, enabling the union to have representatives of migrant workers within its structure. This allows them to actively participate in the work conducted by trade unions and other aspects related to collective bargaining. Therefore, it is crucial for FESTU to continue its efforts to raise awareness and sensitize migrant workers on labour issues that require attention.

1.4.1 Problem Context and Rationale for the Policy

Weak labour migration governance characterized by limited institutional coordination mechanisms and the lack of a labour market information system, has sustained challenges for regulating labour migration in Somalia. In 2024, the Government finalized BLAs with Qatar and is finalizing negotiations with the Kingdom of Saudi Arabia, which hosts a large community of Somali residents. The work of Private Recruitment and Employment Agencies (PrEAs) in the country remains poorly regulated. Within this context, Somali migrant workers face challenges due to poor labour rights and working conditions, leaving them vulnerable to trafficking and forced labour including in Gulf Countries where the sponsorship systems have reported cases of discrimination and exploitation, especially of migrant female workers (most engaged in domestic work).

Although the National Labour Code was passed by Parliament in August 2024, the country continues to face challenges due to a relatively weak and newly established institutional framework for its enforcement. The 2015 Foreign Employment Act, which regulates labour migration to Somalia, lacks sufficient mechanisms to protect to migrant workers in Somalia, and only details the procedures related to obtaining work permits for migrant workers. More support is required for social partners to enhance their capacities to organize workers and represent employers, including effective participation in collective bargaining efforts. These issues, among others, warranted an urgent need for the establishment of this comprehensive national labour migration policy.

► 1.5 Policy Justification

In the absence of policy and corresponding regulatory frameworks, migrant workers will continue to face rights abuses, exploitation, and vulnerability associated with precarious employment environments, including low coverage for occupation safety and health, low wages, intersectional discrimination, informal and temporary low paying work, limited freedom of association and collective bargaining, limited freedom of movement, limited access to justice, abusive recruitment practices, and limited access to social protection. This policy will enable Somalia to achieve the targets, especially under Sustainable Development Goals (SDGs) (8) and (10). It will fulfil the government's commitment towards the Inter-Governmental Authority on Development (IGAD) regional labour migration framework, its commitments under the Common Market for East and Southern Africa (COMESA) and East African Community (EAC), and synergy with existing policies related to labour migration in Somalia.

Gender-Responsiveness

Labour migration patterns and outcomes can differ significantly for men and women migrant workers. Labour market and migration policies are always gendered and never neutral in impact. This policy has been developed to consider the establishment of systems and structures that accommodate the different needs of men and women, promoting equity and greater gender equality. In Somalia, women disproportionately face more constraints and challenges in migrant work compared to their male counterparts, mainly due to pervasive gender stereotypes that accord women a lower status compared to men and undervalue their work.²⁷ The design of the labour migration policy adopts a gender-responsive approach to address these and other issues.

Rights-based Approach

The design of the labour migration policy will adopt a rights-based approach, in line with international labour standards, global and regional commitments and emerging good practices to promote safe, orderly, and regular labour migration and protection for the rights of migrant workers, with a focus on women and persons with disabilities.

27. https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_524144.pdf

2

STRATEGIC DIRECTION

This policy provides the strategic direction for the governance of labour migration in Somalia, aiming to enshrine principles for the protection and empowerment of migrant workers and harness their optimal contribution to national development.

▶ 2.1 Vision

A sustainable, integrated, gender-responsive²⁸ and rights-based labour migration system for national development

▶ 2.2 Mission

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

▶ 2.3 Goal

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

▶ 2.4 Core Values and Guiding Principles

The core values and principles that underpin this policy are:

- i. **Good governance and adherence to the rule of law** – Ensuring a participatory process led by transparent legislation and regulation, enforced by a coordinated and collaborative institutional framework to promote the interests of migrant workers in conformity with international standards.
- ii. **Decent work** – Ensuring work and opportunities are productive, delivering appropriate incomes, security and safety at workplace, social protection for workers and families, and better prospects for personal social integration, and national development.
- iii. **Empowerment, inclusion, and participation** – Strengthening systems for organizing workers to ensure no one is left behind, and vulnerable and marginalized migrant workers have their rights protected.
- iv. **Social protection, social justice, and social dialogue** – Providing social protection within a defined set of basic social security guarantees, ensuring social justice by establishing a system that embraces equal rights, and promoting sustained social dialogue.
- iv. **Government shall ensure sustained social dialogue** – that includes all types of negotiation, consultation, or exchange of information between and among representatives of government, employers, and workers on common interest issues related to economic and social policy.

28. In respect to male and female – do you mean men and women?

- vi. **Transparency and accountability** – Ensuring transparency and accountability among all stakeholders to forge suitable partnerships and faith in the labour migration system. Accountability on the part of all stakeholders who are routinely evaluated, assessed, and appraised in relation to roles they are responsible for.
- vii. **Sustainable development** – Establishing an enduring labour migration framework considering the needs of current and future generations in realizing the Sustainable Development Goals (SDGs).

► 2.5 Policy Strategic Objectives

The following are the core policy objectives:

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

► 2.6 Cross-cutting Themes

Government, as part of the implementation of this policy, will address the following cross-cutting aspects to ensure that implementation of this policy is inclusive, gender-responsive and aligned with international best practices:

- vii. **Socio-economic Issues** - As iterated in Somalia's National Development Plan, addressing labour migration issues will be part of broader efforts to address poverty, income inequality, and deprivation of basic services among vulnerable populations, considering illiteracy, dependence, and other impediments in accessing to social services.
- viii. **Gender Responsiveness** - Women and children are disproportionately affected by challenges associated with labour migration. To address this, the Government will implement interventions to protect migrant workers, especially women engaged in domestic and care work, from exclusion and discrimination based on race, colour, sex, sexual orientation or gender identity, language, religion, political opinion, nationality, ethnic or social origin, pregnancy, mental status, age or HIV status, in line with Article 6 (1) of the Version 3 of the Somalia Labour Code (2024) now before Parliament for approval.²⁹
- ix. **Disability Inclusion** - Persons with Disabilities (PWDs) face exclusion and associated challenges regarding labour migration. The Government Cognizant of this reality Government will step up efforts with deliberate interventions to protect PWDs from exclusion, with affirmative actions enabling to participate optimally in the labour market in Somalia and abroad.

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

- x. **Vulnerability reduction**- The Government will implement interventions to reduce migrant workers' vulnerability, ensuring signed BLAs include commitments to social protection packages, worker compensation, and participation in trade unions to enjoy their rights to employment and self-determination.
- xi. **International Cooperation and Consular Support** – Fostering strong international cooperation and partnerships is crucial for effective policy implementation. The Government will leverage multilevel approaches to managing migration through regional, continental, and global collaborations and partnerships, ensuring migrant workers have access to high-quality consular services including assistance with visa processes and other essential services. To this end, the Government will deploy labour attachés to key destination countries to protect migrant workers' rights.
- xii. **Public-Private Partnerships** – Government will collaborate closely with private employment organizations to implement this policy, recognizing their complementary role in promoting safe, orderly, and regular labour migration. This partnership aims to incorporate the perspectives and needs of employees and employers' organizations during policy implementation. Key initiatives will include coordinated efforts for skills development and job creation through promoting entrepreneurship for migrant workers.
- xiii. **Peace and Conflict Resolution** – The Government acknowledges that peace and security are crucial for creating a conducive environment. To achieve this, the Government will sustain efforts to implement a conflict resolution mechanism enabling investments for job creation and economic development. Other focus areas include implementing rural development strategies that promote peacebuilding, advocacy, and awareness campaigns to foster peace and social cohesion and Somali communities.
- xiv. **Climate Change and Natural Disasters** – Climate change, pandemics, and natural disasters have significantly impacted Somalia, with 31% of the population forced to migrate due to displacement caused³⁰ severe droughts and floods. To address this, the Government will strengthen its early-warning systems to safeguard the population. This policy will be implemented in conjunction with other sectors to protect, preserve, and conserve the environment.
- xv. **Digitalization** – Somalia will leverage digitalization to advance safe, orderly, and regular labour migration, recognizing the efficiencies and innovations it brings to the world of work.

30. According to the IOM cross-border movements report (2023)

3

POLICY INTERVENTIONS, ACTIONS AND MEASURES

To implement this policy and realize its objectives, the following core policy interventions, actions, and measures will be undertaken:

Policy Area 1: Strengthening Labour Migration Governance in Line with International Labour Standards and Norms

Key interventions under this policy area shall be:

- i. Enhance 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. Initiate, negotiate, strengthen, and revise Bilateral and Multilateral Labour Migration Agreements (BLMAs and MLMAs) with countries hosting high concentrations of Somali migrant workers. Ratify, domesticate, implement, and report 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 be:

- i. Instituting a national skills profiling and employment planning mechanism
- ii. Establishing and operationalizing labour mobility schemes, focusing on skills partnerships to support labour market needs and skills development in Somalia
- iii. Investing in skilling, up-skilling, and re-skilling programmes for both inbound and outbound migrant workers.
- iv. Introducing job portals at all government levels 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 in-bound and out-bound migrant workers
- vi. Developing support mechanisms to strengthen access to information, education, training, skills recognition and finance for migrant workers and members of their families

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

Key interventions under this policy area shall be:

- 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 its agency, and establishing a tripartite committee. to develop local knowledge of Social Protection for migrant workers with national and local social partner.
- iii. 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 regulations (2023) on coordination of social security rights and benefits.

Policy Area 4: Strengthening the Role of Social Partners, Development Partners and 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 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. Mainstreaming 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 characteristics, aligned with International Conference of Labour Statisticians (ICLS) recommendations.
- iii. Conducting regular labour force surveys with specific modules on labour migration to provide data on labour migration and diaspora management, aligned with ICLS. Building government capacity and structures to collect, analyze, and disseminate labour migration data, including data disaggregated by sex and other relevant characteristics. and ensure regular dissemination. Ensuring 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).

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 regulating and monitoring of private employment agencies.
- iii. Implementing capacity building programmes to regulate and support private employment agencies, ensuring fair recruitment practices. 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.
- iv. Regulating employment agency practices with mutually enforceable guidelines.

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, establishing 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);
- ii. Supporting 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.

- iii. Facilitate remittance flow by strengthening the framework for the portability of social protection benefits.
- iv. Facilitating family reunification and integration of returnee migrant workers' children into national education and vocational training systems. Establishing a responsive follow-up mechanism with a complaints and redress facility. to ensure challenges that may emerge during transition from returnee return to re-integration are expeditiously addressed.

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 (in terms of number, location, 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 policymakers on the contributions of Somalis in the diaspora to national development.

4



POLICY IMPLEMENTATION FRAMEWORK

Somalia will adopt a ‘whole-of-government’ and whole-of-society approach in a bid ensure that no one is left behind in policy implementation. The government will establish an elaborate labour migration governance framework by strengthening the institutional capacity for enforcement, coordination and collaboration among its key implementing agencies and partners. This process will include establishing an enabling legislative and regulatory framework, streamlining institutional arrangements and putting in place systems for inter-agency coordination and collaboration. It will ensure that Somalia aligns its frameworks to regional and international dispensations, to which it is part.

► 4.1 legislative and regulatory framework

National Frameworks

The following are the key legislation, national policies, strategies and action plans that provide context for this policy.

Provisional Constitution of Federal Republic of Somalia (2012)

The National Constitution of the Federal Republic of Somalia has the following key provisions that cast the context for this policy:

- i. Article 24 provides for the right to fair labour relations, and under subsection (5), it stipulates that “all workers particularly women, have a special right of protection from sexual abuse, segregation and discrimination in the workplace.”
- ii. Every labour law and practice shall promote gender equality in the workplace. Citizens are free to form political and non-political organizations of their choice. They have the right to freedom of movement within the country, to leave the country and to return, as well as the right to obtain a passport for travel purposes. All citizens have the right to choose and practice their profession freely.

National Employment Policy (NEP) and Action Plan (2019)

The implementation of this labour migration policy will draw on the following aspects of the National Employment Policy specifically:

- Fostering job-rich growth through public-private dialogue and regulation,
- Introduction of tax and trade policies that contribute to employment promotion;
- Strengthening mainstreaming of key cross-cutting themes, including child labour, climate change, youth, women and other vulnerable groups, as well as urban and regional disparities.

National Development Plan 2020–2024

In line with this Plan, this policy will prioritize interventions to address the challenges of employment, including:

- i. Employment generation and skills development
- ii. Strengthening the productive sectors of the economy (mainly, agriculture, livestock and fisheries)
- iii. Interventions to address recurrent conflict
- iv. Efforts to address the adverse effects of climate change that contribute to migration challenges.

Revised National Labour Code for Somalia

This policy will provide a national direction in harmony with the labour code by laying emphasis on the following key aspects:

- i. Pursuant to Article 60 (2), employees who have suffered loss have the right to take direct action against contractors.
- ii. Under Article 59 (2), when there is a written agreement between a sub-contractor and contractor, the contractor is under a duty to forward two (2) copies of the contract to the competent labour office, indicating the location of the workplace being used.
- iii. Under Article 48 (a), an employer has an obligation to pay agreed wages, observing the conditions, times, and places for payment agreed upon in a contract made under the collective agreement.
- iv. Article 93 elaborates on elements and incumbrances for any person inducing or forcing a person to proceed abroad without an authorized contract.

National Diaspora Policy (2023)

Although various diaspora programmes have achieved short-term goals and secured funding, their development impact remains limited. As stated in this policy, this is attributed to the “lack of the capacity to design and implement effective interventions on a meaningful scale”. This policy will draw on the following aspects outlined in the National Diaspora Policy. The Ministry of Foreign Affairs and International Cooperation leads the implementation of this policy, in collaboration with Embassies, Missions and Consulates abroad. This policy is newly established to facilitate cooperation with international partners. To ensure effective implementation, the Ministry of Foreign Affairs and International Cooperation participates in both the National Coordination Mechanism and the Coordination Committee on Labour Migration. These platforms facilitate discussions on emerging issues concerning Somalis in the diaspora, including Somali migrant workers.

National Policy on Refugee-Returnees and Internally Displaced Persons IDPs (2019)

Implementation of this policy will draw on the following aspects of the IDP policy:

- ▶ Protection against forced displacement
- ▶ Protection during displacement
- ▶ Voluntary return and freedom to choose solutions
- ▶ Rights to freedom of movement and choice of residence
- ▶ Rights to an adequate standard of living
- ▶ Rights of persons living with disabilities
- ▶ Documentation of refugee returnees and IDPs
- ▶ Non-discrimination of refugee-returnees and IDPs.

Foreign Employment Act (2015)

The Foreign Employment Act (2015) provides for inter alia:

- ▶ Employment conditions and exceptions
- ▶ Investment promotion permit application

- ▶ Residence and visa
- ▶ Issuance of work permits and their validity period
- ▶ Working paid extension
- ▶ Recruitment, placement or resignation
- ▶ The set-up of the foreign workers employment assessment committee
- ▶ Violation of rights of foreign workers.

This policy will complement the following provisions:

- ▶ Article 3: Employment conditions and exemptions
- ▶ Article 5: Investment promotion and permit application
- ▶ Article 6: Residence and Visa
- ▶ Article 7: Foreign workers, deportees, and persons whose nationality was revoked; and persons born in Somalia who have not acquired Somali nationality, among others.

Overseas Employment Guidelines (2022)

This policy will draw on the following aspects of the Guidelines:

- ▶ Working conditions abroad and ensuring their conduciveness
- ▶ Observance and adherence to contracts for migrant workers while abroad
- ▶ Worker compensation in instances of injury or loss
- ▶ Recruitment and hiring of workers in countries without bilateral labour migration agreements with Somalia.

Bilateral Labour Migration Agreements

The Government will enter into Bilateral Labour Migration Agreements (BLMAs) with main destination countries for Somali migrant workers. These agreements aim to establish a mutually acceptable recruitment, deployment, and repatriation system based on applicable laws, rules and regulations.

Foreign Investment Law 2015

The primary objectives of this law are to promote economic development while safeguarding the workforce. Key provisions include:

- ▶ Encouraging foreign investment in the county
- ▶ Generating employment opportunities for local and migrant workers
- ▶ Improving skill development
- ▶ Upholding fair labour standards
- ▶ Facilitating technology transfer
- ▶ Promoting sustainable growth
- ▶ Aligning skills with labour market demands
- ▶ Supporting the integration of migrant workers into the formal sector.

Investors and Investments Protection Law (2023)

This law aims to create a favourable environment for foreign and domestic investments while addressing labour migration issues. The law's goals and provisions likely include:

- ▶ Protection of investors' rights
- ▶ Labour rights and protections for migrant workers
- ▶ Encouraging job creation, skills development and capacity building
- ▶ Facilitating safe and legal labour migration
- ▶ Coverage of social protections for migrant workers
- ▶ Promoting sustainable investment and dispute resolution mechanisms

Global Frameworks and Norms

The UN Sustainable Development Goals (SDGs) 2030

The United Nations Sustainable Development Goals (SDGs), also known as Agenda 2030, recognize labour migration as a crucial aspect of sustainable development. The theme 'leaving no one behind' emphasizes a global effort that ensures inclusivity, including migrants, for sustainability. The relevant Goals for this policy are Goals 1, 5, 8, 10, and 16. To ensure the implementation of the UN SDGs, the Government of Somalia launched an effort in January 2016 to domesticate these goals and align them with national plans. To support this process, Government will enhance coordination around data collection among key stakeholders, address gaps in data and data collection infrastructure in key locations and sectors, strengthen capacity gaps at Federal and State levels in data management and analysis.

International Labour Organization (ILO) Conventions on Labour Migration

In addition to ILO Convention No. 97 of 1949 (which refers to information, national policies, laws, and regulations relating to emigration and migration; information on specific provisions concerning migration for employment and conditions of work and livelihood of migrants for employment) and ILO Convention No.143 of 1975 on Migrant workers (which states that countries have an obligation to protect the interests of workers when employed in countries other than their own), it is essential to note that some critical Conventions have not yet been ratified but should be considered for labour migration governance in Somalia. These include:

- i. Employment Policy Convention No. 122 of 1964
- ii. Domestic Workers Convention No. 189 of 2011
- iii. Recruitment of Indigenous Workers Convention No. 50 of 1936
- iv. Contracts of Employment (Indigenous Workers) Convention No. 64 of 1939
- v. Equality of Treatment (Social Security) Convention No. 118 of 1962
- vi. As part of implementation this policy, the Government will reference other Global instruments to which Somalia is a party, including: Global Compact for Safe, Orderly and Regular migration
- vii. Global Guidance on Bilateral Labour Migration Agreements

- viii. Committee on the Elimination of Racial Discrimination (CERD)
- ix. Committee on the Protection of the Rights of all Migrant Workers and Members of their families (CMW).

Decent Work Country Programme (DWCP 2023-2025)

This policy's implementation aligns with the operationalization of the second Decent Work Country Programme for Somalia (DWCP 2023-2025). The programme calls for an evidence-based analysis of Somalia's social, political and economic context. It contributes to achieving four ILO strategic objectives: employment, social protection, social dialogue and tripartism, and fundamental principles and rights at work.

Other National Frameworks under Development

Several national frameworks are under development and relevant to this policy's implementation:

Draft National Migration Strategy (2024):

Government will implement the National Migration Strategy, which aims to provide national guidance on vision, principles, and goals of migration in Somalia. The strategy's vision is to ensure regular, safe and orderly migration opportunities, as well as improved development outcomes for all. This policy will draw on the following aspects of this strategy: promoting safe and voluntary return and re-integration for Somali migrants, regularizing migration pathways, combating migration smuggling and trafficking in persons, engaging diaspora in sustainable development and reducing remittance costs. This strategy will be implemented under the Ministry of Labour and Social Affairs as aligned with the National Migration Policy. This policy serves as the over-arching framework for migration, encompassing labour migration.

Draft National Durable Solutions Strategy, (2025-2029)

This strategy is being implemented by the Ministry of Planning, Investment and Economic Development and the Ministry of Interior, Federal and reconciliation. The current MDs will come to an end in 2024, with plans to start implementation in 2025. This policy draws reference to the national durable solutions strategy that has created an enabling environment for more innovative, and impactful initiatives (as well as a Durable Solutions Secretariat established in 2019). The strategy aims to support Somalia in guaranteeing a fiscal and political space, paving the way for the progressive realization of an enabling environment. This environment will ensure that displacement-affected communities (DACs), including internally displaced persons, refugees, asylum seekers, returnees and host communities, have access to durable solutions.

Draft National TVET Policy

The main goals of the TVET (Technical and Vocational Education and Training) Policy in Somalia's labour migration context focus on enhancing the workforce's capacity to meet domestic and international labour market demands. These goals can be broken down into several key objectives:

- i. Enhancing Skill Development and Employability
- ii. Ensuring Recognition of Qualifications and Skills
- iii. Supporting Safe and Legal Migration

- iv. Promoting Sustainable Economic Development
- v. Strengthening Post-Return Support
- vi. Encouraging Gender Equality.

Regional Frameworks

The formulation of the labour migration policy will also be informed by the following regional legal policies and institutional frameworks:

- i. African Union Migration Policy Framework for Africa (MPFA) and Plan of Action (2018- 2030)
- ii. African Union Guidelines on Developing Bilateral Labour Agreements (BLAs)
- iii. African Union Declaration on the Protection and Promotion of the Rights of Migrant Workers;
- iv. Khartoum Process (EU-Horn of Africa Migration Route Initiative) (November 2014)
- v. Inter-Governmental Authority on Development (IGAD) Framework on Labour Migration
- vi. East Africa Community Labour Migration Policy (2024)
- vii. Regional Ministerial Forum on Migration for East and Horn of Africa (2020)
- viii. Regional Migrant Response Plan for the Horn of Africa and Yemen (2022)
- ix. Migration Dialogue for COMESA (2013)

► 4.2 Policy implementation arrangements

The Government will strengthen the National Coordination Mechanism (NCM) on Migration under the Office of the President. A Coordination Committee on Labour Migration, chaired by the Ministry of Labour and Social Affairs (MoLSA), will support this mechanism. The Office of the Prime Minister, leading the executive branch of Government, will oversee policy implementation, facilitating liaison between Cabinet and Parliament.

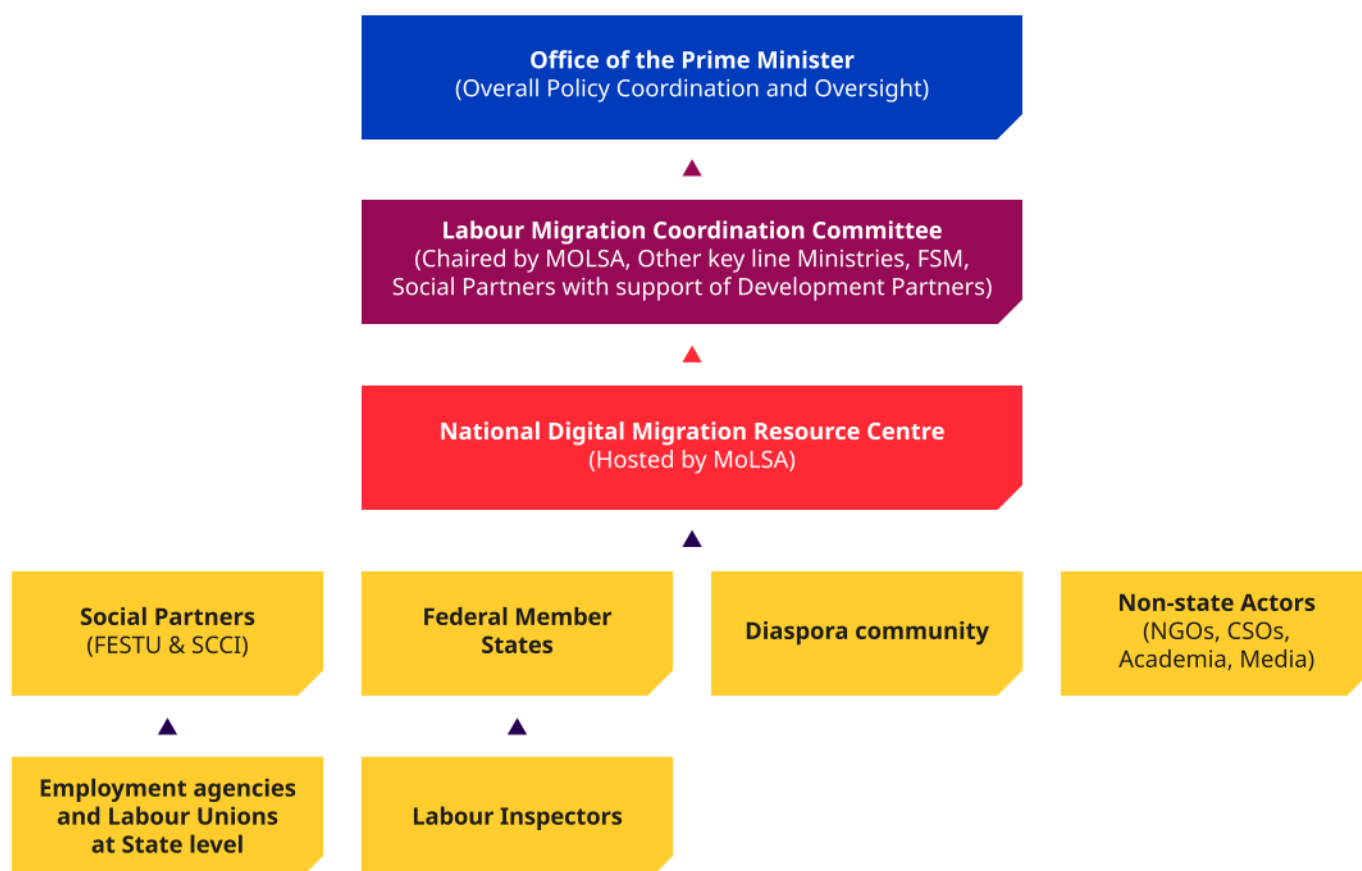
The Office of the President will be represented by a Special Envoy for Migration, Returnees and Children's Rights within this mechanism. The Coordination committee on Labour Migration will provide policy guidance and strategic direction on labour migration issues, guiding implementation of resolutions that would have been made. To inform policy actions, MoLSA shall strengthen the National Digital Migration Resource Center to provide the much-needed data on labour migration trends. MoLSA, under its Social Partners platform, will work with workers' and employers' organizations, including the Federation of Somali Trade Unions (FESTU), the Somali Chamber of Commerce and with the diaspora community, development partners, as well as other non-state actors to advance implementation of this policy.

At the Federal State level, this policy will be implemented nationwide supported by Director Generals and Labour officers within a fully established Labour Department. The primary beneficiaries and targets of this policy are inbound and outbound migrant workers, who will benefit optimally from labour migration. The Government will promote a collaborative and cohesive policy and institutional arrangement, ensuring the effective implementation of stated policy interventions. To establish a sustainable and integral system for labour migration in Somalia, the Government will establish a coherent, cohesive, and well-resourced system under an elaborate implementation structure.

► 4.3 Implementation actors and inter-agency coordination and collaboration

MoLSA will be responsible for inter-agency coordination and collaboration, ensuring a cohesive implementation of this policy. MoLSA is currently hosts Technical Working Group meetings on Labour Migration. This arrangement includes the participation of non-state actors, such as: workers' organizations, employers' associations, private sector, diaspora associations, non-government organizations, community-based organizations and development partners. The outcomes of these engagements will inform the work of the National Coordination Mechanism (NCM) under the Office of the President, ensuring overall oversight and policy direction. As part of labour migration governance, the Government will sign, ratify, domesticate, implement and report sustainably on international conventions, regional instruments, protocols, treaties, and laws, sustainably report on progress, as well as advance safe, orderly, and regular migration through BLAs.

► Illustrative chart on policy implementation arrangements



► 4.4 Institutional arrangements

The following are the key roles of leading institutions responsible for implementing this policy:

Institution	Responsibilities for Policy Implementation
Office of the President	- Chairing the National Coordination Mechanism on Migration - Providing support to the Special Envoy for Migration, Returnees and Children's Rights.
Office of the Prime Minister	Coordinate with ministries, agencies and departments to ensure effective implementation of their roles and report on interventions aimed at achieving the policy's objectives. Represent the country at regional and international fora on labour migration.
Parliament	- Ensure allocation of appropriate resources for policy implementation. - Enact, review and monitor policy implementation
Attorney General	- Legal framework and policy review - Representation in legal matters - Protection of migrant workers' rights - Advising on legal mechanisms for dispute resolution - Collaboration with other legal authorities and agencies - Monitoring legal impacts of labour migration - Providing legal advice on immigration and employment laws - Advocating for legal reforms on labour migration
National Coordination Mechanism	Coordinate taskforces under a whole-of-government, whole-of-society approach to share information, enhance nationally coordinated responses to migration priorities, including labour migration
National Coordination Committee on Labour Migration Somalia	This committee, chaired by MoLSA, will comprise representation from key government agencies and social partners. The committee's primary objective is to enhance coordination among stakeholders and ensure cohesive policy implementation.
Ministry of Labour and Social Affairs	- Provide overall leadership, guidance technical support to facilitate effective policy implementation across all stakeholders. - Establish and coordinate a national liaison office to oversee policy implementation. - Engage in dialogue with development partners to mobilize resources. Lead on budgeting, strategic planning, regulation and implementation across sectors. - Facilitate the conclusion of BLMAs - Oversee the domestication, implementation, and reporting on international labour standards. - Issue work permits - Provide guidance on general procedures and services for Somali workers travelling abroad for employment - Lead the implementation of a Labour Market Information System, in collaboration 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 of the national diaspora policy. This policy has strong linkages to labour migration, as highlighted in this document. - Support efforts and processes through regulations aimed at mainstreaming labour migration both within and outside the country. - Support the setup and enforcement of Bilateral Labour Migration Agreements to ensure optimal labour benefits. Facilitate the work of missions, embassies, and consulates to support the diaspora
Ministry of Education	- Recognize the qualifications of inward and outward migrants - Support skills development in technical and vocational education training (TVET) institutions and higher education institutions, specifically focusing on education levels up to Diploma. Note that MoLSA's mandate covers skills development up to Diploma level, whereas the Ministry of Education oversees education levels higher than Diploma.
Institution	Responsibilities for Policy Implementation
Ministry of Internal Security	- Oversee naturalization, immigration and customs in Somalia. - Support effective border control measures to facilitate 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 and children. - Strengthen complaints handling mechanisms to reduce the vulnerability of migrant workers, particularly women, including those in the diaspora. - Encourage women in the diaspora to invest in the country.
Ministry Planning, Investment and Economic Development	- Support the design and implementation of employment-promoting policies, planning and budgeting. - Provide financial support for policy implementation, ensuring efficient resource allocation and accountability. Utilize budget monitoring mechanisms to ensure value for money in investments related to labour migration.

Ministry of Family and Human Rights Development	• Protect the rights of migrant workers. • Promote gender equality in labour migration. • Provide support to vulnerable migrant groups. • Offer advocacy and legal assistance to 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 determine medical requirements. • Provide health insurance and ensure access to healthcare • Protect health and prevent the spread of diseases • Collaborate with other government agencies and international organizations. • Monitor health outcomes and conduct research • Implement public health campaigns and education programmes • Protect and promote the rights of migrant workers
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 the decentralization and disaggregation of statistical services and provide technical assistance on labour statistics production. • Document and disseminate research studies and thematic evaluations on emerging trends in employment planning, providing policy perspectives to inform implementation. 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 in accordance with established regulations. Enforce border control and immigration laws. Document and register migrant workers. • Conduct labour market assessments and determine quotas. • Collaborate with employers and recruitment agencies. Monitor and enforce employers' conditions for migrant workers. • Coordinate with other government agencies • Ensure compliance with international migration standards. • Conduct public education and awareness campaigns on migration • Respond to migration crises or emergencies
Development Partners	• Assist in mobilizing financial resources to ensure implementation of the provisions in this policy. • Provide technical assistance throughout the policy implementation period, as required, including conducting strategic reviews, evaluations and other studies. • Share international best practices on labour migration.
Federal States	• Mainstream employment planning and coordinate labour and employment matters at the state level. • Oversee the implementation of policies at the local level • Ensure the recruitment and deployment of labour officers. • Carry out enforcement of labour laws • Support the implementation of labour laws and support the implementation of related employment services.
District Level Labour Inspectors	• Monitor and enforce labour standards and migration policies at the district level.
Institution	Responsibilities for Policy Implementation
Social Partners	• Support compliance with established standards and regulations. • Advocate for the advancement of workers' rights, protection and collective bargaining. • Conduct research, inventory and documentation, and share findings to support policy implementation.
Private Sector	• Complementing government efforts by providing expertise, revenue and innovation in the world of work. • Create employment opportunities, including through the advancement of technology and innovation. • Support industrial training, apprenticeships and internships. • Foster public-private partnerships for employment creation.
Other Non-State Actors (NGOs And Civil Society Organizations (CSOs), Academia, Media)	• Partner with the government to ensure the effective implementation of employment development programmes. • Advocate for the observance of labour standards and regulations to protect the rights of migrant workers. • Support and participate in training and research in various aspects of employment and jobs creation. • Identify and share best practices with the social partners. • Advocate for compliance monitoring and follow-up mechanisms to ensure adherence to set minimum labour standards and laws. • Popularize the principles of this policy through various media outlets.

5



FINANCING AND RESOURCE MOBILIZATION

- i. The government will lead efforts to mobilize financial, technical, and logistical resources to support policy implementation. Key resource requirements in this include: Supporting the routine work of the National Policy Coordination Committee that reports to NCM;
- ii. Establishing a fully functional labour market information system; and
- iii. Strengthening the institutional capacities for effective policy implementation at all levels.
- iv. Given financial and resource constraints, the government will utilize various financing mechanisms, including: Funds allocated to various Ministries, Departments Agencies and federal member states from the national budget; Support from development partners (including ILO, IOM, UNOCHA, UNHCR, UNDP, World Bank, Islamic Bank, GIZ and other bilateral and multilateral development partners);
- v. Resources raised domestically through various sources of tax and non-tax revenue sources (for instance, collection of payments made for Visas, work permits and fees paid by PEAs, and business registration; among others);
- vi. Finances raised from public-private partnerships (PPPs) for interventions undertaken as a collaboration between Government and the private sector, and other development partners;
- vii. Grants, loans (including concessional loans) that the Government may seek for critical interventions to support labour migration processes;
- viii. 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;
- ix. Alternative funding sources (for instance, climate financing that addresses the challenge of climate induced disasters that contribute to population displacement and forced migration; as well as fundraising from members of the diaspora).

While the government will spearhead the mobilization of resources to implement this policy, it will seek to inspire other stakeholders to play a role in resource mobilization. This will be achieved by investing in projects that raise funds and provide technical support for policy implementation. Social partners, private institutions, non-governmental organizations (NGOs) and civil society organizations (CSOs) as employment agencies will be supported in developing funding proposals for submission to multilateral development institutions, United Nations agencies, development banks and other development finance institutions that offer long term investment funding and technical support.

The resources required for policy implementation are both technical and logistical, necessitating the uptake of modern hard and soft infrastructure. Consequently, financing and resource mobilization mechanisms will include the identification of non-financial needs that play a critical role in labour migration management. These needs include:

Equipment for border control, such as closed-circuit television (CCTV) cameras forensic equipment, data entry and analysis tools, cyber security infrastructure, along with associated training on their use. Given that labour migration is a cross-sectoral issue, it is essential that all institutions identified in the implementation arrangements pool resources together to make strategic investments that optimize the attainment of this policy's outcomes.

Transparency and accountability are crucial in ensuring the optimal use of mobilized resources. The government will sustain efforts to build the capacity of ministries, departments and agencies (MDAs) and federal states to ensure the optimal use of resources, guaranteeing that policy implementation is undertaken in a transparent and accountable manner.

6



COMMUNICATION ARRANGEMENTS

In order to create awareness and sensitization about this policy, the government will utilize various communication arrangements and channels to mobilize stakeholders to support its implementation. The essence of communication is to raise responsiveness among various stakeholders about labour migration processes, regulatory activities, rights of migrant workers, and work opportunities in Somalia and destination countries. Different population segments will be reached with diverse communication modes, tailored to their needs and preferences. This will involve various forms of information, disseminated through diverse channels, as outlined below:

Communication with and within Government

The Office of the Prime Minister, as the overseer of the policy process, will announce the adoption of this policy by the Executive branch. The policy will be translated into the national Somali language, reviewed and gazetted by the State Attorney General. It will then be shared with the government and disseminated across its entities in partnership with the Ministry of Labour and Social Affairs. An abridged version of this policy will be disseminated to all government ministries, departments, and agencies (MDAs) at the federal level, member states, and local states. The Ministry of Information, Culture and Tourism will utilize mass communication channels and strategies to communicate this policy, including: radio programmes, television documentaries Information, Education and Communication (IEC) materials, advertorials, brochures, magazines, leaflets, pin-up posters, billboards etc.) to disseminate policy information.

National and federal-level authorities will be supported to work with non-state actors and the private sector to mobilize feedback from the citizens on the policy's effectiveness. It is against this feedback that the government will premise responsive interventions to resolve issues that will emerge. Information gathered as a result of these communication arrangements will feed into the proposed digitalized National Migration Resources centralized data centre. This will be a repository to store and manage all labour migration data and process up to the federal and state level, through a diversity of appropriate communication channels.

Communicating to Social Partners

MoLSA, as part of the tripartite arrangement and with counterpart structures up to the local state level, will utilize networking and social dialogue events, conferences, workshops, dissemination of newsletters and other media engagements to popularize this policy. Government will support exchange-visits and host events to show-case best practices in labour migration, inspiring innovative approaches and systems-efficiency.

Communication with Outbound and Inbound Migrant Workers

To communicate with outbound migrant workers, MoLSA will establish various engagement platforms, including radio and TV talk shows, conferences, community meetings, online engagements with Somali nationals in the diaspora, as well as social media platforms and interactive website to communicate the key principles of this policy. For inbound migrants, tailored messages will be developed to address the diverse information needs of individuals coming to work in Somalia. These messages will cover this policy, related policies, legal regimes, and services provided by government to support them. On their part, FESTU will utilize its Migration Center to disseminate this policy to its stakeholders.

Communication with Governments in Countries of Destination

The government will utilize its embassies, missions and consulates abroad, as well as modern technology and communication applications, to ensure efficient communication and information sharing with governments in countries of destination. The government will also leverage digital communication channels to inform in-country and out-country populations, as well as relevant stakeholders, about regional and international developments related to labour migration.

Obtaining Feedback

To ensure a two-way communication process, the government will establish: an online complaints and grievance handling system, a call-center with a toll-free line for public inquiries, and interactive social media platforms. As information about this policy and its implementation is shared, feedback from stakeholders will be obtained and processed to inform evidence-based system continuous improvement. This two-way communication process will foster mutual appreciation of the contribution of labour migration to national development.

Overall, the communication of this policy will be a two-way process. On one hand, the government will communicate; on the other hand, it will receive feedback from all stakeholders through various interactive engagements on the issues pertaining to policy implementation. This interaction will provide opportunities for stakeholders engaged in policy implementation to dialogue on key issues and agree on proposed changes or reforms that may emerge or be required over time.

7



MONITORING, EVALUATION AND LEARNING FRAMEWORK

The National Coordination Mechanism will ensure the implementation of this policy is routinely monitored and evaluated to establish the extent of realization of its vision, mission and outcomes. While MoLSA oversees policy implementation, a higher mechanism will play a higher-level oversight role. This policy's implementation performance will be assessed alongside Somalia's National Development Plan and the path towards achieving UN Sustainable Development Goals. Additionally, the policy will be evaluated based on its contribution to the overall national migration policy, considering labour migration as an aspect of the overall migration policy framework.

► 7.1 Monitoring

Currently, the M&E framework for labour migration is under MoLSA, in coordination with the Ministry of Planning, Investment and Economic Development, and the Somalia National Bureau of Statistics. Under this policy, each implementing actor/stakeholder will monitor activities and report annually on progress, guided by Key Performance Indicators (KPIs). A baseline survey will be conducted in the first year to gather initial data on labour migration, setting targets for the policy. MoLSA will compile the information from various entities into an annual performance report. Establishing a functional labour market information system will provide updated labour data, complementing this process. The LMIS will store labour migration indicators and KPIs, enabling easy progress visualization over time. Annual performance reviews will measure progress, and reports will be presented at National Coordination Committee meetings. Results will be shared with the NCM to demonstrate progress. To ensure effective M&E, a monitoring and evaluation framework and action-plan against will track policy implementation progress. Technical reviews of submissions will highlight areas needing attention, informing government actions in subsequent implementation years. This process will include analyzing financial, technical, logistical, and other resource requirements.

► 7.2 Evaluation

MoLSA will lead the routine monitoring of the implementation and commission evaluations. A mid-term review will assess progress halfway through the implementation period, informing suggestions for revisions to the policy implementation framework. At the end of the policy implementation period, MoLSA will commission an end-line evaluation to inform the design of a successor policy, - a decade after implementation.

► 7.3 Learning

Routine monitoring of performance, as well as internal and independent evaluations, will be conducted to provide information for evidence-based learning. The policy planning and M&E unit within MoLSA will take the lead in ensuring that this evidence informs policy makers and aids their reflection, thereby supporting the attainment of expected policy outcomes. MoLSA will communicate the results of policy implementation to the NCM and provide arising reports and recommendations to the Ministry in charge of Planning and National Bureau of Statistics. The ultimate benefit of M&E will be learning for continuous improvement, enabling the attainment of the policy's goals, mission, and vision.

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