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Labour
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The ILO in Somalia

Somalia and decent work



Somalia is one of the poorest countries in the world, with a per capita income of US\$ 226; 73% of Somalis are poor, 43% extremely poor. The country is deeply affected by conflict, which has caused extreme poverty, vulnerability and a complex set of political and social grievances that remain a threat to the country.

Despite the turmoil and instability in Somalia, business is booming compared to many other sub-Saharan countries in Africa. The livestock sector is the backbone of the economy and the main source of livelihoods: 60% of the population generates 40% of GDP from livestock production.

More than 70% of the population is under 30, and unemployment and underemployment are widespread, particularly among young people.

Somalia has been a Member of the ILO since 1960 and it has **ratified 19 international labour Conventions**.

Strategic framework: the Decent Work Programme for 2012-2015 (DWP) aligned with national priorities

The **Decent Work Program (2012-2015)** for Somalia was designed with the Government and social partners to help them achieve decent work objectives. It is aligned with the peace and state building goals outlined in the **New Deal Compact for Somalia (2014-2016)** and the **United Nations Integrated Strategic Framework for 2014-2016**.

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Tripartite constituents

Government: Ministry of Labour and Social Affairs

Workers' organization: Federation of Somali Trade Unions (FESTU)

Employers' organization: Somali Employers Federation (SEF)

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Key challenges

- **47%** of the active population is unemployed.
- Gender equality indicators are among the worst in the world: **75%** of young females (15-24 years old) are illiterate.

The priorities of the Decent Work Program are –

- 1 Increased employment creation for poverty alleviation, peace and stability
- 2 Improving rights at work and extending social dialogue
- 3 Increased access to and coverage by social protection

Main actions and key results

Creating jobs and improving livelihoods through employment intensive infrastructure investments



"We are also happy because through the project we have acquired employment and we are able to earn a living." Mohamed Amin, a beneficiary who is a returnee from Daadab refugee camp in Kenya.

Providing immediate jobs for the Somali people gives them the ability to meet their basic needs and lift them out of poverty. Over the years, the Employment Intensive Infrastructure Programme (EIIP) model, adopted in Somalia for the rehabilitation of infrastructure, has provided a sustainable framework for employment creation. Various projects have rehabilitated key economic infrastructure – such as canals, feeder and secondary roads, and markets – through labour-based technologies. The ILO approach is to work hand in hand with local administrations, communities and the private sector, and has created income-generating activities for Somali men and women. **Impact assessments** conducted after the rehabilitation of critical infrastructure have shown improvements in local economies. For example, in Galkayo, the ILO has created **44,850 short-term and 2,350 long-term jobs** for the rehabilitation of roads and meat markets. More than **85%** of those employed are vulnerable women and internally displaced persons.

Empowering women through entrepreneurship

The ILO has built and strengthened the capacity of constituents and organizations to promote and support women's economic development. An enabling environment was created and support services were developed for women entrepreneurs such as increased access to microfinance and training in business management. With ILO support, **254**

new businesses were started by women in Hargeisa and Mogadishu. Some **500** women entrepreneurs had their capacity strengthened in order to manage their businesses and another **170** women entrepreneurs were supported by business development services. The Chamber of Commerce saw a net increase in women-owned businesses.

The First Month of Women Entrepreneurs event was organized in Hargeisa and Mogadishu to showcase their products and services. During the event, a group of women entrepreneurs were approached by a hotel-owner in Mogadishu, who proposed that they supply vegetables and fruits to the hotel.

Developing the skills of Somali youth for better employability and decent employment

The ILO implemented a programme for the economic integration of youth at risk, providing decent work opportunities for young people to draw them away from criminality and thereby promote security within communities. Vocational, financial, entrepreneurship and business skills for youth and

women were organized. Economic reintegration strategies for youth link skills development packages with access to employment through apprenticeships in enterprises and support to business start-ups for sustainable employment, based on local market information and individual needs. The ILO has helped

young people to access decent work and sustain themselves and their families (see box on the next page). At the macro level, youth employment is now a key priority for the Government under the peace and state building goal.



SUCCESS STORY: BOOSTING SELF-EMPLOYMENT AMONG YOUTH

Fartun Abdi Omar and Rahma Abdi Omar are sisters and beneficiaries of the Youth for Change (Y4C) programme, a joint ILO, UNDP, and UNICEF initiative. Fartun is 20 and Rahma is 17 years old. They received formal education before dropping out due to deteriorating security in their town. As a result they stayed at home and helped their mother, as she was the sole bread winner.

In mid-2014, they had a chance to attend a social rehabilitation training course in Mogadishu. After completing the course, Fartun and Rahma were chosen as beneficiaries of the ILO's Youth for Change economic reintegration programme. They were trained in business and entrepreneurship skills, after which they participated in a business plan competition and won a start-up grant of US\$700. In addition, they also participated in a financial management training course.

The two sisters, with the consultation of their mentors decided to buy a bajaj (tuk-tuk), a form of public transport which is widely used in Mogadishu. Since the money they won was not enough, they borrowed the difference. Equipped with the bajaj, they hired their unemployed older brother Mohamed, 24 years old, to be the driver.

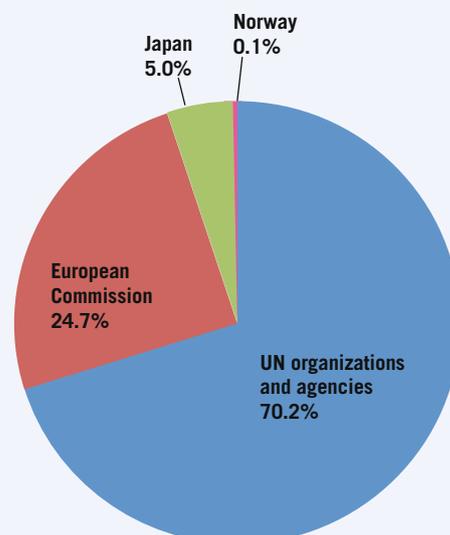


"We have a great ambition of continuing our business, repaying the loan and buying many other bajajs, and applying what we learnt from the training we received. I strongly believe that we will be able to invest in other businesses if we manage our net income from this business effectively, and will not stop until we have accomplished our goal," said Fartun.

Partnership for decent work

The ILO Programme for Somalia is actively engaged throughout the country, working closely with the Government, the social partners and civil society in delivering projects in support of employment. Some ILO key partners in Somalia are the United Nations agencies (UNOPS, UN Women, UNDP, UNHCR, UN Habitat, FAO, UNICEF and UNCDF), NGOs and bilateral partners (EU, Japan, Sweden, Denmark, Switzerland, UK and Norway) and South-South cooperation. Partnerships with the private sector are reinforced at the local level, particularly with the Chamber of Commerce, Amal Bank, the international Bank of Somalia and the Centre for International Private Sectors.

Major resource partners in Somalia (2012-2015)



Next steps



The ILO in Somalia works in line with the Sustainable Development Goals, in particular SDG 8 (“Promote inclusive and sustainable economic growth, employment and decent work for all”).

In 2014, the ILO Governing Body decided to reinforce ILO’s presence in fragile States, including Somalia. As emphasized during the Addis Ababa International Conference on Financing for Development in July 2015, fragile States must not be left behind in global efforts to achieve targets for re-

ducing extreme poverty, and this must be a priority of the Sustainable Development Agenda.

Supporting local governance and decentralised service delivery

In Somalia ILO is supporting local governments in orienting public investment in infrastructure to improve access to basic services towards the optimal creation of productive and decent employment. This has been achieved by influencing the development of decentralized policy, legislative, institutional and regu-

latory frameworks that support employment intensive public investment, public private partnerships in service delivery and local economic development. ILO plays the led role in supporting local governments fulfill their mandate of creating an enabling environment for local economic development; this involves fa-

cilitating and engaging the private sector and civil society in strategic planning and interventions where local resources and opportunities for local business are recognized and nurtured and bottlenecks addressed

Selection of Country Programme Results for Somalia (2014 – 2015)

COUNTRY PROGRAMME OUTCOME AND RESULTS ACHIEVED	ILO CONTRIBUTION (OUTPUTS)
Access to productive employment, decent work and income opportunities for women and men facilitated.	
<p>The capacity of personnel in relevant government entities on the implementation of labour based technologies improved through training;</p> <p>Structures have been defined and systems established of institutions charged with implementation of employment intensive infrastructure projects;</p> <p>The local contractors now better engage in recovery programmes as they are able to bid and implemented employment infrastructure projects.</p>	<ul style="list-style-type: none"> > Technical support to local authorities and contractors for the implementation of the EIIP Projects > Awareness raising and training on design and implementation of infrastructure utilising labour based technologies have been conducted. > Developing training strategies based on needs assessments.
Skills development increases the employability of workers and the competitiveness of enterprises	
<p>Youth employment is key priority for the government under the peace and state building goal (PSG4) since the establishment of sub-working groups in 2014.</p> <p>Decent work opportunities for young persons created drawing them away from criminality thus promoting security within communities.</p>	<ul style="list-style-type: none"> > A joint programme on youth employment developed through close collaboration with the Ministry of Labour and Social Affairs > ILO business/entrepreneurship training tools have been utilised for skills development

THE ILO AND DECENT WORK — A MANDATE FOR PEACE AND SOCIAL JUSTICE

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. Today, the ILO helps advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress. Its tripartite structure provides a unique platform for promoting decent work for all women and men. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

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