

I.N.FORMA.L

Istruire **N**ormare **F**ormare **L**avorare

Newsletter N° 1

JULY 2023

I.N.FORMA.L. - **Educate, Regulate, Train, Work.** From the informal to the formal economy for inclusive growth, peace and social dialogue in Somalia - AID 012590/03/0



The project aims to contribute to the creation of decent work for women and men, in the complex context of Somalia, a country emerging from decades of war, drought, floods and terrorism and moving towards a new period of economic and social redemption.

In this newsletter

- **Training modules for formalizing decent and inclusive work**
- **The project tools:** the qualitative and quantitative survey of the three target areas of the program
- I.N.FORMA.L. AID 012590/03/0 and **the 111th International Labour Conference (ILC)** - Geneva June 5-9, 2023
- **DWCP: Somalia Decent Work Country Programme 2023-2025**



Training modules for formalizing decent and inclusive work

Training modules targeting union delegates and civil society representatives, community leaders, businesses and employer associations were conducted during May.

The training for union representatives and delegates explored the topics of labor rights, decent and inclusive work, social dialogue, collective bargaining, and the role of the employers' organizations in the transition from the informal to the formal economy and in implementing best practices for the creation of decent work and social inclusion.

The theoretical and practical training modules involved 27 participants in the study and analysis of regulations and tools for planning and formalizing pathways to support formal employment, inclusive and socially protected work models and services, to support the development of micro-small businesses including those led by more vulnerable people/groups (youth and disabled people).

I.N.FORMA.L

Istruire Normare Formare Lavorare

Newsletter N° 2 | p. 2
MAY 2023



Occupational health and safety and the need of reducing gender discrimination were covered cross-culturally during this training module. A key objective of this training module is to understand the need to create employment opportunities to promote and create pathways to peace, in a country where the majority of the population is made up of young people under the age of 25.



I.N.FORMA.L

Istruire Normare Formare Lavorare

Newsletter N° 2 | p. 3
MAY 2023



The training aimed at civil society representatives, and community members and leaders involved more than 80 people.

This training module used both best practices, benefits and socio-economic impacts of decent, inclusive and formal work and moments of exchange of ideas and opinions for building sustainable, equitable and inclusive development pathways among participants, speakers and trainers.



I.N.FORMA.L

Istruire Normare Formare Lavorare

Newsletter N° 2 | p. 4

MAY 2023

Participants were encouraged to interact and express their thoughts on multiple and interrelated topics such as poverty and socio-economic benefits of formalizing the informal economy, active participation in building pathways to peace, decent work and eliminating child labor exploitation and gender gaps as key elements for stabilizing the country.

The discussion was also useful in showing how important active participation of civil society is for the activation of pathways for change in the country.



The experiences, good practices of decent, inclusive and formal work, issues and socio-economic impacts shared by and among the participants were finally collected and analyzed in a final plenary session that gave back to the participants the value of decent, fair and inclusive work only if accompanied by professional training, proper knowledge of rights and gender equality.

Meetings with company representatives and employer associations



During the last week of May in Mogadishu, more than 40 representatives of businesses and employers' associations participated in the information meeting, in which the possible benefits and short- and long-term socio-economic impacts of formalizing work were explored and analyzed.

Several hypotheses and scenarios were discussed: from the activation of apprenticeships to targeted and sector-specific vocational training aimed especially at young and vulnerable people.

I.N.FORMA.L

Istruire Normare Formare Lavorare

Newsletter N° 2 | p. 6

MAY 2023

Some possible "virtuous" business models were also explored during the meetings: inclusive models that pay attention to health and safety in the workplace, gender discrimination reporting, salary inequality and a possible social protection system. This is a path still under construction that must look at and go beyond the current perception of the formalization of work only as a bureaucratic complication and/or source of taxation.





**SUPPORTING PRIVATE SECTOR TO PROVIDE SERVICES AND ASSISTANCE
TO MICRO-SMALL ENTERPRISES FOR THE TRANSITION TO
FORMALISATION OF THE ECONOMY**

📅 28-30 MAY 2023 | 📍 MOGADISHU, SOMALIA

I.N.FORMA.L

Istruire Normare Formare Lavorare

Newsletter N° 2 | p. 7
MAY 2023



The project tools: the qualitative and quantitative survey of the three target areas of the program

The project aims to promote sustainable transition from informal to formal employment. This means ensuring rights, legal protection, and "decent" working conditions for the majority of the workforce employed in Somalia who lack them today. It was chosen to intervene in three productive sectors (fishing, textiles and small trade) in six territories chosen by the local counterpart, FESTU. .

Sustainable transition means avoiding the risk that the formalization of work becomes a selective and exclusionary process, providing rights and social protection only to an elite. This is why we want to ensure that the interventions under the project are rooted in the knowledge of living and working conditions within the three sectors, and we also want to ensure that they are disseminated throughout the territory, with a pilot survey divided into three phases, two of data collection and a final propositional one:

- Data collection: what is known and done: Mapping existing (past and present) labor market policies.
- Survey of the prevalence of informal work, by quantity and quality, through analysis of working and living conditions, with questionnaires and interviews administered to samples selected by gender, age, schooling, and work history in the three pilot sectors.
- What can and will be done. Proposals for a Work Plan of informal work interventions.

Curated and carried out by Italian and Somali experts, the survey will be published in three languages (Italian, English and Somali) on **the portal dedicated to the I.N.FORMA.L. project. AID 012590/03/0** and will be an important tool for the formulation of the training plans addressed to the beneficiaries (informal workers in the three target sectors) to facilitate the transition to the formal economy and the development of their small and micro-enterprises and for the elaboration of the **National Action Plan** (a three-year guideline document for the transition to the formal economy with respect to the three intervention sectors).

I.N.FORMA.L. AID 012590/03/0 and the 111th International Labour Conference (ILC) Geneva June 5-9, 2023

▣ Moments of meeting, dialogue and discussion among project staff

In early June in Geneva, we organized the second in-person meeting between Italian and Somali staff of the I.N.FORMA.L. AID project 012590/03/0, taking the opportunity of the concurrent 111th International Labor Conference (ILC), which is attended annually by our local Somali partners from FESTU, MoLSA and SCCI representing Somali workers, government and employer parties.



These were intense days of work during which we laid the groundwork for the preparation of the narrative and financial statement of the first year of the project and reviewed the entire program of activities for the second year.

A useful meeting, therefore, to accompany our very young local staff who, for the first time, are trying their hand at project management and who need to be patiently accompanied to understand the procedures to be followed and the meaning of them. This, too, is cooperation...

While in Geneva, we received an invitation to attend the 5th congress of ITUC Africa (project partner) to be held at the end of November 2023 during which we agreed to organize our next in-person meeting.

A meeting also to exchange, share and learn more about the country's evolving socio political and economic context, which was also organized thanks to the collaboration of ITUC, which made its Geneva office available to us, and the staff of the CGIL European and International Policy Area, who dedicated time and shared some working sessions with us.

DWCP: Somalia Decent Work Country Programme 2023-2025

On June 9, during the ongoing work of the 111th session of the International Labor Conference (ILC), Somali social partners (government, trade unions and employers) signed the first National Decent Work Program in Somalia's history. The DWCP is the instrument through which the ILO - International Labor Organization promotes decent work in the most relevant sectors in different countries with the cooperation of the social partners.

The DWCP 2023-2025, for Somalia is a policy and participation document for building efficient pathways and measures to support decent work for all Somali workers. By signing, the three Somali social partners present in Geneva and ILO, reaffirmed their commitment to work together to promote and implement the DWCP in the country with these priorities and objectives:

- Promote fair opportunities for decent work and vocational skill development.
- Promote social protection for all and social assistance for families.
- Strengthen labor institutions for effective administration of labor market regulations, procedures and administration.
- Promote social dialogue for the protection of workers' rights.



In the case of Somalia, the DWCP program will, therefore, focus on key areas such as employment, productivity and sustainable growth, quality of life, human capital, skilled labor force, labor market governance and workers' rights.

And it is in this direction that the activities of the program "INFORMAL - Educate, Norm, Train, Work: from the informal to the formal for inclusive growth, peace and social dialogue in Somalia" AID 012590/03/0/0 are being implemented.

This newsletter was produced as part of the project

I.N.FORMA.L

Istruire **N**ormare **F**ormare **L**avorare

I.N.FORMA.L. - Educate, Regulate, Train, Work. From the informal to the formal economy for inclusive growth, peace and social dialogue in Somalia - AID 012590/03/0

Project financed by

Italian Agency for Development Cooperation



Realised by

Nexus Emilia Romagna (Nexus ER)



Partner

FESTU - Federation of Somali Trade Unions
Federazione dei Sindacati Somali



MoLSA - Ministry of Labour and Social Affairs
(Somalia)



SCCI - Somali Chamber of Commerce and Industry
(Somalia)



ITUC Africa - African Regional Organisation of the International Trade Union Confederation



NEXUS ER

Via Marconi 69, 40122 Bologna (Italia)

Email: er.nexus@er.cgil.it

Sito web: www.nexusemiliaromagna.org

Facebook: [Nexus Emilia Romagna](https://www.facebook.com/NexusEmiliaRomagna)

Twitter: [@ONGNexus](https://twitter.com/ONGNexus)

FESTU

KM5, Bula Hubey, Mogadishu, Somalia

Email: info@festu.org

Sito Web: www.festu.org

Facebook: [FESTU Somalia](https://www.facebook.com/FESTU Somalia)

Twitter: [@festusomalia](https://twitter.com/festusomalia)

This publication was produced with the contribution of the Italian Agency for Development Cooperation. Its contents are the sole responsibility of Nexus Emilia Romagna and do not necessarily represent the views of the Agency.