

DECENT WORK PROGRAMME

Somalia

2011-2015

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ABBREVIATIONS

CEDAW	Convention of the Elimination of all forms of Discrimination against Women
DfID	Development for International Development
DWP	Decent Work Programme
EC	European Commission
EIIP	Employment Intensive Infrastructure Projects
EPS	Employment Promotion Services
FGS	Federal Government of Somalia
FESTU	Federation of Somali Trade Unions
GDP	Gross Domestic Product
GET	Gender Enterprise Training
iDWP	Interim Decent Work Programme
IDP	Internally Displaced Person
ILO	International Labour Organisation
ILS	International Labour Standards
ISF	Integrated Strategic Framework
JNA	Joint Needs Assessment
JPLG	Joint Programme on Local Governance and Decentralized Service Delivery
KAB	Know About Business
LED	Local Economic Development
LMIS	Labour Market Information System
M&E	Monitoring and Evaluation
MHD&PR	Ministry of Human Development and Public Services
MLHRD	Ministry of Labour and Human Resource Development
MLYS	Ministry of Labour, Youth and Sports
MSME	Micro, Small and Medium Enterprises
MOPIC	Ministry of Planning and International Cooperation
MSME	Micro, Small and Medium Enterprise
NUSOJ	National Union of Somali Journalists
OHS	Occupational Health and Safety

RDP	Reconstruction and Development Plan
SACB	Somali Aid Coordination Body
SAFWU	Somali Agricultural & Food Workers Union
SC	South and Central
SIDA	Swedish International Development Cooperation Agency
SFS	Somali Family Services
STPU	Somali Telecommunications & Posts Union
SMFPWU	Somali Maritime, Fisheries & Port Workers Union
SORDA	Somali Rehabilitation and Development Agency
STWU	Somali Transport Workers Union
SIYB	Start and Improve Your Business
TARDO	Tanaad Relief and Development Organization
TSS	Tadamun Social Society
TFG	Transitional Federal Government
TVET	Technical and Vocational Education and Training
UNCDF	United Nations Capital Development Fund
UNICEF	United Nations International Children's Education Fund
UNDP	United Nations Development Programme
UNSAS	United Nations Somali Assistance Strategy
UNTP	United Nations Transition Plan
USAID	United States Agency for International Development
VDC	Village Development Committees

1.0 Introduction

The Decent Work Programme (DWP) articulates the employment related agenda the constituents believed necessary for the attainment of Somalia's peace building, recovery and development priorities within the period of 2011 to 2015¹. The DWP is a strategic results-based framework, within which the Somali constituents lay out not only the work of the ILO but also other development partners, towards achieving the desired goal of Decent Work in Somalia. Because of the nature of Somalia, the DWP process took on a wider role offering an opportunity to map out an employment strategy far broader than is normal in other Decent Work processes undertaken in other countries. The process granted a framework for dialogue and, within it, allowed all constituents in an inchoate, expanded, tripartite-plus setting to voice and develop the wider, required, employment strategic view for employment for peace in Somalia.

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

As Somalia is with three administrative regions, Puntland, Somaliland and the rest of Somalia (popularly known as south central), the ILO approach for the DWP was the development of three DWP consultations with the social partners in each region based on the geo-political and socio-economic realities of these three geographic areas. All have been involved across the processes ensuring the connections are made whilst respecting the differences. This has seen Puntland agree to embrace the DWP defined in this document to be within the full defined remit of the Federal Government of Somalia, with Somaliland's nuanced document reflecting its singular approach within the wider economic regional context. Throughout, the global agreements must be taken forward with regard to local implementation and this is reflected in approaches of continued support to government and social partners in undertaking consultations with input of key strategic points, thence development of implementation plans within the overall programming.

This document captures, in brief, the major decent work deficit, formulation process and subsequently identified and validated priorities and desired outcomes in terms of the employment strategy. It sets out an implementation plan forming the basis for ILO work programmes and technical cooperation interventions for southern Somalia and Puntland. The DWP also constitutes a further contribution by ILO to the wider United Nations Support Framework for Somalia and has proven the basis for substantive input on the New Deal and related strategic programming.

The problem analysis and underlying cultural context subsequently, are consistent across Somalia; Puntland and Somaliland included noting the earlier points. The mainstreaming of priorities, and activities required to address these, remain consistent throughout and have been developed keeping in line with the original intention advanced by all the Somali People involved in the consultative and validation dialogue throughout the two year process.

In Somali, *Shaqo Hufan* means Decent Work. This reinforces a Somali maxim: *Shaqadu waa Sharaf* – Work is Dignity, underlining the critical role of work in the development of all Somali People.

¹ The dates reflect the consultation process and the political situation during this period. This update, April 2014, brings forward the changes made politically and reinforce, after due consultation, the underlying principles set out in the DWP which stand as key strategic objectives for the Somali People



Map No. 3690 Rev. 7 UNITED NATIONS
January 2007

Department of Peacekeeping Operations
Cartographic Section

Somalia (Autonomous region of Somaliland in grey)

2.0 Country Context

a) Background

Analysis undertaken for the Integrated Strategic Framework² (ISF) suggests there are multiple drivers of conflict in Somalia, though most can be grouped into three overarching categories. Resource based conflict remains the most common reason for fighting. Clan clashes over the past twenty plus years were mainly triggered by struggles over valued resources – pasture, grazing rights, wells, control of water rights, markets, airstrips, seaports and international humanitarian or development aid and contracts. Others have been fuelled by disputes over political control of towns and districts; this continues to include the wider global struggle with extremist groups who have taken advantage of local settings. In the course of the past twenty-five years the loss of livelihoods and the growth of militias have

² Somalia Integrated Strategic Framework, Field Draft, 15 March 2011.

generated large numbers of unemployed young men, who are easy recruits for criminal gangs and militia. In addition, private and some clan-based militias in and around Mogadishu are often the greatest source of chronic insecurity across Somalia.

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

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

Somalia’s administrations developed in the power void – most notably Puntland, secessionist Somaliland, and more recently Galmudug and other regional entities. Puntland and Somaliland are viewed, from an external perspective, as zones of relative peace where disputes are settled through politics, not armed conflict. Even though these areas are not immune to conflict, they have had better local systems of conflict resolution than other parts of the country.³

b) Geography and population

Puntland covers an area of 212,510 square kilometres. Puntland claims⁴ a population of 2.9 million stating of these 54 percent are pastoralists and 30 percent living in urban areas. Two-thirds of the population (70 percent) is below the age of 30. Puntland population growth rate is 3.14 percent per year.

South and central Somalia covers an area of 249,027 square kilometres. Demographic data are estimates as no comprehensive surveys have been conducted in recent times with a population estimated to be 3.5 million. 54 percent are pastoralists/rural livelihood based, and 37 percent living in urban areas. The population below 30 years is estimated to be similar to Somaliland and Puntland; in the region of 70 percent of the total. The growth rate is 2.84 percent per year⁵.

2.1 Political Context

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

Puntland, which is the north eastern part of Somalia, known as Puntland State of Somalia, is a semi independent state governed by its own laws delinking itself partly from the wider federal structure. It was established in August 1998 following a three month consultative conference, involving both political and traditional leadership from all the regions of the north-east as well as representatives from Sool and Sanaag regions which are located in the disputed border areas with Somaliland. Puntland managed to maintain a certain level of peace and security that has enabled the establishment of political and administrative institutions, delivering limited basic social services, encouraged an active civil society and promoted a thriving private enterprise community. Puntland’s first Charter was ratified and implemented in 1998 and replaced in 2001 by the current provisional Constitution. The

³ Somalia Integrated Strategic Framework, Field Draft, 15 March 2011.

⁴ This is dependent on how Puntland is defined and must be considered as a high claim on population given other estimates place the figure under 2 million.

⁵ Somalia Integrated Strategic Framework, Field Draft, 15 March 2011.

Constitution establishes the Republic of Puntland as a temporary federal entity that will be incorporated as a federal state into the Republic of Somalia once certain conditionality are in place. This constitutional federal relationship with the rest of Somalia remains to be clarified. Puntland is currently dealing with the piracy issue and criminality remains a problem undermining what gains were made in terms of security and governance. Puntland is the main area for those seeking to migrate to The Gulf, transiting through Puntland and Yemen; the issue of these migrants combined with internally displaced people (IDP) continues to place a great strain on all resources. However, the comparatively favourable security situation has further attracted economic migrants from further south in Somalia and Ethiopia, who have settled in urban centres and engaged in low-income activities

Southern parts of Somalia were nominally governed directly by the Somali TFG during the consultation and validation process for the DWP. Formed in January 2005, it struggled to gain prominence in Somalia and the Djibouti Peace Process offered a way forward to end the transition. The TFG, in spite of many challenges, continued to survive until it was finally replaced by the Federal Government in August 2012.

The Federal Government of Somalia (FGS) is internationally recognized as Somalia's official, de jure, central government and has taken forward the Somali agenda in all international bodies. The FGS has realised and addressed the challenges within Somalia and worked on internal legitimacy alongside questions of security (as *al Shabab*, affiliated with *al Qaeda*, continues to be highly influential in Somalia and the wider East Africa region). The FGS knew without economic progress that grants people greater dignity in realising their own livelihoods, political processes will be constantly undermined. To this end, the Government signed the Compact taking forward the New Deal under the OECD g7+ group. The FGS saw the value of the DWP and its contribution to the employment and social agenda and sought to have the process revitalised swiftly to bring forward practical delivery against the Programme. Further, on his arrival in office, Prime Minister Abdiweli Sheikh Ahmed, reinvigorated the agenda and also sought for Somalia to ratify core conventions thus further raising the international credibility of his government.

The contention can be made that leadership lost touch with the youth; the mass of people who can provide both economic impetus or create the instability typifying much of the Horn of Africa, and throughout political processes with underpinning socio-economic work, youth are centre of programming and key to lasting positive change. With this to the fore, the current political setting is seeking large scale affirmative action for youth to enfranchised and engaged economically and socially in the development agenda.

2.2 Socio-Economic Context

Somalia is one of the poorest countries in the world with a per capita income of \$226; a figure hiding the dichotomy between the few generating money and the majority suffering the consequences of protracted underdevelopment. The economy of Somalia has been through a prolonged civil war and recurrent environmental disasters eroding livelihoods and leading to increased vulnerability and food insecurity. Access to services and markets is poor, undermined by chronic insecurity throughout southern Somalia (This insecurity is impacting throughout the Horn region).

The country is highly dependent on agriculture with livestock accounting for an estimated, approximate, 40 percent of gross domestic product (GDP) and, again estimated, approximate 65 percent of export earnings (These figures do not account for the remittance industry with expatriate Somalis continue to send back an estimated US\$1.5 each year). Livestock, fish, charcoal and bananas are Somalia's principal exports while sugar, sorghum, corn (maize), khat⁶ and machinery are the principal imports. The resource based nature of conflict across Somalia is believed to have its foundation in the pastoralist economies and the control of key resources. Conflict is thus linked to the desire to control the key resources that facilitate trade.

⁶ Khat is a mild, addictive, stimulant derived from a plant native to East Africa. It is widely consumed throughout the region but tends to be only grown in highland areas of Ethiopia and Kenya; hence the importation into Somalia.

Somalia's private sector has survived and grown in many respects since the tumult of civil war and provides numerous efficient, if not effective in terms of coverage, services. Telecommunication firms provide mobile and landline telephone services and internet access in all major urban areas offering the lowest international call rates on the continent. In the absence of a formal banking sector, money transfer services move in the region of US\$1.5 billion in remittances to Somalia annually. The efficiency and effectiveness of these companies is such they have come to dominate the trade and now have the sizeable share of remittance work to Kenya and Sudan as well as an appreciable market share for Asian remittance dependent countries.

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

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

3.0 Challenges facing Somalia in the context of Decent Work

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

3.1 Employment

Data indicate employment rates (as a percentage of the economically active population) remain low with an estimated 38.5percent in urban areas and 59.3percent in rural/nomadic areas.⁷ The unemployment rate for the country is stated as 47.4percent⁸. As can be expected, social and economic indicators (on life expectancy, literacy and access to clean water) remain very poor. However, the disparities between Somaliland, Puntland and south and central Somalia, specific areas within these broader geographic frames and also urban and rural settings continue to be profound. Overall, it can be contended: positive strides towards development, albeit in difficult settings, are being made in areas where peace is being secured.

3.2 International rights

Somalia has acceded to three out of the four International Bills of Human Rights; namely The International Covenant on Economic, Social and Cultural Rights; The International Covenant on Civil and Political Rights; and the Optional Protocol to the International Covenant on Civil and Political Rights. (Update footnote)⁹ It has not acceded to the Second Optional Protocol to the International Covenant on Civil and Political Rights, aimed at the abolition of the death penalty.

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

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

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

3.3 Labour standards

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

With the inception of the FGS, immediate positive moves have been made and in March 2014, the Government ratified Freedom of Association and Protection of the Right to Organise Convention (N^o 87), Right to Organise and Collective Bargaining Convention (N^o 98) and Worst Forms of Child Labour Convention (N^o 182)

The remaining conventions relating to the core labour standards remain unresolved. These are:

⁷ UNDP Somalia/World Bank, Socio-Economic Survey, 2002

⁸ Millennium Development Goals Report for Somalia, January 2002.

⁹ <http://www.ohchr.org/english/bodies/docs/RatificationStatus.pdf>

Forced Labour C. 29*, C. 105*
Discrimination, C. 100, C. 111*
Child Labour, C. 138

The ILO is supporting the Government and the social partners for all the core labour standards and governance instruments (See 3.4 Social Dialogue, Tripartism) to be adopted by the regional authorities of Somaliland and Puntland, additional to the de jure ratification by the Government. In the 2011 Annual review for the Programme for the Promotion of the ILO Declaration on Fundamental Principles and Rights at Work, the government indicated its intention to ratify ILO core conventions, but “only when the country is in a peaceful process and that new laws can be adopted.” This process is now underway with the Prime Minister signing the three core conventions in March and structuring for the further support to these, plus the ratification of other core conventions is now underway as a priority for the next two years. The Somalia Chamber of Commerce and Industry (SCCI), an official observer for the annual review, fully supported the ratification of all core conventions and shared the opinion that the ratification of any convention was priority alongside the need to support the delivery of substance in support of Somalia meeting standards set out within the Conventions.

The labour administration within the FGS has undergone several changes in terms of structure during the consultations and subsequently before the signing of the Conventions (and DWP) but it is a priority to support the FGS' labour administration structure with the necessary technical and operational capacities to provide the required services at all levels (Currently, the management structures and systems are too weak to provide the required services). There are no national labour policies in place beyond those inherited from the Barre regime. Specific operational or technical policies, such as vocational education and training policy, labour insurance policy, employment promotion policy are absent to guide technical and managerial practices for the Government.

3.4. Social Protection

Prior to 1990, when the former Somali government was in place, there were some forms of social protection mechanisms established and managed by the government covering the areas of old age, disability, insurance, pension systems and health insurance, however, these were not consistent with the internationally accepted standards. These schemes tended to cover only the urban population and were often used for political favours. Majority of the rural Somali population have always practiced and relied on informal and traditional social insurance/protection mechanisms; and continue to use this; although these have been stressed by continued conflict and the societal breakdown. These culturally evolved social protection mechanisms are also used in urban areas as the former systems totally collapsed during the decades of conflict. We are now in a different era with global remittance services being now part of the (continuing) evolution of social support. Issues of migration, and now ubiquitous humanitarian aid, also play an intuitive part within coping mechanisms which must be factored in to how social protection is taken forward for universal and agreed social protection floor.

The legal and judicial system governing employment and collective labour relations in general are close to non-existent. There are very few public or private insurance institutions none operating universally across Somalia including Puntland. There are no labour inspection systems; employees are often exposed to hazardous conditions and child labour has become a common practice throughout Somalia.

3.5 Social Dialogue / Tripartism

Somalia has a weak history of independent tripartite structures. During the Siad Barre regime only a single government-controlled union was allowed; the General Federation of Somali Trade Unions¹⁰ (Independent trade unions, professional associations and political parties

¹⁰ ERI Economic Research Institute, Somalia, <http://www.eri.co.uk/freedata/HRCodes/SOMALIA.htm>

were prohibited¹¹). Non-democratic cooperatives existed within economic sectors and industries as a means of having further control of the economic sector. When the Barre government fell in 1991 these institutions collapsed. Lack of political institutions, labour and employer's movements ensured no immediate structures existed to replace those of the former government. However, a number of professional associations emerged; most significantly in Somaliland and Puntland with the National Union of Somali Journalists (NUSOJ) representing journalists being active alongside health workers who have also pressed forward in looking to agree and enforce international health standards as a means of ensuring patient care and the dignity of the health professions.

In Puntland, the Puntland Medical Association, Puntland Engineers Association and Puntland Student Association were formed. In addition, there are strong youth movements and umbrella organisations (NGOs), such as the SOYDEN and Tadamun Social Society (TASS). Other regional or semi-national NGOs who have been active in working on employment related work.

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

There is ongoing work to build and strengthen the Federation of Somali Trade Unions (FESTU), formed in 2010 as an umbrella organization for trade unions in Somalia. Capacity gaps, funding and legal obstacles continue to hurt the process. For instance, as of 2011, FESTU still did not have office space to conduct day to day activities.¹² FESTU's current affiliates are Somali Telecommunications & Posts Union (STPU), national, formed 2007, National Union of Somali Journalists (NUSOJ), national, formed 2002, Somali Maritime, Fisheries & Port Workers Union (SMFPWU), Bosasso, formed 2008, Somali Agricultural & Food Workers Union (SAFWU), Shabelle, Bay and Bakool, formed 2006, Somali Transport Workers Union (STWU), Mogadishu, formed 2007. However, there remain institutional weaknesses which continue require concerted action ensuring the institutions are fit for purpose and drive forward the workers' agenda.

On the employers' side, there are again differences between the international perceptions and the realities on-the-ground. The chambers of commerce remain a known quantity for employers to deal with in terms of taking forward their collective engagement on economic and employment issues. There are issues; but these are open for dialogue. Other entities are emergent claiming roles as business umbrellas and the market for acting as intermediaries is fierce as reports of support manifest themselves.

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

In addition to the fundamental conventions mentioned above, and under point 3.2 Rights, Labour Standards, the International Labour Conference have acknowledged the so-defined governance instruments (the Labour Inspection Convention, 1947 (No. 81); the Employment Policy Convention, 1964 (No. 122); the Labour Inspection (Agriculture) Convention, 1969 (No. 129); and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), are "important elements in a strategy for recovering from the crisis, as indicated in the Global Jobs Pact".¹³

¹¹ Indivisible Human Rights: The Relationship of Political and Civil Rights to Survival Subsistence and Poverty, Human Rights Watch (Sep 1992).

¹² Background Paper on the situation of trade unions in Somalia, FESTU, 2011

¹³ International Labour Office, Governing Body, 309th Session, Geneva, November 2010, Ratification and promotion of fundamental and governance ILO Conventions, Reference GB.309/LILS/6, and ILO: Recovering from the crisis: A Global Jobs Pact, International Labour Conference, 98th Session, Geneva, 2009.

Even before the recent ratification of conventions, the freedom to associate and organize was recognized in the Federal Republic of Somalia Provisional Constitution (Adopted August 1 2012) and the Puntland Constitution. The respective constitutions also recognize labour's right to assemble and freedom to strike; including the right to form and/or belong to trade unions or other associations for the protection of his/her interests.

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

3.6 Summary of Challenges Identified;

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

3.7 ILO Technical Cooperation

a) Background

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

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

Norway has funded work in Bakool specific to promoting gender equity and recently the European Union funded Women's Empowerment through Economic Development. The project has built on ILO's mission to support women's employment and empowerment through provision of gender related enterprise training and information.

Other projects undertaken in southern Somalia cover a joint programme with UN Habitat funded by SIDA, on improvement of living conditions of internally displaced persons and

returnees in Jowhar and Baidoa and elements of the JPLG (delivered by ILO, UN-Habitat, UNDP, UNICEF and UNCDF).

In 2011, ILO also entered a collaborative arrangement with UNDP to technically support their work on quick employment work focusing in the regions around Mogadishu (Middle and Lower Shebelle). The results tended to highlight the security concerns at the time and how such projects were not part of wider employment programming. ILO drew extensively from the experience feeding in to the present setting of capacity development for government structures at all appropriate, and necessary, levels. Norway also funded an innovative study tour whereby people were taken from regions in the south to visit projects in the more settled (and advanced programmatically) areas of Somaliland.

The EU has also funded work on children associated with armed forces and armed groups (CAAFAG) which, with UNICEF, has been the basis for further work to look at gender based employment and the elimination of the worst forms of child labour. The ILO is also managing the reintegration of youth under the Youth at Risk / Youth for Change project aimed at those who have been delinquent or in danger of being attracted into criminal activity.

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

In southern Somalia, the Programme adopted distance management techniques with controls established to safeguard our partners and ensure value for resources inputted. All the projects outlined above are being undertaken through the ILO providing a full support package to persons able to work within the variety and variations of conditions we all continue to see in southern Somalia. Crucially, the ILO has taken a conscious decision to ensure resources are supporting governance structures when they have the respect and confidence of the people. The roll out of JPLG, notably the ILO components looking at how community engagement is evolved and linked with local government and a far greater emphasis on the private sector, in all its manifestations, is critical factor in the DWP delivery. Additional work continues under EU funding for women's empowerment through enterprise development. Japan has funded further work for youth at risk and the integration of those returning to their places of origin. All examples are projects; but the critical factor remains scale and this is where the ILO is being asked to scale up its support to programming and government's capability to manage programming. Additionally, the inchoate nature of the social partners is a critical factor granting structured social dialogue in taking forward not only the economic foundations but granting a tested formulation for good governance dialogue. Somalia remains a place where innovative approaches will continue to be a prerequisite ensuring the programme continues to provide interesting input to the wider organization.

b) Lessons learnt

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

Operating in fluid and insecure environments which limit access for international monitoring of projects poses challenges in the verification of data and information received. The ILO Somalia Programme built and utilises a triangulation of data and information from same (coherence) and different sources (comparison) to be able to evaluate the level of quality of

the information reported and also to be able to challenge and validate all field reports. This quality assurance mechanism has been successfully utilized in areas where accessibility is extremely difficult and remote management required.

Further to this, the negatives are being turned to positives with a key element of work being local accountability and feedback loops from beneficiaries as to the quality of work undertaken for and with them. Such work is being employed to evolve local governance structures under the JPLG and related work with local economic development forums. It will be the approach in the evolution of worker and business association development.

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

Strategic Objective	Activities
Rights at work	• Core labour standards • Awareness raising and development of means to deliver on Labour Standards and Rights at work
Employment	• Women's entrepreneurship development • Youth employment • Business development services • Labour intensive public works • Capacity building support to labour directorates (e.g. improving statistical capacity for labour market information whilst working on generic administrative and management skills)
Social Protection and Social Security	• Evolution of culturally evolved protection measure – from resilience to development of comprehensive structures • Community savings schemes/unions built out of direct employment projects • Public works linked to protection floor • Support to integration of IDPs
Social Dialogue	• Support to inchoate social partners linked to direct support to workers and businesses under economic development work • Local Economic Development (LED) forum • Employment working groups • Youth networks based on enterprise development centres • Youth website and social media platforms

4.0 Towards a DWCP for Somalia

4.1 International Frameworks

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

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

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

The backbone of the CEDAW are the first four articles of the convention which deal with: Discrimination (Article 1); Policy Measures (Article 2); Human Rights and Freedoms (Article 3); and Special Measures (Article 4).

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

UNSC resolution 1325, is the first resolution which specifically targets the impact of conflict on women and the role women can and should play in peace, reconciliation and reconstruction. UNSC resolution 1325 calls for the participation of women in decision making, protection of women and girls from sexual and gender-based violence and the prevention of violence against women through the promotion of women's rights, accountability and law enforcement. Bearing in mind the importance of UNSC 1325 to Somalia as it is a war torn country, Somalia has not yet adopted a national action plan on Resolution 1325.

Somalia has also not signed or ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (The Maputo Protocol).

The mandate for a common approach by international development agencies to re-engage with Somalia started with the 1993 Addis Ababa Peace Conference. The conference declaration provided for the establishment of a coordinating body to work with District and Regional Development structures in the absence of a functioning central government. Matters have evolved tremendously through the intervening period. Underpinning the variations in government, and governance, structures, the issues related to employment, the economic foundations for peace and development in the parlance of the New Deal Compact, are now looking to support the approaches initiated under the Somali People embracing the Decent Work consultation and validation process three years previously.

ILO's work in Somali restarted in 2002 following a request by the then established Somali Aid Coordination Body (SACB) to support economic recovery, employment creation and support to decentralization.

With the Federal Government taking office, the structuring of planning has moved forward positively. There remain challenges and the overall operational environment remains testing requiring innovative approaches for the delivery of strategies. The DWP outlined the

reinforcement of positive aspects within indigenous structures and this remains the guiding principle behind the engagement

The ILO is supporting, and participating in, the development of the coordinated approach for Puntland as well as Somalia overall and operates within the following development frameworks:

The New Deal Compact

The Compact outlines the five areas requiring immediate support and intervention at critical mass if lasting change is to be effected and fragility addressed.

The approaches established under the New Deal mirror the ILO Decent Work engagement with the need for broad consultation and engagement with as many of the people as possible. Moves to invigorate the core employment agenda and reinvigorate the enthusiasm and sense of collaboration around the Decent Work agenda are underway. Such approaches will engage the tripartite-plus structure and will lead the peace and security goal (PSG) four whilst clearly impacting five – revenues and services, one – legitimate politics (worker and employer voices heard in structured manner as civil society engages on economic foundations) and also two – security (the common thinking is the need for alternative, positive, employment for youth who are drawn toward perpetuating conflict).

Economic Recovery Plan 2014-2015

The Federal Government further evolved thinking under the New Deal PSGs four and five with the development of the Economic Recovery Plan. The major call is one to go to scale and evolve good practices in projects into comprehensive programming.

The plan was developed in some haste and requires further refinement, notably on gender issues, where the reinvigoration of the Decent Work Programme will serve to draw through particulars which can be done at the implementation level from the broader strategy.

Puntland had developed a five year development plan (2007-2011) to support Puntland in taking forward reconstruction and development. The plan focused on:

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

The new government now wish to update and have positive affirmation as to how targets are to be set and delivered against building on what has been done and the challenges as they now can be seen for the next planning period (noting the roll out of the New Deal in Puntland).

Reconstruction and Development Programme

The Reconstruction and Development Programme (RDP) for deepening peace and reducing poverty in southern and central Somalia and Puntland is based on the findings of the JNA. It provided an outline and prioritized plan for achieving progress over five years (2008-2012) building on recent achievements and addressing key challenges. The programme is designed to further the achievements in restoring law and order, re-establish public institutions for good governance and social services delivery and revive the private sector.

The United Nations Somali Assistance Strategy and the Integrated Strategic Framework

UN Somali Assistance Strategy (UNSAS) and its successor the Integrated Strategic Framework (ISF): Both documents set out the humanitarian, recovery and development objectives of the UN in Somalia with a framework for how the UN will contribute to national priorities as expressed in the RDP in a more sustainable manner than was previously articulated. The vision: *“Somali people make progress towards peace and the Millennium Development Goals through equitable economic development and are supported to achieve their human rights by inclusive, accountable and self-sufficient government.”*

The premise is on the need for a longer-term commitment and provides a strategy, as well as the time and space, to focus on the longer-term needs and aspirations of the Somali people which should result in greater development support.

Designed to focus the UN's work around a common vision and moves toward the realisation of the Millennium Development Goals through equitable economic development with support to achieve their human rights by an inclusive, accountable and self-sufficient government

4.2 ILO Policies and Programmes

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

The Millennium Development Goals (MDGs)

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

Decent Work and the Millennium Development Goals (MDGs)

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

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

MDG Target (1B)

"Achieve full and productive employment and decent work for all, including women and young people"

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

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

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

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

Decent work for parents, smooth school-to-work transition, and the elimination of child labour are essential to attain the goal of universal primary education (**Goal 2**). Social protection also

contributes directly to the health-related MDGs (**Goals 4, 5 and 6**) and other aspects of the Decent Work Agenda contribute indirectly.

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

Effective dialogue between government, employers' and workers' organisations supports inclusive policy reform. Institutions that foster social dialogue support improved governance and social stability; necessary conditions for achieving all of the MDGs.¹⁴

The Decent Work Agenda in Africa 2007-2015

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

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

- Employment — the principal route out of poverty is productive work and income.
- Rights — without them, men and women will not be empowered to escape from poverty.
- Protection — social protection safeguards income and underpins health.
- Dialogue — the participation of employers' and workers' organisations in shaping government policy for poverty reduction ensures that it is appropriate and sustainable.¹⁵

Declaration on Fundamental Principles and Rights at Work

Ratification of an ILO Convention is a state commitment to other member states, backed up by a system of international supervision. In addition, it is a promise to a country's citizens to use an international benchmark of fairness as a guide for national governance of the labour market. A number of ILO Conventions were singled out as particularly important by the World Summit on Social Development. Subsequently, the Declaration on Fundamental Principles and Rights at Work, adopted by the International Labour Conference in 1998, established an obligation on all member states of the ILO to respect, to promote and to realize, in good faith and in accordance with the Constitution, the following

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labour;
- The effective abolition of child labour; and
- The elimination of discrimination in respect of employment and occupation.¹⁶

Declaration on Employment and Poverty Alleviation

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

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

COMMIT OURSELVES TO:

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

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

¹⁴ The Millennium Declaration, the MDGs and the ILO's Decent Work Agenda, International Labour Office, Geneva.

¹⁵ The Decent Work Agenda in Africa: 2007–2015, Eleventh African Regional Meeting Addis Ababa, April 2007, Report of the Director-General, International Labour Office, Geneva.

¹⁶ ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up. Adopted by the International Labour Conference at its Eighty-sixth Session, Geneva, 18 June 1998 (Annex revised 15 June 2010)

- (i) Promote and implement international labour standards and fundamental principles and rights at work;
- (ii) Create greater opportunities for women and men to secure decent income;
- (iii) Enhance the coverage and effectiveness of social protection for all; and
- (iv) Strengthen tripartism and social dialogue.¹⁷

4.3 Government Policies and Programmes

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

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

2012-13 saw major new political and security shifts offering far greater positive options than have been seen for at least a decade. The establishment of the FGS, post transition, offers opportunities to address political impasse and support the development of the administrations necessary to carry forward government functions. Developments in Puntland have also been positive, albeit the security concerns remain and the continued requirement for both innovative thinking plus due diligence are highlighted if we are to have greater local accountability and foster good governance to support the inclusive growth for employment agenda. The GFS has asserted itself and its role in the New Deal Compact reinforces this positive role. There is a sense of realism; hence strident requests for quality support to manage aid flows and the development of quality strategy and commensurate plans to deliver for the People of Somalia.

Puntland has continued to emphasize it is Puntland State of Somalia and will seek to work in the wider context taking responsibility for people in Puntland; being pragmatic in how it works with its neighbours on issues impacting all people in the wider Somalia and the region.

Somali expatriates, the Somali diaspora, have been widely involved in supporting initiatives in Somalia in terms of family livelihoods and, more recently, in funding public infrastructure; particularly health and local amenities. Such altruism is seen as a positive sign; the negative remains the inability to offer coherent plans allowing funds to be channelled efficiently and effectively to avoid duplication and develop a more comprehensive approach offering sustainability. Job creation and improvement of standard of livelihood is a theme throughout these elements.

4.4 Milestones to the Decent Work Programme

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

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

¹⁷ Declaration On Employment and Poverty Alleviation in Africa, Assembly of the African Union, Third Extraordinary Session on Employment and Poverty Alleviation, 8 – 9 September 2004, Ouagadougou, Burkina Faso.

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

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

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

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

Somalia

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

Puntland

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

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

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

Decent Work Programme Priorities for Somalia, encompassing Puntland

During the final consultative workshop, held in Garowe 26-28 March 2011, on decent work programme for Somalia encompassing Puntland, the participants noted the shared priorities and desire to have homogeneity of approach which acknowledged the political agendas but emphasized the commonality, mutual needs, of priorities. The participants endorsed the three broad priority areas with outcomes.

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

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

a) Economic and Employment Situation

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

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

Owing to the prolonged lack of government institutions there is a paucity of economic data with reputable and comprehensive macroeconomic data post-1990 being very scarce. For Somalia, the most recent attempts at producing comprehensive reliable socio-economic data on Somalia resulted from the Socio-Economic Survey 2002, a multi-sector nationwide household survey produced in 2004 by the World Bank and UNDP. The World Development

Indicators suggest GDP per capita declined from US\$280 in 1989 to US\$226 in 2002. The 2012 Somalia Human Development Report with its focus on empowering youth for peace and development, undertook some elements of economic assessment. There are now, following on from the New Deal and notable International Partner desire to build through economic empowerment, for greater data gathering and, from the ILO perspective, to use this data gathering as means to place government in a key management role (Work on Labour Force Surveys, local enterprise surveys and further base data gathering is being undertaken through government statistics departments and in full collaboration with members of the Somali Research and Education Network – a network of key Somali universities). As can be expected, all figures regarding economic activity at the macro level tend to extrapolations of best estimates. Aside from remittances, the economy is dominated by agriculture, accounting for some 64 percent of GDP in 1991. About half of this was generated by the livestock sub-sector, itself dominated by export of live animals, and around 37 percent from crops and fruit. The livestock sector accounts for approximately 60 percent of Somalia's employment opportunities and generates some 40 percent of GDP and 80 percent of foreign currency earnings. However opportunities to market and export agricultural goods are hampered by the absence of credible quality controls and certification systems, in particular non-compliance with the OIE sanitary standards, and by related livestock export bans.

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

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

Evidence¹⁸ shows micro, small and medium enterprise (MSMEs) form the bulk of Somalia's private sector accounting for 90percent of all enterprises. If Somalia is to become competitive through growth of the private sector, thereby generating significant employment opportunities, it is essential more attention is focused on addressing the key bottlenecks to MSME growth and competitiveness. The absence of a strong cooperative movement remains a second impediment for the development of the primary production sector in general.

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

b) The State of Economic Infrastructure

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

c) The Role of the Private Sector

The private sector has, to a significant extent, mitigated the impact of state collapse and war on the Somali people. Private investment in commercial ventures, such as money transfer services and transport and communications, has been robust and this in turn supports other

¹⁸ Enterprise surveys and local economy assessments completed in 2010

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

d) Strategy

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

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

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

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

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

- **Quick-win short-term incentives** - Providing simple economic development recommendations stakeholders can quickly implement and show quick returns. These proposals aim at short-term development, priming for deeper, longer term, initiatives and are important incentives for taking up long-term challenges.
- **Balancing quick tangible results with medium and long-term objectives** will be achieved **through**:
 - Low-skill employment generation accompanied by
 - the development of access to vocational skills and business development services development in order to increase employability;
 - Enhance the capacity of cooperatives/associations and establishment of networks to promote business relationships across clan groups;
 - Support for strengthening of MSMEs in key value-chains;
 - Encourage public private partnerships in provision of basic services;
 - Mobilise domestic and diaspora finance through innovative investment vehicles focused on funding for MSMEs, cooperatives and related enterprise initiatives at a community level; and
 - Support for an enabling legal and regulatory environment for private sector development.

c) Outcomes, Outputs and Indicators

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

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

Indicators:

- Government, in cooperation with social partners, mainstream decent work principles into policies.
- Government, in cooperation with social partners, have developed gender sensitive employment policy
- Labour market information systems function and measure unemployment rate, skills and overall labour demands with gender disaggregating on a regular basis
- Employment –intensive infrastructure programmes create decent jobs and contribute to improved infrastructure and service
- Enterprises are forming and the overall churn rate of MSMEs shows positive employment creation

Baseline:

- No decent work principles are for now integrated in Ministry of Labour policies.
- Lack of employment policies.
- Lack of up to date labour market information/indicators and system.
- Road travel times or other relevant benchmark to, particularly, environmental projects measured before intervention, which will be identified during stakeholder's meetings.
- Work days measured before intervention, which will be identified during stakeholder's meetings.
- Number of jobs created

Target:

- Five decent work principles are integrated in government policies.
- Employment policy drafted and adopted by appropriate authority.
- Labour market information/indicators and system established.
- Road travel times improve by at least 25 percent as a result of road improvements.
- Environmental works impact on water retention and storage with commensurate regeneration of vegetation and improvement in productive capacity.
- Work days significantly create employment in targeted communities.

Outputs:

1.1.1 Strengthened capacity in developing and implementing decent work principles and policies

Activities

1. Support partners enhanced ability to conduct capacity assessment in identifying gaps and challenges in developing, drafting and implementing decent work principles and policies.
2. Train key personnel of the administrations and social partners in developing and implementing decent work principles and policies.

1.1.2 Gender sensitive employment policy (NEP) developed and implemented

Activities

1. Provide technical support to the labour administration and social partners to develop a coherent employment policy and strategies
2. Support governments and social partners to adopt employment policy

1.1.3 Labour market information and analysis system strengthened

Activities

1. Develop the administration's and social partners' capacities in data collection, analysis and dissemination.
2. Establish a functional Labour Market Information and Analysis System and LMIS unit in the Ministry of Labour that provides access to up to date labour market information to government, social partners and other stakeholders.
3. Support the labour administrations and social partners in a) carrying out a enterprise and labour force survey key economic areas, and b) analyse data collected in view of policy recommendations and measurement of a decent work baseline indicators.
4. Produce surveys and disseminate up-to-date information on the labour market and Decent Work baseline indicators.
5. Identify indicators from the DWP monitoring and evaluation form and systematically measure baseline data on all DWP outputs.

1.1.4 Employment intensive investment projects (EIIP) implemented

Activities

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

Outcome 1.2: Improved employability of *vulnerable youth, women, minority and disabled groups*

Indicators:

- Improved national focus on improving employability of vulnerable youth, women, minority and disabled groups among government and social partners.
- Improved employment for vulnerable youth, women, minority and disabled groups.
- New establishment of small scale businesses among youth, women and disabled groups.

Baseline:

- No employment policy covering disability and marginalisation in existence.
- Absence of youth, women, minority or disabled persons participating in training or services is employed before starting programme.
- None of the youth, women, minority or disabled persons participating in training on MSME training own their own business at outset of training.

Target:

- Employment policy drafted and adopted.
- 30 percent of the youth, women, minority or disabled persons participating in training or services are employed
- 20 percent of the youth, women or disabled persons participating in training on MSME businesses own their own business.

Outputs:

1.2.1 Gender-sensitive technical vocational education and training (TVET) and employment promotion services (EPS) policies and programmes developed and adopted

Activities

1. Train key tripartite partners in formulating and implementing skills development policies and programmes.
 2. Provide technical inputs for formulating policies and programmes.
 3. Conduct stakeholders' workshop to comment, validate and approval of the draft TVET and EPS policy and programme.
 4. Extend support to the implementation of the TVET and EPS policy and programme with particular emphasis on vulnerable women, youth, minority and disabled groups.
 5. Organize and conduct TOT programme, targeting vulnerable groups.
- 1.2.2 Access to demand driven TVET and EPS services to vulnerable youth, women, minority and disabled groups increased

Activities

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

Outcome 1.3: Enhanced self-employment and MSME opportunities

Indicator

- Simplified procedures for registering MSME businesses as a result of new policy, particularly taking account of possible gender barriers.
- Increased registration of MSME's among both sexes.
- Membership of MSME's in business cooperatives and associations increased with 50 percent among both sexes.

Baseline:

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

Target:

- Steps needed to register a new MSME should not take more than maximum 7 days, and fees should not exceed 10 percent of expected monthly income.
- New MSME registrations should be double of that of the previous year.
- MSME networks and memberships in cooperatives and associations increased by 50 percent.

1.3.1 Draft MSME policy developed

Activities

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

1.3.2 Access to business development services (BDS) enhanced

Activities

1. Support to the drafting of a BDS framework to the Somali context, using stakeholder inputs and introducing training and development programmes.
2. Support to the provision of BDS to MSMEs.

3. Mainstreaming of ILO basic development tools such as Start and Improve Your Business (SIYB), Know About Business (KAB) and Gender Enterprise Training (GET) and drawing on the experiences and resources available from the Women Entrepreneurships Development (WED) programme, with the aim of developing the knowledge and skills for work amongst the women, youth and vulnerable groups.
4. Support to the diversification of productive sectors/sub-sectors for employment creation, income diversification and socio-economic development.

1.3.3 MSME associations and cooperatives established and/or strengthened

Activities

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

5.2 Priority Two: Improving rights at work and extending social dialogue

a) Background

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

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

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

Out of the three fundamental pillars forming the tripartite structure, both the Somali central government and the social partners remain inchoate and hence fragile to contrivances of ulterior agendas where institutional knowledge and capability will forestall such actions detrimental to the overall objectives set by all in the Decent Work agenda. Chambers of commerce exist but remain in need of assistance as they are still embroiled with central government appointees. There are inchoate business associations but questions remain as to their capability to serve members. Workers have sought to organise and it is important to note, the gap of organized work force and employers associations has been partially filled by a rapidly growing civil society. Professional associations and a vibrant private sector all seeking to exert their influence and claim representation of specific interest groups are in place. There are issues whereby those organising do not always draw the minorities and those most in need of structural support. Women remain grossly under represented and without voice and the questions of subsistence and self employed (usually precarious employment) workers have not been brought forward strongly. However, it is also to be noted businesses are stating they need to see a strong, accountable, administration in order to place their own development into a governance framework.

Given this backdrop, as part of its strategy to promote social dialogue and a viable, representative tripartite structure in the given situation, ILO brought together the government,

the civil service commission, the chamber of commerce and representatives from the social partners such as the local NGOs, community interest groups, the private sector and the professional associations for the process now resulting in this formulation of the Decent Work Programme priorities and outcomes. ILO has continued to seek to find avenues for Somali expatriate business people to engage positively and build on the vast amount of good will, major philanthropic undertakings continue, plus willingness to invest in business opportunities; particularly for youth.

b) Strategy

The main vehicle will be to develop a plan of action to strengthen the institutions and processes of social dialogue. This will be centred on a programme to strengthen the respective Labour Administrations within Government and the social partners. For the social partners, ILO technical assistance will be provided to enable them to develop and implement action plans across their zones of influence. Building on the outcome of the first and second consultative meetings and lessons learnt from previous and on-going ILO technical support, the constituents will be supported to undertake an assessment of social dialogue situation/institutions in Somalia and possible ways of developing representative employee and employer organisations to engage in social dialogue with government institutions. Utilising fully ILO's institutional knowledge, transfer of knowledge to the government and forming worker and employer associations will be fundamental to the promotion of social dialogue. Seeking means to sponsor association to association and inter-governmental exchanges for the development of capacity has been explored and must now be seen as a critical if all social partners and the administrative structures are to be fully integrated into the regional economic system¹⁹.

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

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

c) Outcomes, Outputs and Indicators

Priority two: Improving rights at work and extending social dialogue

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

Indicators

- Major workplaces are evaluated for existing practices with regard to core labour standards.
- Government has capacity to follow-up on labour standards identification, policy development and application.

¹⁹ (A point emphasized by all as the Somali trading stance is noted as being a major factor for the development of employment in Somalia itself).

- Government has capacity and structures in place to operate a Labour Inspection System.

Baseline:

- Major workplaces are inspected for compliance with core-labour standards.
- Government has few if any staff available to follow-up on labour standards identification, policy development and application.
- Government has little or no capacity and structures in place to operate a Labour Inspection System.

Target:

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

2.1.1 Government capacity to coordinate employment related functions enhanced

Activities

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

2.1.2 Labour Inspection System developed

Activities

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

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

Indicators

- Extent and forms of child labour and its short-term and long-term consequences on children and communities is researched and promulgated.
- Laws and policies on labour rights, child labour and its worst forms are revised.
- A government policy/plan of action is drafted and adopted on the elimination of the worst forms of child labour.
- High-risk workplaces are inspected for compliance with the legislation on child labour in the 1972 Labour Code for Somalia and all other relevant laws.

Baseline

- No comprehensive knowledge on the extent and forms of child labour and its short-term and long-term consequences on children and communities.
- Laws and policies on labour rights, child labour and its worst forms are outdated, insufficient and/or not applicable.

- A government policy/plan of action does not exist to eliminate the worst forms of child labour.
- High-risk workplaces are not inspected for compliance with the legislation on child labour in the 1972 Labour Code for Somalia.

Target:

- Report on the extent and forms child labour and its short-term and long-term consequences on children and communities is researched and published for relevant regions.
- Laws and policies on labour rights, child labour and its worst forms are updated so as to be relevant and enforceable in the current Somali context.
- A government policy / plan of action is drafted and adopted on the elimination of the worst forms of child labour.
- High-risk workplaces are inspected for compliance with the legislation on child labour contained in the 1972 Labour Code for Somalia and other relevant laws.

Outputs:

2.2.1 Prevalence of child labour is researched and documented

Activities

1. Assist in building the capacity of government officials and relevant social partners in conducting research study on the worst forms of child labour.
2. Conduct research study on the prevalence of the WFCL in the Somali context.
3. Tripartite and stakeholder national workshop held on the findings of the study and recommendations to eliminate the worst forms of child labour.
4. Finalise the study on the prevalence of child labour and its short-term and long-term consequences on children and communities.

2.2.2 A policy framework on child labour is developed and adopted

Activities

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

2.2.3 Monitoring and Evaluations system designed

Activities

1. Organize and conduct training programmes on the potential for and design of a child labour M&E system on the national action plan, linking it with the LMI mechanism of output 1.1.3.
2. Provide technical assistance to government and relevant civil society entities to establish a child labour monitoring and evaluation system that reflects the realities of the local context.

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

Indicators:

- Report on formal and informal mechanisms and institutions for social dialogue published.
- Tripartite strategic plans integrated Decent Work Programme, developed to enhance their service delivery and adopted by social partners.
- Worker and employer organisations able to freely associate, issue joint or individual communiqués as well as engage in collective bargaining.

Baseline:

- No comprehensive knowledge on existing formal and informal mechanisms and institutions for social dialogue.
- No evidence of Decent Work Programme elements in tripartite strategic documents.
- Removal of all formal and informal hindrances for the free operation of worker and employer organisations.

Target:

- Report on formal and informal mechanisms and institutions for social dialogue published.
- Decent Work Programme elements mainstreamed in three tripartite strategic documents.
- Worker and employer organisations reporting a decrease in obstructions by private or state actors.

Outputs:**2.3.1 Baseline information on the existing and level of social dialogue institutions and mechanisms established****Activities**

1. Assess the current organization set-up and capacity of professional, worker and employer organisations, and identify gaps and opportunities.
2. Consult tripartite plus constituents on strategies to form strong, independent and representative organisations/unions.

2.3.2 Strengthen institutions and mechanisms for social dialogue**Activities**

1. Support the ratification of conventions 87 and 98 on social dialogue, as well as governance convention No.144.
2. Support sustainable operation for representative worker and employer organisations.
3. Develop and implement capacity building interventions to social partners.
4. Provide assistance to worker and employer organisations in formulation and delivery of their respective strategic plans to enhance their service delivery to their members.

5.3 Priority Three: *Increased access and coverage of social protection***a) Background**

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

The ability to earn or generate a living has been severely impeded if not destroyed and people's ability to ensure their own welfare hampered. The increased risk and vulnerability to labour and human rights violation due to lack of protection systems has continued to be a major issue for the international community as to how ordinary Somalis can realise universal rights. Further to the specific issue of child labour, the needs of those mentally and physically

challenged, the role of women within society and the possible exploitation of minority and disenfranchised groups remain as issues. The ability of those who have been displaced by conflict to gain work to support their families is an issue requiring further interventions.

b) Strategy

The practices of social protection currently undertaken by people at various levels within Somali society require further study and articulation. This should be conducted alongside research which analyses how communities assist IDPs and how the clannic practices have evolved. This will require, alongside research to seek quality knowledge on culturally evolving social protection practices, interventions which strengthen local capability given the enormous role of humanitarian assistance over the last twenty years and its impact on previous coping mechanisms. Work to strengthen how provision is made for the disadvantaged within all levels of society will require gap analysis and further development of policies and practices fitting with ongoing provision of social protection.

The emphasis is to ensure links with employment creation and related skills development and social protection undertakings. Such work will be fundamental to ensure people's dignity is a priority in the (re)development of social protection in the Somali context. Work to further develop the role of the State is required to avoid the negative effects of conflict around resource control and the need to ensure people's rights are foremost in the development of social protection floors.

Building on the work outlined under priority two, the role of the state must be redefined and reinvigorated. A major issue is the lack of central planning and ability to enact policy, once developed. This disjoint between state required functions and ability to undertake these functions will require a long term engagement with skills and knowledge inputs both on the technical level and in terms of generic management skills.

The ability of diaspora to fund social protection is not questioned; rather the ability for this funding to be managed proactively and placed into wider plans remains at question. Work to look at planning and channelling funding will be followed with an emphasis on linking with other specialist agencies inputting skills to specific areas of central administration. Work related to this will be the further development of portals allowing funding to be channelled according to priority (as well as other preferences).

Lessons can be learnt from other chronic and post conflict settings where social protection systems have been placed under great strain. What is needed is the re-establishment of formal system which does not undermine the informal means people have built to cope. Further work on developing community level initiatives which complement wider work will also be pursued. Lastly, assistance will be given to the

c) Outcomes, Outputs and Indicators

Priority three: Increased access and coverage of social protection

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

Indicators

- Government and social partners develop and adopt an action plan to promote improved safety and health at work with commensurate reduction in accidents at workplaces.

Baseline:

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

Target:

- Action plans on improvement of safety and health at work drafted and adopted.

- Ability of labourer's to register their workplace issues with the designated entity to file for compensation.
- 50 percent drop in accidents in workplaces.

Outputs:

3.1.1 Policy and forum on safety and health developed/formed

Activities

1. Provide technical assistance to government and social partners in conducting diagnostic survey on OHS.
2. Facilitate OHS forum and develop implementation action plan, as well as a health and safety reporting facility designated entity.
3. Support government and social partners to adopt the action plan for OHS..

Outcome 3.2: Increased capacity for extending social protection mechanisms

Indicators and targets:

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

Baseline:

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

Target:

- Full assessment on formal and informal mechanisms on social protection published.
- Those defined as vulnerable able to access social protection mechanisms.

Outputs:

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

Activities

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

1.2.2 Social security base improved building on existing practices

Activities

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

6.0 DWP in Partnership - Implementation and Management

6.1 Management and Implementation Framework

As a framework to support and assist government in its development objectives, the achievements of the outcomes of the DWP requires high levels of coordination, effective cooperation for full commitment and participation of social partners at all levels. They need to support and promote the decent work approach and actions in forums where they are active. In addition to being beneficiaries of programmes, government and social partners will be implementing partners in all priority areas. Government's role as overall manager, reinforcing their responsibility to the Somali People, cannot be over-emphasized. The roles of employers and workers in assisting in the framing of the strategy and thence taking forward the delivery are the fundamental of accountability and good governance.

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

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

It is recognized the programme priorities and technical support outlined above represent joint commitments of partners and the ILO is not a funding agency. It is an integral this is a partnership with the ILO working for, with and through government, workers and employers. The ILO will work in collaboration with government and social partners to mobilize resources from international partners for the implementation of actions outlined in the DWP.

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

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

6.2 Monitoring and Evaluation

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

Monitoring the implementation and evaluating the impact of the programme will be conducted jointly by the constituents and the ILO. The monitoring arrangements will also enable participating organisations to examine the ILO's catalytic and strategic role in achieving the desired outcomes through evolving Somali institutions taking full ownership of the work agenda.

Monitoring will be based on the use of a selected number of indicators agreed upon with government, social partners and other stakeholders; tripartite-plus with International Partners. The information obtained from these indicators will serve as a basis for the analysis and review of performance, to assess progress made, identify lessons learnt and, if necessary, recommend changes or adjustments in relevant strategies.

Evaluating the DWP will take place at two critical points in the implementation cycle. There will be a mid-cycle and an end-of-cycle evaluation. These evaluations will provide valuable

information on the implementation progress in terms of interim outcomes and impact with full support from the full institutional knowledge the ILO brings to bear on the issues of work.

6.3 Resource Requirements

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

8.0 Annex: Conventions Ratified by Somalia

	Conv. Numb.	Convention Name	Year adopted	Year ratified by Somalia
1	C16	Medical Examination of Young Persons (Sea) Convention	1921	1960
2	C17	Workmen's Compensation (Accidents) Convention,	1925	1960
3.	C19	Equality of Treatment (Accident Compensation) Convention,	1925	1960
4.	C22	Seamen's Articles of Agreement Convention	1926	1960
5.	C23	Repatriation of Seamen Convention	1926	1960
6.	C29	Forced Labour Convention	1930	1960
7.	C45	Underground Work (Women) Convention	1935	1960
8.	C50	Recruiting of Indigenous Workers Convention	1936	1960
9.	C64	Contracts of Employment (Indigenous Workers)	1939	1978
10.	C65	Penal Sanctions (Indigenous Workers)	1939	1960
11.	C94	Labour Clauses (Public Contracts) Convention,	1949	1960
12.	C95	Protection of Wages Convention,	1949	1960
13.	C105	Abolition of Forced Labour	1957	1961
14.	C111	Discrimination (Employment and Occupation)	1958	1961
15.	C87	Freedom of Association & Protection of the Right to Organise	1948	2014
16	C98	Right to Organise & Collective Bargaining	1949	2014
17.	C182	Worst Forms of Child Labour Convention	1999	2014